

Delegates Chose the Future. Now It's Our Turn to Build It.

By Mark Brunton, President, MSEA-SEIU Local 1989

On October 9 and 10, delegates to MSEA's 83rd Annual Meeting did something this union hasn't done in a generation. They voted to rebuild MSEA from the ground up.

Here's what passed.

Delegates adopted the MSEA 2030 strategic plan and its seven principles: shop-floor organizing, member-driven leadership, democratic inclusion, open bargaining, 100% membership, cross-racial solidarity, and long-term leadership. That's not a slogan. It's our work plan. Everything we do from here forward gets measured against it.

Delegates also passed Resolution 26-02, the biggest structural change in our history. The old geographic Areas are gone as of January 1, 2027. In their place come five employment sectors: Executive Branch; Judicial and Legislative; Education; County, Municipal and Specialized Public Employers; and Non-Profit Public Services; and our Retiree Sector. Our Board of Directors becomes the Executive Board. Sector Vice Presidents will be elected by statewide secret ballot in November 2027, apportioned by membership, and seated for three-year terms starting January 1, 2028. Retirees get representation on the same one-per-500 basis. And we put term limits in writing.

Why does this matter? Because the way we were built was no longer working.

We just came through a contract fight where the State sat on its hands for more than a year, ignored a fact-finder's fair compromise, and dragged us toward arbitration. We got an agreement and we're moving forward. But nobody should pretend the process was fair. It was rigged against us. The answer isn't to complain about the rules. The answer is to get so big and so organized that we can't be ignored.

That's what sectors do. They put workers alongside the people who do the same kind of work, face the same employers, and fight the same fights. They open our doors to county workers, municipal workers, and the nonprofit staff who deliver public services in every corner of this state. MSEA is more than state workers now. We're building a new movement for service workers in Maine.

Our target is 8,500 members by 2028 and 10,500 by 2030. We get there one worksite, one conversation, one new member at a time.

So here's the ask. No union runs on its president. It runs on you.

- **Run for something.** Steward. Chapter officer. Delegate to the Council. A Sector Vice President seat in 2027. If you've ever thought "somebody should fix this," that somebody is you.
- **Serve on a committee.** PASER, Constitution and Bylaws, Solidarity, Resolutions. This is where decisions get made. Be in the room.
- **Sign up a coworker.** Every non-member in your shop is a vote we don't have at the table.
- **Vote November 3.** Hannah Pingree has committed to signing legislation giving public workers the right to strike and she has committed to reaching agreements **before** our contracts expire. Vote for her and our endorsed candidates up and down the ballot. Then we hold every one of them accountable.

The delegates did their part. Now it's on all of us.

STAND UP. SHOW UP. LET'S BUILD IT.

Run for something!

We currently have positions open on our Board of Directors which will be chosen by caucus very soon.

MSEA chapters throughout our state will be holding elections for their officers and delegates in November and December. Ask for more information, now!

Serve as a Union Steward!

Are you interested in becoming a steward? Find out more here: <https://mseaseiu.org/our-contracts/#stewardsduties>

Serve on a committee!

We are currently forming committees that will begin their work in January 2028. Committee meetings are conducted monthly via Zoom.

Annual Meeting Committee: Plans the next meeting of the Council of Delegates and reviews proposals for meeting venues

Constitution & Bylaws Committee: Shall study and recommend such changes to the Constitution or the By-Laws, which will promote the more efficient functioning of MSEA or the chapters/locals. The Committee shall further study and make recommendations to the Board regarding all chapter by-laws or changes thereto. The Committee shall make recommendations to the Council regarding all changes in the Constitution or in the By-Laws.

Elections & Credentials Committee: Shall see that the credentials of each voting delegate are verified. It shall be responsible for the preparation and distribution of the ballots to the delegates at the Annual Meeting. It shall provide an appropriate ballot box with lock and seal fastenings. In 2027, the committee will take on oversight of the all-member secret ballot elections conducted in November. The Committee shall tabulate, certify and announce the election results.

Elections Review Committee: Acts as a resource and assists chapters or other bodies in the conduct of elections, establish policies and procedures governing elections, and resolve disputes concerning the conduct of elections where those disputes are unresolved by the body conducting the election.

Membership Benefits Committee: Shall review and recommend to the Board and the Council improvements in existing insurance or benefit programs and to develop new insurance or benefit programs.

Organizational Review Committee: Addresses the tasks assigned to the Committee by the President of the MSEA and the Council pertaining to the functioning and needs of the organization as a whole.

Resolutions Committee: Reviews all submitted resolutions regarding the Constitution or the By-Laws are submitted to the Council in proper form. It shall see that all resolutions submitted prior to the convening of the Council are written in such a manner that the intent and the effect of the resolution is clear.

Scholarship Committee: Promotes MSEA scholarships and reviews applications, then makes recommendations to the MSEA Board of Directors to award scholarships.

Solidarity Committee: Makes recommendations to the Board and to the President on ways to promote solidarity among members and chapters, and to promote solidarity between MSEA/SEIU and other unions, in order to increase the power of the labor movement.

MSEA Rising Organizing Committee: Members forty (40) years old or younger. To promote and educate members on active events and items of interest to MSEA Rising members, serve as a primary source for and lead any actions that are taken on these matters.

Prepare to run for election in 2027!

In November 2027, MSEA will conduct the first member-direct elections under our amended bylaws. That means all members in good standing will receive a ballot by mail to elect our next **President, Executive Vice President, Treasurer, and Secretary**. In addition, we will be choosing our new **Executive Board of Sector Vice Presidents**. Find out how you can be nominated to run for a position and learn more about the new governance structure.

For more information, fill out the form: [MSEA SEIU Local 1989 Leadership Interest Form – Fill out form](#)

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