



# Maine AFL-CIO

## 2015 Working Families Legislative Scorecard

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



Union members gathered outside the Maine State House in Augusta during one of the Maine AFL-CIO's Labor Lobby Days in 2015. Our next Lobby Day will be held in early 2016.

The 127th Maine Legislature was set in a period of staggering inequality, stagnant wages and declining living standards. As working people, we looked for the Legislature to:

- *reflect our core values of fairness, solidarity and economic justice;*
- *do everything within its power to support workers and their families; and*
- *take proactive measures to create a just economy.*

The Maine AFL-CIO is a statewide federation of more than 160 local labor unions in Maine. We represent more than 50,000 Maine workers and retirees delivering public services or working at paper mills, shipyards, hospitals, construction sites, utilities, and in many other industries. We represent these workers and their families at the Legislature, and we organize together year round for workers' rights and economic justice.

This legislative scorecard seeks to capture the votes that were of the greatest importance to working people in the first session of the 127th Maine Legislature (2015). It provides information on those bills and lets you know how your legislators voted.

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

### **INSIDE:**

*Bill Summary and Scorecard*

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*The Human Faces of These Bills*

*Raising Wages*

Dear Union Members and Friends,

As inequality soars and working families are squeezed, unions play a crucial role in fighting for better wages, safe working conditions, and a just economy.

This legislative session in Augusta, workers faced the most far reaching assault on collective bargaining rights in recent Maine history. Gov. LePage and extremist legislators pushed bills to:

- Lower your wages by making Maine a so called "Right to Work" state;
- Make striking or picketing illegal;
- Prohibit unions from bargaining over privatization and subcontracting of work;
- Ban union members from paying their dues through payroll deduction;
- Prohibit workers from serving on labor-management committees during work hours, and more.

Taken as a whole, this was a deliberate effort to eliminate collective bargaining as we know it.

Through our unity and collective action, we defeated all of these bills, in some cases with strong bipartisan opposition. We sent a clear message that there is no appetite for attacking workers' rights. Thank you to everyone who took action.

Workers also won victories and elevated crucial issues. Corrections officers addressed a recruitment and retention crisis and won long needed raises. A coalition of labor and allies helped sink Gov. LePage's regressive state budget. Workers drew critical attention to corporate fraud in a state tax incentive program. All the while, Gov. LePage alienated members of both parties and continued his divisive bullying and "my way or the highway" approach.

The Maine AFL-CIO's *Working Families Legislative Scorecard* is designed to give you a clear picture of how your legislators voted on workers' issues, including the bills noted above. Were they with you or against you? We mail this scorecard to over 55,000 union members and retirees in the hopes that it will spur additional conversation, accountability and action. Please contact your legislators with your thanks or disappointment - let them know how you feel!

Thanks for all that you do standing up for workers' rights. The Maine AFL-CIO stands ready to assist you or your union in any way that we can. Please contact us with questions or to get more involved.

In solidarity,



*Don Berry*

Don Berry  
President



*Matt Schlobohm*

Matt Schlobohm  
Executive Director

**Maine AFL-CIO**  
21 Gabriel Drive  
Augusta, ME 04330



**Executive Board**

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- Jack McKay (Eastern Maine Labor Council)
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- Reginald Munson (Ironworkers 7)
- John Napolitano (Maine State Building Trades)
- Denise Nemeth-Greenleaf (AFGE 2024)
- John Newton (AFGE 948)
- Elizabeth O'Connor (AFSCME 2011)
- Wes Perry (Machinists 2740)
- Cynthia Phinney (IBEW 1837)
- David Schofield (Metal Trades Council)
- Michael Scott (IAFF 797)
- Patrick Shane (IBEW 2327)
- Vanessa Sylvester (Maine State Nurses Association)
- Trent Vellella (UAW 3999)
- Jay Wadleigh (Machinists S6)

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

# Summary of Maine AFL-CIO Scored Bills

## LD 489: So-Called “Right to Work”

*“An Act To Ensure the Right To Work without Payment of Dues or Fees to a Labor Union as a Condition of Employment”*

*Sponsored by Representative Lawrence Lockman (R-Amherst)*

**Maine AFL-CIO Opposed**

Senate Roll Call # 222 — House Roll Call # 229

Final Outcome: Defeated

Yet again this year, anti-union legislators and Governor LePage submitted so-called “Right to Work” bills in Augusta, despite the fact that we have defeated them numerous times since 2011. “Right to Work” bills are designed to weaken unions and drive down wages and working conditions. Under these laws workers can contribute nothing to a union, yet gain all the benefits and full representation.

LD 489 would have made union security clauses illegal in Maine, meaning that workers and employers could not agree that all workers share the costs of collective bargaining and representation. Under federal law, no worker is required to join a union, but unions have a duty of fair representation to represent all workers in a bargaining unit, whether they join the union or not. Many unions negotiate a clause that workers who don’t join the union contribute to the costs of bargaining and enforcing the contract. This bill was defeated with bipartisan opposition in both the House and Senate.

## LD 404: Prohibits Payment of Dues by Payroll Deduction

*“An Act To Prohibit Public Employers from Acting as Collection Agents for Labor Unions”*

*Sponsored by Representative Lawrence Lockman (R-Amherst)*

**Maine AFL-CIO Opposed**

Senate Roll Call # 221 — House Roll Call # 230

Final Outcome: Defeated

Many workers use payroll deduction to make charitable donations, loan and bill payments and to pay their union dues. LD 404 would have banned teachers, firefighters, bus drivers and other public sector union members from paying dues through payroll deduction. State employees with the Maine State Employees Association have used payroll deduction to pay dues since 1952. It is efficient and effective. There is no reason to ban this other than to make it harder for unions to function efficiently. This is a negotiated, contractual issue and should remain in the collective bargaining process. The bill was defeated in the House and Senate.

## What do you think?

We try to make the Working Families Legislative Scorecard better every year. Tell us what you like or what we can improve.

## Want to get more involved?

Call or email us to join the fight for workers’ rights and a just economy.

**Call: 207-622-9675**

**Email: [info@maineaflcio.org](mailto:info@maineaflcio.org)**



## LD 1319: Ban on Union Leave Time

*“An Act To Ensure That Wages and Benefits of Maine State Employees Serve a Public Purpose”*

*Sponsored by Representative Karl Ward (R-Dedham)*

**Maine AFL-CIO Opposed**

Senate Roll Call # 223 — House Roll Call # 231

Final Outcome: Defeated

Most union contracts include an amount of administrative time, or union leave time, allotted to workers who are union representatives so they can address important labor-management issues. This can include serving on labor-management committees, bargaining, addressing grievances, and other important workplace issues. LD 1319 would have prohibited public sector unions and employers from agreeing that some union business can be done on paid time. Most often, resolving these issues benefits both management and workers and improves efficiency in the workplace. This is a negotiated issue that should be left to the bargaining table.

## LD 117: Prevailing Wage on School Construction

*“An Act To Require the Prevailing Wage To Be Paid on All Public Works Projects for Which State Funding Is Used”*

*Sponsored by Senator John Patrick (D – Rumford)*

**Maine AFL-CIO Supported**

Senate Roll Call # 106 — House Roll Call # 119

Final Outcome: Defeated

The rationale behind prevailing wage laws is that state and federal governments, as major purchasers of construction services, should not depress wages. Maine’s prevailing wage law applies to public construction projects, like roads, sewers, bridges, etc., that are funded by taxpayer dollars. There is currently a loophole in Maine law that allows public school construction to escape prevailing wage requirements.

LD 117 would have required that Maine workers are paid a prevailing wage on all public works construction projects where the contract includes state funding, including public school construction. This would ensure the highest quality school construction and that public dollars support good wages and working standards. The bill was defeated by Republicans in the Senate.

## LD 297: Sham Transactions

*“An Act To Increase Allowed Investments under the Maine New Markets Capital Investment Program”*

*Sponsored by Senator Nate Libby (D-Androscoggin)*

**Maine AFL-CIO Supported As Amended**

Senate Roll Call # 332 — House Roll Call # 336

Final Outcome: Defeated

The New Markets tax credit program is one of the worst examples of corporate fraud and abuse in Maine history. Originally designed to encourage new investments in economically struggling parts of Maine, corporations and out of state financiers abused the program through the use of phony one day loans and complex financial maneuvers. Despite not making any real investments in Maine, they stand to receive more than \$35 million in taxpayer dollars. The amended bill would have banned the use of financial gimmicks like one day loans, recouped taxpayer dollars for any “sham transactions” that occurred and launched a much needed investigation. The bill passed overwhelmingly in the House yet failed along party lines in the Senate.

# Summary of Maine AFL-CIO Scored Bills

## LD 92: Raise Minimum Wage

*“An Act To Increase the Minimum Wage to \$8.00 per Hour”*

*Sponsored by Representative Dillon Bates (D-Westbrook)*

**Maine AFL-CIO Supported**

Senate Roll Call # 296 — House Roll Call # 174

Final Outcome: Defeated

Our economy is out of balance. People’s wages and incomes are not keeping up with the rising costs of groceries, childcare, housing and other basics. The problem is rooted in stagnant wages and staggering inequality. Wages for the bottom 70% have been flat since the late 70s, while almost all the gains from the increasing productivity of our workforce have flowed to the top. We can all agree: If you work full-time, you should not live in poverty. But, in Maine minimum wage workers cannot make ends meet on \$300 per week for full-time work. It is far past time to raise the minimum wage, and a majority of Maine people agree. LD 92 was one of a number of bills to raise the minimum wage, and was amended to raise Maine’s minimum wage to \$9.50 by 2018. While not a living wage, we supported this bill as an important step in raising wages.

*See page 16 for more information about our campaign to raise the minimum wage in Maine.*

## LD 1431: Right to Work Zones

*“An Act To Help Facilitate New Career Opportunities and Attract Major Private Investment”*

*Sponsored by Senator Andre Cushing (R- Penobscot)*

**Maine AFL-CIO Opposed**

Senate Roll Call # 255

Final Outcome: Defeated

LD 1431 would have created “Right to Work business zones” where union security clauses between workers and employers would be illegal. So-called “Right to Work” bills are designed to weaken unions, depress wages and undercut workers’ ability to negotiate decent contracts. The flawed logic behind LePage’s latest bill is that by weakening collective bargaining rights and lowering wages, along with massive tax breaks for huge companies, Maine could attract large employers to come set up shop. This is a race to the bottom approach, and it’s not smart economic development.

## LD 407: Buy American

*“An Act To Buy American-made Products”*

*Sponsored by Representative John Martin (D-Eagle Lake)*

**Maine AFL-CIO Supported**

Senate Roll Call # 81— House Roll Call # 87

Final Outcome: Defeated

Millions of dollars in state procurement for construction materials and other goods are spent every year, yet there is no formal preference for buying USA made goods with those taxpayer dollars. LD 407 would have created a preference for American made goods for public procurement. Buy American provisions would create and support jobs in manufacturing here in the U.S. and would help stabilize our economy.

Although there were plenty of common sense measures in the bill that would allow for exemptions when American made products were not available in the proper quantity or quality, Republicans blocked this bill from moving forward.

## LD 1015: CEO-to-Worker Pay Ratio Reporting

*“An Act To Require Large Employers To Report Compensation Information”*

*Sponsored by State Senator John Patrick (D – Rumford)*

**Maine AFL-CIO Supported**

Senate Roll Call # 121 — House Roll Call # 122

Final Outcome: Defeated

In 1965, the average US CEO made 20 times the average worker. Today, CEOs make 331 times the average worker! This explosion in top executive pay is driving staggering levels of income and wealth inequality that hurt workers, our economy and our democracy. This bill would have required Maine’s largest employers to annually report the ratio between the pay of the highest paid executive and the lowest paid full-time worker. This would help address inequality and push much needed reform in corporate governance and compensation practices. The bill passed the House but failed in the Senate.

## LD 1165: Toxic Chemical Protections in the Workplace

*“An Act to Enact the Toxic Chemicals in the Workplace Act”*

*Sponsored by Rep. Adam Goode (D – Bangor)*

**Maine AFL-CIO Supported**

Senate Roll Call # 168 — House Roll Call # 178

Final Outcome: Defeated

Workers are on the frontlines of exposure to toxic chemicals in the workplace. Toxic exposure contributes to soaring cancer rates, learning disabilities, birth defects and increased asthma and allergies. 40,000 Americans die prematurely each year from exposures to toxic substances at work. That’s why we support every effort to improve workplace health and safety. This bill sought to prevent harm to workers by establishing joint worker-employer committees in the workplace to find safer alternatives to harmful toxic chemicals when that is economically feasible to do. The bill passed the House but was defeated along party lines in the Senate.

## Worker Candidate Training 2016

**We need more working class people to run for elected office!**

In January the Maine AFL-CIO will hold our 3rd Worker Candidate Training Program. We train union members and community allies to run for office like State Legislature, Town Council, or School Board.

The training includes developing your message, how to knock on doors, stump speeches, campaign planning, and much more. We bring in great guest speakers who have run and who have served to share their experiences with the class.

Have you ever considered running for office? Do you know someone who would make a great candidate for State House or State Senate? This training is great for anyone who wants to run for office, who may consider running someday, or who wants to help on others’ campaigns.

**Saturday & Sunday • January 23 & 24, 2016**

**Augusta, Maine** (Snow Dates Jan. 30 & 31)

Contact Sarah at [sarah@maineafcio.org](mailto:sarah@maineafcio.org) or 207-622-9675 if you would like to participate or recommend someone.



|       |                                |       | LD 489         | LD 404         | LD 1319     | LD 1431   | LD 407       | LD 117          | LD 1015 | LD 1165 | LD 297          |       |
|-------|--------------------------------|-------|----------------|----------------|-------------|-----------|--------------|-----------------|---------|---------|-----------------|-------|
| Dist. | Senator                        | Party | Right to Work* | Dues Deduction | Union Leave | RTW Zones | Buy American | Prevailing Wage | CEO Pay | Toxins  | Sham Transacts. | TOTAL |
| 27    | JUSTIN ALFOND of Cumberland    | D     | ✓              | ✓              | ✓           | ✓         | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 23    | LINDA BAKER of Sagadahoc       | R     | ✓              | ✓              | ✓           | ✓         | X            | X               | X       | X       | X               | 50%   |
| 20    | ERIC BRAKEY of Androscoggin    | R     | X              | X              | X           | X         | X            | X               | X       | X       | X               | 0%    |
| 25    | CATHERINE BREEN of Cumberland  | D     | ✓              | ✓              | ✓           | ✓         | ✓            | ✓               | E       | ✓       | ✓               | 100%  |
| 6     | DAVID BURNS of Washington      | R     | X              | X              | X           | X         | X            | X               | X       | X       | X               | 0%    |
| 34    | RONALD COLLINS of York         | R     | X              | X              | X           | X         | X            | X               | X       | X       | X               | 0%    |
| 10    | ANDRE CUSHING of Penobscot     | R     | X              | X              | X           | X         | X            | X               | X       | X       | X               | 0%    |
| 16    | SCOTT CYRWAY of Kennebec       | R     | ✓              | ✓              | ✓           | ✓         | X            | X               | X       | X       | X               | 50%   |
| 4     | PAUL DAVIS of Piscataquis      | R     | X              | ✓              | ✓           | X         | X            | X               | E       | X       | X               | 22%   |
| 26    | BILL DIAMOND of Cumberland     | D     | ✓              | ✓              | ✓           | ✓         | ✓            | ✓               | X       | ✓       | ✓               | 90%   |
| 5     | JAMES DILL of Penobscot        | D     | ✓              | ✓              | ✓           | ✓         | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 32    | DAVID DUTREMBLE of York        | D     | ✓              | ✓              | ✓           | ✓         | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 1     | PETER EDGECOMB of Aroostook    | R     | X              | X              | X           | X         | X            | X               | X       | E       | X               | 0%    |
| 24    | STANLEY GERZOFKY of Cumberland | D     | ✓              | ✓              | ✓           | ✓         | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 9     | GEOFFREY GRATWICK of Penobscot | D     | ✓              | ✓              | ✓           | ✓         | ✓            | ✓               | X       | ✓       | ✓               | 90%   |
| 19    | JAMES HAMPER of Oxford         | R     | X              | X              | X           | X         | X            | X               | X       | X       | X               | 0%    |
| 28    | ANNE HASKELL of Cumberland     | D     | ✓              | ✓              | ✓           | ✓         | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 35    | DAWN HILL of York              | D     | ✓              | ✓              | ✓           | ✓         | ✓            | ✓               | X       | ✓       | ✓               | 90%   |
| 13    | CHRISTOPHER JOHNSON of Lincoln | D     | ✓              | ✓              | ✓           | ✓         | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 15    | ROGER KATZ of Kennebec         | R     | ✓              | ✓              | ✓           | ✓         | X            | X               | X       | X       | X               | 50%   |
| 7     | BRIAN LANGLEY of Hancock       | R     | X              | ✓              | ✓           | X         | X            | X               | X       | X       | X               | 20%   |
| 21    | NATHAN LIBBY of Androscoggin   | D     | ✓              | ✓              | ✓           | ✓         | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 22    | GARRETT MASON of Androscoggin  | R     | X              | X              | X           | X         | X            | X               | X       | X       | X               | 0%    |
| 14    | EARLE McCORMICK of Kennebec    | R     | ✓              | ✓              | ✓           | X         | X            | X               | X       | X       | X               | 40%   |
| 29    | REBECCA MILLETT of Cumberland  | D     | ✓              | ✓              | ✓           | ✓         | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 12    | DAVID MIRAMANT of Knox         | D     | ✓              | ✓              | ✓           | ✓         | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 18    | JOHN PATRICK of Oxford         | D     | ✓              | ✓              | ✓           | ✓         | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 8     | KIMBERLEY ROSEN of Hancock     | R     | X              | X              | X           | X         | X            | X               | X       | X       | X               | 0%    |
| 17    | THOMAS SAVIELLO of Franklin    | R     | ✓              | ✓              | ✓           | ✓         | X            | X               | X       | X       | X               | 50%   |
| 11    | MICHAEL THIBODEAU of Waldo     | R     | X              | X              | X           | X         | X            | X               | X       | E       | X               | 0%    |
| 31    | LINDA VALENTINO of York        | D     | ✓              | ✓              | ✓           | ✓         | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 30    | AMY VOLK of Cumberland         | R     | X              | X              | X           | X         | X            | X               | X       | X       | E               | 0%    |
| 3     | RODNEY WHITTEMORE of Somerset  | R     | X              | X              | X           | X         | X            | X               | X       | X       | X               | 0%    |
| 2     | MICHAEL WILLETTE of Aroostook  | R     | X              | X              | X           | X         | X            | X               | X       | X       | X               | 0%    |
| 33    | DAVID WOODSOME of York         | R     | ✓              | ✓              | ✓           | X         | X            | X               | X       | X       | X               | 40%   |

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

\* The vote on LD 489 (so-called "Right to Work" ) is double-weighted to reflect importance.

|       |                                    |       | LD 489         | LD 404         | LD 1319     | LD 92        | LD 407       | LD 117          | LD 1015 | LD 1165 | LD 297          |       |
|-------|------------------------------------|-------|----------------|----------------|-------------|--------------|--------------|-----------------|---------|---------|-----------------|-------|
| Dist. | Representative                     | Party | Right to Work* | Dues Deduction | Union Leave | Minimum Wage | Buy American | Prevailing Wage | CEO Pay | Toxins  | Sham Transacts. | TOTAL |
| 138   | ROBERT ALLEY of Beals              | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | X       | ✓       | ✓               | 90%   |
| 67    | SUSAN AUSTIN of Gray               | R     | X              | X              | X           | X            | X            | X               | X       | X       | ✓               | 10%   |
| 8     | CHRIS BABBIDGE of Kennebunk        | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 35    | DILLON BATES of Westbrook          | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 33    | KEVIN BATTLE of South Portland     | R     | ✓              | ✓              | ✓           | X            | ✓            | X               | X       | ✓       | ✓               | 70%   |
| 2     | ROBERTA BEAVERS of South Berwick   | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | X       | ✓       | ✓               | 90%   |
| 110   | HENRY BECK of Waterville           | D     | ✓              | ✓              | ✓           | E            | E            | ✓               | ✓       | E       | ✓               | 100%  |
| 93    | PINNY BEEBE-CENTER of Rockland     | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 63    | BRUCE BICKFORD of Auburn           | R     | X              | X              | X           | X            | X            | X               | X       | X       | ✓               | 10%   |
| 114   | RUSSELL BLACK of Wilton            | R     | A              | A              | A           | X            | X            | X               | X       | X       | X               | 0%    |
| 3     | LYDIA BLUME of York                | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 61    | HEIDI BROOKS of Lewiston           | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 24    | MARK BRYANT of Windham             | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 113   | ANDREW BUCKLAND of Farmington      | R     | A              | A              | A           | X            | X            | X               | X       | X       | X               | 0%    |
| 96    | CHRISTINE BURSTEIN of Lincolnville | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 21    | JAMES CAMPBELL of Newfield         | I     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 130   | RICHARD CAMPBELL of Orrington      | R     | ✓              | ✓              | ✓           | X            | X            | X               | X       | X       | X               | 40%   |
| 46    | PAUL CHACE of Durham               | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 133   | RALPH CHAPMAN of Brooksville       | D     | ✓              | ✓              | ✓           | ✓            | ✓            | A               | A       | ✓       | ✓               | 80%   |
| 15    | JUSTIN CHENETTE of Saco            | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 40    | BEN CHIPMAN of Portland            | I     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 47    | JANICE COOPER of Yarmouth          | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 25    | PATRICK COREY of Windham           | R     | X              | X              | X           | X            | X            | X               | X       | X       | ✓               | 10%   |
| 56    | DALE CRAFTS of Lisbon              | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 49    | MATTHEA DAUGHTRY of Brunswick      | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 101   | JAMES DAVITT of Hampden            | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 52    | JENNIFER DeCHANT of Bath           | D     | ✓              | ✓              | ✓           | ✓            | ✓            | A               | A       | ✓       | ✓               | 80%   |
| 90    | MICK DEVIN of Newcastle            | D     | ✓              | ✓              | ✓           | A            | ✓            | ✓               | ✓       | A       | ✓               | 80%   |
| 72    | KATHLEEN DILLINGHAM of Oxford      | R     | X              | X              | X           | E            | X            | X               | X       | E       | A               | 0%    |
| 43    | MARK DION of Portland              | D     | A              | A              | A           | ✓            | A            | ✓               | ✓       | ✓       | ✓               | 50%   |
| 85    | DONNA DOORE of Augusta             | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 121   | ROBERT DUCHESNE of Hudson          | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 118   | LARRY DUNPHY of Embden             | R**   | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 122   | MICHELLE DUNPHY of Old Town        | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 148   | ANTHONY EDGECOMB of Fort Fairfield | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 65    | ELLIE ESPLING of New Gloucester    | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 91    | JEFFREY EVANGELOS of Friendship    | I     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 6     | MARK EVES of North Berwick         | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |

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

\* The vote on LD 489 (so-called "Right to Work" ) is double-weighted. \*\* Rep. Dunphy has since unenrolled from the Republican Party.

|       |                                    |       | LD 489         | LD 404         | LD 1319     | LD 92        | LD 407       | LD 117          | LD 1015 | LD 1165 | LD 297          |       |
|-------|------------------------------------|-------|----------------|----------------|-------------|--------------|--------------|-----------------|---------|---------|-----------------|-------|
| Dist. | Representative                     | Party | Right to Work* | Dues Deduction | Union Leave | Minimum Wage | Buy American | Prevailing Wage | CEO Pay | Toxins  | Sham Transacts. | TOTAL |
| 37    | RICHARD FARNSWORTH of Portland     | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 111   | BRADLEE FARRIN of Norridgewock     | R     | X              | X              | X           | X            | E            | X               | X       | X       | X               | 0%    |
| 11    | RYAN FECTEAU of Biddeford          | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 7     | ROBERT FOLEY of Wells              | R     | X              | X              | X           | X            | ✓            | X               | X       | X       | ✓               | 20%   |
| 80    | LORI FOWLE of Vassalboro           | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 100   | KENNETH FREDETTE of Newport        | R     | X              | X              | X           | X            | X            | X               | X       | X       | A               | 0%    |
| 124   | AARON FREY of Bangor               | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 34    | DREW GATTINE of Westbrook          | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 20    | KAREN GERRISH of Lebanon           | R     | X              | X              | X           | X            | ✓            | X               | X       | X       | ✓               | 20%   |
| 48    | SARA GIDEON of Freeport            | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 74    | PAUL GILBERT of Jay                | D     | ✓              | ✓              | ✓           | ✓            | ✓            | E               | E       | ✓       | ✓               | 100%  |
| 98    | JAMES GILLWAY of Searsport         | R     | X              | X              | X           | X            | X            | X               | X       | X       | ✓               | 10%   |
| 69    | PHYLLIS GINZLER of Bridgton        | R     | X              | X              | X           | X            | X            | X               | X       | X       | ✓               | 10%   |
| 60    | JARED GOLDEN of Lewiston           | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 127   | ADAM GOODE of Bangor               | D     | ✓              | ✓              | ✓           | A            | ✓            | ✓               | ✓       | A       | A               | 70%   |
| 83    | GAY GRANT of Gardiner              | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 82    | RANDALL GREENWOOD of Wales         | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 12    | MARTIN GROHMAN of Biddeford        | D     | ✓              | ✓              | ✓           | ✓            | X            | X               | X       | X       | ✓               | 60%   |
| 102   | STACEY GUERIN of Glenburn          | R     | X              | X              | X           | X            | X            | E               | E       | X       | X               | 0%    |
| 32    | SCOTT HAMANN of South Portland     | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 142   | SHELDON HANINGTON of Lincoln       | R     | E              | E              | E           | X            | X            | X               | X       | X       | ✓               | 17%   |
| 87    | JEFFERY HANLEY of Pittston         | R     | ✓              | ✓              | X           | X            | X            | X               | X       | X       | X               | 30%   |
| 36    | DENISE HARLOW of Portland          | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | X       | ✓       | ✓               | 90%   |
| 89    | STEPHANIE HAWKE of Boothbay Harbor | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 117   | FRANCES HEAD of Bethel             | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 97    | ERIN HERBIG of Belfast             | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 73    | LLOYD HERRICK of Paris             | R     | X              | A              | A           | X            | X            | X               | X       | X       | X               | 0%    |
| 81    | CRAIG HICKMAN of Winthrop          | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 120   | NORMAN HIGGINS of Dover-Foxcroft   | R     | ✓              | ✓              | X           | X            | X            | X               | X       | X       | ✓               | 40%   |
| 76    | GARY HILLIARD of Belgrade          | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 55    | BRIAN HOBART of Bowdoinham         | R     | X              | X              | ✓           | X            | ✓            | X               | X       | X       | X               | 20%   |
| 14    | BARRY HOBBS of Saco                | D     | ✓              | ✓              | ✓           | ✓            | A            | ✓               | ✓       | ✓       | ✓               | 90%   |
| 13    | GEORGE HOGAN of Old Orchard Beach  | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 135   | BRIAN HUBBELL of Bar Harbor        | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 4     | PATRICIA HYMANSON of York          | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 41    | ERIK JORGENSEN of Portland         | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | A       | ✓               | 90%   |
| 99    | MARYANNE KINNEY of Knox            | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 22    | JONATHAN KINNEY of Limington       | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |

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

\* The vote on LD 489 (so-called "Right to Work" ) is double-weighted to reflect importance.

|       |                                     |       | LD 489         | LD 404         | LD 1319     | LD 92        | LD 407       | LD 117          | LD 1015 | LD 1165 | LD 297          |       |
|-------|-------------------------------------|-------|----------------|----------------|-------------|--------------|--------------|-----------------|---------|---------|-----------------|-------|
| Dist. | Representative                      | Party | Right to Work* | Dues Deduction | Union Leave | Minimum Wage | Buy American | Prevailing Wage | CEO Pay | Toxins  | Sham Transacts. | TOTAL |
| 125   | VICTORIA KORNFELD of Bangor         | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | A       | ✓               | 90%   |
| 92    | CHUCK KRUGER of Thomaston           | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 134   | WALTER KUMIEGA of Deer Isle         | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 58    | MICHEL LAJOIE of Lewiston           | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 137   | LAWRENCE LOCKMAN of Amherst         | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 145   | RICKY LONG of Sherman               | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 109   | THOMAS LONGSTAFF of Waterville      | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 132   | LOUIS LUCHINI of Ellsworth          | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 129   | PETER LYFORD of Eddington           | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 140   | JOYCE MAKER of Calais               | R     | X              | ✓              | X           | X            | X            | X               | X       | X       | ✓               | 20%   |
| 136   | RICHARD MALABY of Hancock           | R     | A              | A              | X           | X            | X            | X               | X       | X       | E               | 0%    |
| 16    | DONALD MAREAN of Hollis             | R     | X              | X              | X           | X            | A            | X               | X       | X       | X               | 0%    |
| 151   | JOHN MARTIN of Eagle Lake           | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 150   | ROLAND MARTIN of Sinclair           | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 18    | ANNE-MARIE MASTRACCIO of Sanford    | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 107   | JEFF McCABE of Skowhegan            | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 66    | MICHAEL McCLELLAN of Raymond        | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 51    | JOYCE McCREIGHT of Harpswell        | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 149   | CAROL McELWEE of Caribou            | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 27    | ANDREW McLEAN of Gorham             | D     | A              | A              | A           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 60%   |
| 62    | GINA MELARAGNO of Auburn            | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 30    | KIMBERLY MONAGHAN of Cape Elizabeth | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 38    | MATTHEW MOONEN of Portland          | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 31    | TERRY MORRISON of South Portland    | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 78    | CATHERINE NADEAU of Winslow         | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 19    | WILLIAM NOON of Sanford ***         | D     | A              | A              | A           | ✓            | ✓            | ✓               | ✓       | ✓       | A               | 50%   |
| 77    | ROBERT NUTTING of Oakland           | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 5     | BETH O'CONNOR of Berwick            | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 10    | WAYNE PARRY of Arundel              | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 115   | MATTHEW PETERSON of Rumford         | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 108   | JOHN PICCHIOTTI of Fairfield        | R     | ✓              | ✓              | ✓           | X            | X            | X               | X       | X       | X               | 40%   |
| 116   | RICHARD PICKETT of Dixfield         | R     | ✓              | ✓              | X           | ✓            | ✓            | X               | X       | X       | ✓               | 60%   |
| 53    | JEFFREY PIERCE of Dresden           | R     | ✓              | X              | X           | X            | X            | X               | A       | X       | X               | 20%   |
| 44    | TERESA PIERCE of Falmouth           | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 86    | MATTHEW POULIOT of Augusta          | R     | ✓              | ✓              | ✓           | X            | X            | X               | X       | X       | ✓               | 50%   |
| 68    | CHRISTINE POWERS of Naples          | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 17    | DWAYNE PRESCOTT of Waterboro        | R     | X              | X              | X           | X            | X            | X               | X       | X       | ✓               | 10%   |
| 103   | ROGER REED of Carmel                | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |

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

\* The vote on LD 489 (so-called "Right to Work" ) is double-weighted. \*\*\* Rep. William Noon passed away on July 15, 2015.



|       |                                    |       | LD 489         | LD 404         | LD 1319     | LD 92        | LD 407       | LD 117          | LD 1015 | LD 1165 | LD 297          |       |
|-------|------------------------------------|-------|----------------|----------------|-------------|--------------|--------------|-----------------|---------|---------|-----------------|-------|
| Dist. | Representative                     | Party | Right to Work* | Dues Deduction | Union Leave | Minimum Wage | Buy American | Prevailing Wage | CEO Pay | Toxins  | Sham Transacts. | TOTAL |
| 59    | MARGARET ROTUNDO of Lewiston       | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 39    | DIANE RUSSELL of Portland          | D     | ✓              | ✓              | ✓           | ✓            | A            | ✓               | ✓       | ✓       | ✓               | 90%   |
| 1     | DEANE RYKERSON of Kittery          | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 26    | LINDA SANBORN of Gorham            | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | E               | 100%  |
| 88    | DEBORAH SANDERSON of Chelsea       | R     | X              | X              | X           | X            | X            | X               | X       | X       | ✓               | 10%   |
| 147   | ROBERT SAUCIER of Presque Isle     | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 64    | DAVID SAWICKI of Auburn            | R     | E              | E              | E           | X            | X            | X               | X       | X       | ✓               | 17%   |
| 126   | JOHN SCHNECK of Bangor             | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 9     | H. STEDMAN SEAVEY of Kennebunkport | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 23    | MICHAEL SHAW of Standish           | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 144   | ROGER SHERMAN of Hodgdon           | R     | ✓              | X              | ✓           | X            | A            | X               | X       | X       | X               | 30%   |
| 106   | STANLEY SHORT of Pittsfield        | I     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | X       | ✓       | ✓               | 90%   |
| 28    | HEATHER SIROCKI of Scarborough     | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 112   | THOMAS SKOLFIELD of Weld           | R     | X              | X              | X           | X            | ✓            | X               | X       | X       | X               | 10%   |
| 143   | STEPHEN STANLEY of Medway          | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 119   | PAUL STEARNS of Guilford           | R     | X              | ✓              | ✓           | X            | X            | X               | X       | X       | X               | 20%   |
| 105   | JOEL STETKIS of Canaan             | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 42    | PETER STUCKEY of Portland          | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 95    | GARY SUKEFORTH of Appleton         | I     | ✓              | ✓              | X           | ✓            | X            | X               | X       | X       | ✓               | 50%   |
| 54    | DENISE TEPLER of Topsham           | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 79    | TIMOTHY THERIAULT of China         | R     | A              | A              | A           | X            | ✓            | X               | X       | X       | A               | 10%   |
| 75    | JEFFREY TIMBERLAKE of Turner       | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 45    | MICHAEL TIMMONS of Cumberland      | R     | X              | X              | X           | X            | X            | A               | A       | X       | A               | 0%    |
| 123   | RYAN TIPPING-SPITZ of Orono        | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 50    | RALPH TUCKER of Brunswick          | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 139   | WILLIAM TUELL of East Machias      | R     | X              | ✓              | X           | X            | X            | X               | X       | X       | ✓               | 20%   |
| 141   | BETH TURNER of Burlington          | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 29    | KAREN VACHON of Scarborough        | R     | X              | X              | X           | X            | X            | X               | X       | X       | ✓               | 10%   |
| 128   | ARTHUR VEROW of Brewer             | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | X       | ✓       | ✓               | 90%   |
| 70    | NATHAN WADSWORTH of Hiram          | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 104   | RAYMOND WALLACE of Dexter          | R     | X              | X              | X           | X            | A            | X               | X       | X       | X               | 0%    |
| 131   | KARLETON WARD of Dedham            | R     | X              | X              | X           | X            | X            | X               | X       | X       | ✓               | 10%   |
| 84    | CHARLOTTE WARREN of Hallowell      | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 94    | JOAN WELSH of Rockport             | D     | ✓              | ✓              | ✓           | ✓            | ✓            | ✓               | ✓       | ✓       | ✓               | 100%  |
| 146   | DUSTIN WHITE of Washburn           | R     | X              | X              | X           | X            | X            | X               | X       | X       | ✓               | 10%   |
| 71    | TOM WINSOR of Norway               | R     | X              | X              | X           | X            | X            | X               | X       | X       | X               | 0%    |
| 57    | STEPHEN WOOD of Greene             | R     | ✓              | X              | X           | X            | X            | X               | X       | X       | X               | 20%   |

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

\* The vote on LD 489 (so-called "Right to Work" ) is double-weighted to reflect importance.

# The Real Faces of These Bills

The bills scored in this Scorecard have very real impacts on people's lives, their livelihoods and their families. The human impact of legislation often gets lost in the policy debate. Below are some of the human faces and stories of legislation from the 127th Legislature (2015).



Tim Switter

## LD 489: So-called "Right to Work"

Tim Switter, Bath, Sand Blaster at Bath Iron Works (Machinists Local S6)

"My union is one of the most important things to me and my 8-year-old son Gage. Being a shipbuilder and sandblaster by trade is a tough job. Making my livelihood of it comes with knowing that my union (my co-workers and those before them) have fought and negotiated to create a safer work place with higher wages and better benefits. It has made my way of life better; I can provide opportunities and a promising future to my son because I have a strong union fighting for me to get my fair share.

"So-called Right to Work bills like LD 489 have one purpose: to weaken unions. I went to Augusta to oppose LD 489 because keeping our union strong is a top priority for me as a worker and a father."



Will Towers

## State Biennial Budget

Will Towers, Oakland, Corrections Officer (President, AFSCME 2968)

"Working in a prison is a dangerous and difficult job. Our wages are so low that the State has a very hard time recruiting and keeping Correctional Officers. We are chronically understaffed, which is unsafe.

"In contract negotiations, the State always told us they couldn't give us raises because there was no money in the budget. So, we went to the State House to pressure the Legislature to fund raises in the State Budget. Our members got educated and motivated to help with the process. We had over 50 members come to Augusta and we kept the pressure on the legislators by emails and phone calls. We were then successful at negotiating the biggest raise that anyone can remember, a \$2.00 an hour increase to the base wage.

This pay increase will help with recruiting and retaining officers which will make the prisons safer for all. Many of our officers were struggling to make ends meet. This raise is a big step in the right direction to help us support our families. "



Katie Logue

## LD 92: Raising the Minimum Wage

Katie Logue, Auburn, Circle K Cashier

"I have spent a lot of the past decade as a single mom struggling to make ends meet. Not too long ago, I was making just over minimum wage, about eight dollars an hour. No matter how I tried there was no way I could afford \$900 to \$1,000 a month for rent. My daughter and I were on food stamps and MaineCare. At one point, I was evicted and had to stay in the homeless shelter for awhile until we could get help with a down payment for an apartment. The whole time, I was working full-time.

"Raising the minimum wage would help thousands of single moms. I know that I'm not alone. Economic fairness means that all families can get a fair shot at making a decent living and never need to choose between paying rent and feeding their kids."



Mike Scott

## LD 404: Ban on Payroll Deduction for Dues Payment in Public Sector

Mike Scott, Auburn, Firefighter (President IAFF 797)

"I'm a firefighter for the City of Auburn. Our union helps to keep us and the people of our community safe. By banning us from paying our dues through payroll deduction, LD 404 would have forced us back to the pre-digital age to hand collect dues from each of our members every pay period. Payroll deduction is efficient and just makes sense. We want to be able to focus our time and energy on public safety.

"We have bargained to have this issue in our contract. The Legislature should not be coming in to say what can and cannot be in our contract with the City.

"This bill had one purpose: to weaken our ability to have an effective voice on the job through our union."



Brian Hess

## LD 1010: Would have prohibited public unions from bargaining over subcontracting or privatization.

*(Bill was defeated without a roll call vote.)*

Brian Hess, Lisbon, Auburn School Custodian (Machinists S-89)

"When a school board or a city says they can save money by sub-contracting, we know that comes on the backs of the workers. The savings they claim by privatizing come at the expense of workers' wages and benefits. Building in a margin of profit for a private company means cutting wages, hours, and benefits for the workers, and, sometimes, higher costs in the long run for taxpayers.

"I work hard every day to keep the students of Auburn safe and healthy in their school. We take pride in the quality of our work. Custodians like me, bus drivers, and other staff do our best for our community. LD 1010 would have gutted our contracts by taking away our ability to negotiate over who does our work. We need to fight back against privatization that is happening here at the municipal level, and defeating LD 1010 was an important step."

# Noteworthy Actions

Roll call votes give one perspective on what happens in Augusta, but much more goes on behind the scenes, in committee votes and in lots of other ways that have a huge impact on the outcome. Here are some of the actions taken by legislators, not fully reflected in the scores, that impacted workers' rights and our economy.



Eves

Democratic legislative leaders, **Rep. Jeff McCabe (D-Skowhegan)**, **Rep. Sara Gideon (D – Freeport)**, **Sen. Dawn Hill (D – York)** and particularly **Speaker Mark Eves (D – North Berwick)** and **Senate Minority leader Justin Alfond (D – Portland)**, did a tremendous job developing and promoting “The Better Deal,” a thoughtful, progressive alternative to Gov. LePage’s state budget. The Governor’s proposed state budget gave massive tax breaks to the wealthy while shifting costs onto towns and property taxes. The Better Deal had the wealthy pay their fair share, made key investments in education and seniors, and targeted property tax relief for working people. The proposal was well designed and Eves and Alfond promoted it with a strong message that instead of more tax cuts for the wealthy, we should invest in Maine’s future and working people. The proposal played a significant role in changing the budget dynamic and ultimately sinking Gov. LePage’s flawed budget proposal.



Alfond



Gideon



Saviello

Six Republican Senators joined all Democratic Senators in voting against the so-called “Right to Work” bill and two other attacks on collective bargaining rights, defying their party’s leadership and defeating the bills in the Senate. Thanks to these six—**Sen. Tom Saviello (R-Franklin)**, **Sen. Roger Katz (R- Kennebec)**, **Sen. Scott Cyrway (R-Kennebec)**, **Sen. David Woodsome (R-York)**, **Sen. Linda Baker (R-Sagadahoc)**, and **Sen. Earle McCormick (R-Kennebec)**. We appreciate their willingness to do what’s right and stand up for workers’ rights.



Katz



Battle

Four Republicans in the House also bucked their party’s leadership and joined all present Democratic House members to vote against so-called “Right to Work,” LD 489, and two other anti-union bills. They were: **Rep. Kevin Battle (R-South Portland)**, **Rep. Dick Campbell (R-Orrington)**, **Rep. John Pichiotti (R-Fairfield)** and **Rep. Matthew Pouliot (R- Augusta)**. Thank you for standing with Maine workers.



Herbig

**Representative Erin Herbig (D-Belfast)** did an excellent job as the House Chair of the Labor, Commerce, Research and Economic Development Committee (LCRED). She navigated a number of challenging issues always ensuring that workers’ voices were heard and that legislation impacting working people received careful review.

**Rep. Ryan Fecteau (D – Biddeford)** was a great addition to the Legislature and the Labor Committee. On many debates on worker issues, he was smart, feisty and quick witted – always making the case to stand up for working people.

Democrats on the Health and Human Services Committee, most notably chair **Rep. Drew Gattine (D- Westbrook)**, **Sen. Anne Haskell (D- Westbrook)** and **Rep. Peter Stuckey (D-Portland)** stood up for AFSCME 1814 and MSEA-SEIU 1989 members that work at Riverview Psychiatric Center in fighting for more mental health workers in the state budget, despite enormous pressure from the LePage administration not to do so.



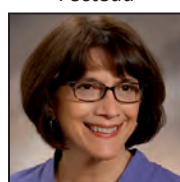
McCabe



Patrick



Fecteau



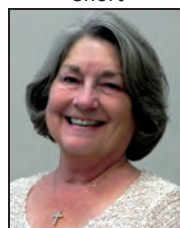
Mastraccio



Melaragno



Short



Baker

**Rep. Jeff McCabe (D – Skowhegan)** deserves props for holding large corporations accountable with his bill, LD 1324. Large corporations like Wal-Mart have been exposed in recent years for not providing healthcare to their employees and paying such low wages that workers qualify for public assistance. His bill would have required corporate reporting of their cost shifting practices.

The full team of Democratic and Independent members of the Labor Committee, **Senator John Patrick (D- Oxford)**, **Rep. Erin Herbig (D – Belfast)**, **Rep. Ryan Fecteau (D-Biddeford)**, **Rep. Dillon Bates (D- Westbrook)**, **Rep. Anne Marie Mastraccio (D-Sanford)**, **Rep. Paul Gilbert (D-Jay)** and **Rep. Jim Campbell (I- Newfield)**, did an outstanding job pushing to address corporate abuse of the New Markets tax credit program. After it became public that out of state financiers had fleeced Maine taxpayers for more than \$35 million in phony investments – “sham transactions” – these legislators amended a bill to ensure that the program gets reformed and we seek to recoup taxpayer dollars.

One of the most disappointing floor speeches of the legislative session came from **Sen. Nate Libby (D – Lewiston)** on the issue of corporate fraud and abuse in the New Markets tax credit program. Not surprisingly, the public was outraged that corporations and financiers had bilked Maine taxpayers for more than \$35 million dollars. Instead of pursuing aggressive corporate accountability, Sen. Libby bemoaned the public outcry over massive corporate abuse.

**Rep. Gina Melaragno (D-Auburn)** was a notable new voice for workers and social justice. She submitted the strongest minimum wage bill as well as legislation to improve scheduling for retail workers.

**Rep. Stan Short (I-Pittsfield)** gave a particularly stirring floor speech against the anti-labor bills. As a lifelong unionist and former Machinists International Staff Representative, Short is always a very strong voice for labor behind the scenes and out front, advocating for the best interests of Maine workers.

**Senator Linda Baker (R- Sagadahoc)** as chair of the Marine Resources Committee worked closely with members of the Maine Lobstering Union to understand the impact legislation before her Committee would have on the lobstermen and women and worked with members to be involved in the process all the way through.

**Senator Amy Volk (R-Scarborough)** championed efforts to pass legislation to preserve crucial support for immigrant workers seeking asylum in Maine. These immigrant workers from around the world are in Maine seeking refuge from war and persecution. Many hold advanced degrees and have skills that will be useful to our economy but they cannot work for a certain period of time during the asylum process. Senator Volk saw the moral crisis looming for hundreds of Maine families and worked to move other Senators to support this legislation, which passed in both chambers and became law without the Governor’s signature.

# 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               | 119            | Castine          | 8               | 133            | Garfield Pt.          | 1               | 151            |
| Acton               | 34              | 20             | Castle Hill      | 1               | 146            | Garland               | 4               | 104            |
| Addison             | 6               | 138            | Caswell          | 1               | 148            | Georgetown            | 23              | 53             |
| Albion              | 16              | 79             | Chapman          | 2               | 146            | Gilead                | 18              | 117            |
| Alexander           | 6               | 141            | Charleston       | 4               | 104            | Glenburn              | 10              | 102            |
| Alfred              | 32              | 21             | Charlotte        | 6               | 140            | Glenwood Pt.          | 2               | 144            |
| Allagash            | 1               | 151            | Chebeague Island | 25              | 47             | Gorham                | 30              | 26, 27         |
| Alna                | 13              | 87             | Chelsea          | 14              | 88             | Gouldsboro            | 6               | 136            |
| Alton               | 4               | 121            | Cherryfield      | 6               | 138            | Grand Isle            | 1               | 150            |
| Amherst             | 7               | 137            | Chester          | 5               | 141            | Grand Lake Stream Pt. | 6               | 141            |
| Amity               | 2               | 144            | Chesterville     | 17              | 114            | Gray                  | 25              | 45, 67         |
| Andover             | 18              | 117            | China            | 15              | 79             | Great Pond            | 8               | 137            |
| Anson               | 3               | 112            | Clifton          | 8               | 129            | Greenbush             | 5               | 137            |
| Appleton            | 12              | 95             | Clinton          | 16              | 106            | Greene                | 22              | 57             |
| Arrowsic            | 23              | 53             | Codyville Pt.    | 6               | 141            | Greenville            | 4               | 119            |
| Arundel             | 32              | 10             | Columbia         | 6               | 138            | Greenwood             | 18              | 117            |
| Ashland             | 1               | 151            | Columbia Falls   | 6               | 138            | Guilford              | 4               | 119            |
| Athens              | 4               | 118            | Cooper           | 6               | 141            | Hallowell             | 14              | 84             |
| Atkinson            | 4               | 120            | Coplin Pt.       | 17              | 117            | Hamlin                | 1               | 148            |
| Auburn              | 20              | 62, 63, 64     | Corinna          | 10              | 100            | Hammond               | 2               | 145            |
| Augusta             | 15              | 80, 85, 86     | Corinth          | 10              | 121            | Hampden               | 10              | 101            |
| Aurora              | 7               | 137            | Cornish          | 33              | 68             | Hancock               | 7               | 136            |
| Avon                | 17              | 112            | Cornville        | 3               | 118            | Hanover               | 18              | 117            |
| Baileyville         | 6               | 140            | Cranberry Isles  | 7               | 134            | Harmony               | 4               | 118            |
| Baldwin             | 26              | 68             | Crawford         | 6               | 141            | Harpswell             | 24              | 51             |
| Bancroft            | 2               | 144            | Crystal          | 2               | 145            | Harrington            | 6               | 138            |
| Bangor              | 9               | 124 - 127      | Cumberland       | 25              | 45             | Harrison              | 19              | 69             |
| Bar Harbor          | 7               | 135            | Cushing          | 12              | 92             | Hartford              | 18              | 116            |
| Baring Pt.          | 6               | 140            | Cutler           | 6               | 139            | Hartland              | 4               | 105            |
| Bath                | 23              | 52             | Cyr Pt.          | 1               | 148            | Haynesville           | 2               | 144            |
| Beals               | 6               | 138            | Dallas Pt.       | 17              | 117            | Hebron                | 18              | 73             |
| Beaver Cove         | 4               | 119            | Damariscotta     | 13              | 90             | Hermon                | 9               | 103            |
| Beddington          | 6               | 137            | Danforth         | 6               | 141            | Hersey                | 2               | 145            |
| Belfast             | 11              | 97             | Dayton           | 32              | 10             | Highland Pt.          | 3               | 118            |
| Belgrade            | 17              | 76             | Deblois          | 6               | 137            | Hiram                 | 19              | 70             |
| Belmont             | 11              | 96             | Dedham           | 8               | 131            | Hodgdon               | 2               | 144            |
| Benton              | 16              | 78, 79         | Deer Isle        | 7               | 134            | Holden                | 8               | 129            |
| Berwick             | 34              | 5              | Denmark          | 19              | 69             | Hollis                | 31              | 16             |
| Bethel              | 18              | 117            | Dennistown Pt.   | 3               | 118            | Hope                  | 12              | 95             |
| Biddeford           | 32              | 9, 11, 12      | Dennysville      | 6               | 141            | Houlton               | 2               | 144            |
| Bingham             | 3               | 118            | Detroit          | 4               | 106            | Howland               | 5               | 142            |
| Blaine              | 2               | 146            | Dexter           | 4               | 104            | Hudson                | 10              | 121            |
| Blue Hill           | 7               | 133            | Dixfield         | 18              | 116            | Indian Township       | 6               | 140            |
| Boothbay            | 13              | 89             | Dixmont          | 10              | 100            | Industry              | 17              | 114            |
| Boothbay Harbor     | 13              | 89             | Dover-Foxcroft   | 4               | 120            | Island Falls          | 2               | 145            |
| Bowdoin             | 23              | 55             | Dresden          | 23              | 53             | Isle au Haut          | 12              | 134            |
| Bowdoinham          | 23              | 55             | Drew Pt.         | 2               | 141            | Islesboro             | 11              | 94             |
| Bowerbank           | 4               | 119            | Durham           | 22              | 46             | Jackman               | 3               | 118            |
| Bradford            | 4               | 137            | Dyer Brook       | 2               | 145            | Jackson               | 11              | 99             |
| Bradley             | 8               | 137            | Eagle Lake       | 1               | 151            | Jay                   | 17              | 74             |
| Bremen              | 13              | 90             | East Machias     | 6               | 139            | Jefferson             | 13              | 88             |
| Brewer              | 8               | 128, 129       | East Millinocket | 5               | 143            | Jonesboro             | 6               | 138            |
| Bridgewater         | 2               | 145            | Eastbrook        | 7               | 137            | Jonesport             | 6               | 138            |
| Bridgton            | 19              | 69             | Easton           | 2               | 148            | Kenduskeag            | 10              | 102            |
| Brighton Pt.        | 4               | 118            | Eastport         | 6               | 139            | Kennebunk             | 34              | 8, 9           |
| Bristol             | 13              | 90             | Eddington        | 8               | 129            | Kennebunkport         | 32              | 9              |
| Brooklin            | 7               | 133            | Edgecomb         | 13              | 89             | Kingfield             | 17              | 112            |
| Brooks              | 11              | 99             | Edinburg         | 5               | 137            | Kingsbury Pt.         | 4               | 118            |
| Brooksville         | 7               | 133            | Eliot            | 35              | 2              | Kittery               | 35              | 1, 2           |
| Brownfield          | 19              | 70             | Ellsworth        | 7               | 132            | Knox                  | 11              | 99             |
| Brownville          | 4               | 120            | Embden           | 3               | 118            | Lagrange              | 4               | 137            |
| Brunswick           | 24              | 49, 50, 51     | Enfield          | 5               | 142            | Lake View Pt.         | 4               | 120            |
| Buckfield           | 18              | 73             | Etna             | 10              | 100, 103       | Lakeville             | 2               | 141            |
| Bucksport           | 8               | 130            | Eustis           | 17              | 117            | Lamoine               | 7               | 135            |
| Burlington          | 8               | 141            | Exeter           | 10              | 104            | Lebanon               | 34              | 20             |
| Burnham             | 11              | 99             | Fairfield        | 16              | 108            | Lee                   | 2               | 141            |
| Buxton              | 30, 31          | 16, 22         | Falmouth         | 25              | 43, 44         | Leeds                 | 22              | 75             |
| Byron               | 18              | 117            | Farmingdale      | 14              | 83             | Levant                | 10              | 102            |
| Calais              | 6               | 140            | Farmington       | 17              | 113            | Lewiston              | 21              | 58, 59, 60, 61 |
| Cambridge           | 4               | 105            | Fayette          | 17              | 76             | Liberty               | 11              | 96             |
| Camden              | 12              | 94             | Fort Fairfield   | 2               | 148            | Limerick              | 33              | 21, 22         |
| Canaan              | 3               | 105            | Fort Kent        | 1               | 151            | Limestone             | 1               | 148            |
| Canton              | 18              | 116            | Frankfort        | 11              | 98             | Limington             | 31              | 22             |
| Cape Elizabeth      | 29              | 30, 32         | Franklin         | 7               | 137            | Lincoln               | 8               | 142            |
| Caratunk            | 3               | 118            | Freedom          | 11              | 99             | Lincoln Pt.           | 18              | 117            |
| Caribou             | 1               | 149            | Freeport         | 24              | 48             | Lincolntonville       | 11              | 96             |
| Carmel              | 10              | 103            | Frenchboro       | 7               | 134            | Linneus               | 2               | 145            |
| Carrabassett Valley | 17              | 112            | Frenchville      | 1               | 150            | Lisbon                | 22              | 56             |
| Carroll Pt.         | 2               | 141            | Friendship       | 12              | 91             | Litchfield            | 22              | 82             |
| Carthage            | 17              | 112            | Frye Island      | 26              | 67             | Littleton             | 2               | 145            |
| Cary Pt.            | 2               | 144            | Fryeburg         | 19              | 70             | Livermore             | 18              | 74, 75         |
| Casco               | 26              | 66, 67         | Gardiner         | 14              | 83             | Livermore Falls       | 18              | 74             |

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|                     | Senate District | House District |                          | Senate District | House District |                  | Senate District | House District |
|---------------------|-----------------|----------------|--------------------------|-----------------|----------------|------------------|-----------------|----------------|
| Long Island         | 25              | 47             | Oxford                   | 19              | 72             | Steuben          | 6               | 136            |
| Lovell              | 18              | 70, 117        | Palermo                  | 11              | 96             | Stockholm        | 1               | 148            |
| Lowell              | 8               | 141            | Palmyra                  | 4               | 105            | Stockton Springs | 11              | 131            |
| Lubec               | 6               | 139            | Paris                    | 19              | 73             | Stoneham         | 18              | 117            |
| Ludlow              | 2               | 145            | Parkman                  | 4               | 119            | Stonington       | 7               | 134            |
| Lyman               | 32              | 10, 17         | Parsonsfield             | 33              | 21, 68         | Stow             | 18              | 117            |
| Machias             | 6               | 139            | Passadumkeag             | 5               | 137            | Strong           | 17              | 114            |
| Machiasport         | 6               | 139            | Patten                   | 2               | 143            | Sullivan         | 6               | 136            |
| Macwahoc Plt.       | 2               | 144            | Pembroke                 | 6               | 140            | Sumner           | 18              | 115            |
| Madawaska           | 1               | 150            | Penob. Nat. Vot. Dis.    | 5               | 122            | Surry            | 7               | 133            |
| Madison             | 3               | 107, 111       | Penobscot                | 8               | 131            | Swan's Island    | 7               | 134            |
| Magalloway Plt.     | 18              | 117            | Perham                   | 1               | 146            | Swanville        | 11              | 98             |
| Manchester          | 14              | 84             | Perry                    | 6               | 140            | Sweden           | 18              | 71             |
| Mapleton            | 1               | 146            | Peru                     | 18              | 116            | Talmadge         | 6               | 141            |
| Mariaville          | 7               | 136            | Phillips                 | 17              | 112            | Temple           | 17              | 114            |
| Mars Hill           | 2               | 146            | Phippsburg               | 23              | 53             | The Forks Plt.   | 3               | 118            |
| Marshfield          | 6               | 138            | Pittsfield               | 3               | 106            | Thomaston        | 12              | 92             |
| Masardis            | 1               | 151            | Pittston                 | 14              | 87             | Thorndike        | 11              | 99             |
| Matinicus Isle Plt. | 12              | 92             | Pleasant Pt. Voting Dis. | 6               | 140            | Topsfield        | 6               | 141            |
| Mattawamkeag        | 5               | 141            | Pleasant Ridge Plt.      | 3               | 118            | Topsham          | 23              | 54             |
| Maxfield            | 5               | 142            | Plymouth                 | 10              | 100            | Tremont          | 7               | 134            |
| Mechanic Falls      | 20              | 72             | Poland                   | 20              | 65, 66         | Trenton          | 7               | 132            |
| Meddybemps          | 6               | 141            | Portage Lake             | 1               | 151            | Troy             | 11              | 99             |
| Medford             | 4               | 120            | Porter                   | 19              | 70             | Turner           | 22              | 75             |
| Medway              | 5               | 122, 143       | Portland                 | 27, 28          | 36, 37, 38, 39 | Union            | 12              | 91, 95         |
| Mercer              | 3               | 108            | Pownal                   | 24              | 46, 48         | Unity            | 11              | 99             |
| Merrill             | 2               | 145            | Presque Isle             | 2               | 147, 148       | Upton            | 18              | 117            |
| Mexico              | 18              | 116            | Princeton                | 6               | 141            | Van Buren        | 1               | 150            |
| Milbridge           | 6               | 138            | Prospect                 | 11              | 131            | Vanceboro        | 6               | 141            |
| Milford             | 5               | 121            | Randolph                 | 14              | 87             | Vassalboro       | 15              | 80             |
| Millinocket         | 5               | 143            | Rangeley                 | 17              | 117            | Veazie           | 5               | 129            |
| Milo                | 4               | 120            | Rangeley Plt             | 17              | 117            | Verona           | 8               | 131            |
| Minot               | 20              | 64             | Raymond                  | 26              | 66, 67         | Vienna           | 17              | 76             |
| Monhegan Plt.       | 13              | 90             | Readfield                | 14              | 81             | Vinalhaven       | 12              | 134            |
| Monmouth            | 14              | 81, 82         | Reed Plt.                | 2               | 144            | Wade             | 1               | 146            |
| Monroe              | 11              | 99             | Richmond                 | 23              | 53, 55         | Waite            | 6               | 141            |
| Monson              | 4               | 119            | Ripley                   | 4               | 105            | Waldo            | 11              | 97             |
| Monticello          | 2               | 145            | Robbinston               | 6               | 140            | Waldoboro        | 13              | 91             |
| Montville           | 11              | 96             | Rockland                 | 12              | 93             | Wales            | 22              | 82             |
| Moose River         | 3               | 118            | Rockport                 | 12              | 94             | Wallagrass       | 1               | 151            |
| Moro Plt.           | 2               | 145            | Rome                     | 3               | 76             | Waltham          | 7               | 136            |
| Morrill             | 11              | 96             | Roque Bluffs             | 6               | 139            | Warren           | 12              | 95             |
| Moscow              | 3               | 118            | Roxbury                  | 18              | 115            | Washburn         | 1               | 146            |
| Mount Chase         | 2               | 145            | Rumford                  | 18              | 115            | Washington       | 13              | 91             |
| Mount Desert        | 7               | 135            | Sabattus                 | 22              | 57             | Waterboro        | 33              | 17             |
| Mount Vernon        | 17              | 76             | Saco                     | 31              | 14, 15, 16     | Waterford        | 18              | 71             |
| Naples              | 19              | 68             | Saint Agatha             | 1               | 150            | Waterville       | 16              | 109, 110       |
| Nashville Plt.      | 1               | 151            | Sandy River Plt.         | 17              | 112            | Wayne            | 22              | 76             |
| New Canada          | 1               | 151            | Sanford                  | 33              | 4, 18, 19      | Webster Plt.     | 2               | 141            |
| New Gloucester      | 20              | 65             | Sangerville              | 4               | 119            | Weld             | 17              | 112            |
| New Limerick        | 2               | 145            | Scarborough              | 29, 30          | 27, 28, 29     | Wellington       | 4               | 118            |
| New Portland        | 3               | 112            | Searsmont                | 11              | 96             | Wells            | 34              | 4, 7           |
| New Sharon          | 17              | 113            | Searsport                | 11              | 98             | Wesley           | 6               | 137            |
| New Sweden          | 1               | 149            | Sebago                   | 19              | 68             | West Bath        | 23              | 51             |
| New Vineyard        | 17              | 114            | Sebec                    | 4               | 119            | West Forks Plt.  | 3               | 118            |
| Newburgh            | 10              | 101            | Seboeis Plt.             | 5               | 142            | West Gardiner    | 14              | 84             |
| Newcastle           | 13              | 90             | Sedgwick                 | 7               | 133            | West Paris       | 18              | 71             |
| Newfield            | 33              | 21             | Shapleigh                | 33              | 20, 21         | Westbrook        | 25, 28          | 34, 35         |
| Newport             | 10              | 100            | Sherman                  | 2               | 145            | Westfield        | 2               | 146            |
| Newry               | 18              | 117            | Shirley                  | 4               | 119            | Westmanland      | 1               | 149            |
| Nobleboro           | 13              | 88, 90         | Sidney                   | 15              | 77             | Weston           | 2               | 144            |
| Norridgewock        | 3               | 111            | Skowhegan                | 3               | 107            | Westport Island  | 13              | 89             |
| North Berwick       | 34              | 5, 6           | Smithfield               | 3               | 108            | Whitefield       | 13              | 88             |
| North Haven         | 12              | 134            | Smyrna                   | 2               | 145            | Whiting          | 6               | 139            |
| North Yarmouth      | 24              | 46             | Solon                    | 3               | 111            | Whitneyville     | 6               | 138            |
| Northfield          | 6               | 137            | Somerville               | 13              | 80             | Willimantic      | 4               | 119            |
| Northport           | 11              | 97             | Sorrento                 | 7               | 136            | Wilton           | 17              | 114            |
| Norway              | 19              | 71             | South Berwick            | 35              | 2, 6           | Windham          | 26              | 24, 25         |
| Oakfield            | 2               | 145            | South Bristol            | 13              | 89, 90         | Windsor          | 13              | 80             |
| Oakland             | 15              | 77, 110        | South Portland           | 29              | 31, 32, 33     | Winn             | 2               | 141            |
| Ogunquit            | 35              | 4              | South Thomaston          | 12              | 92             | Winslow          | 16              | 78             |
| Old Orchard Beach   | 31              | 13             | Southport                | 13              | 89             | Winter Harbor    | 6               | 136            |
| Old Town            | 5               | 122            | Southwest Harbor         | 7               | 134            | Winterport       | 11              | 98             |
| Orient              | 2               | 144            | Springfield              | 2               | 141            | Winterville Plt. | 1               | 151            |
| Orland              | 8               | 131            | St. Albans               | 4               | 105            | Winthrop         | 14              | 81             |
| Orono               | 5               | 123, 124       | St. Francis              | 1               | 151            | Wiscasset        | 13              | 87             |
| Orrington           | 8               | 130            | St. George               | 12              | 92             | Woodland         | 1               | 146            |
| Osborn              | 7               | 136            | St. John Plt.            | 1               | 151            | Woodstock        | 18              | 115            |
| Otis                | 7               | 131            | Stacyville               | 2               | 145            | Woodville        | 5               | 142            |
| Otisfield           | 19              | 72             | Standish                 | 26              | 22, 23         | Woolwich         | 23              | 53             |
| Owl's Head          | 12              | 93             | Starks                   | 3               | 112            | Yarmouth         | 25              | 47             |
| Oxbow Plt.          | 1               | 151            | Stetson                  | 10              | 104            | York             | 35              | 3, 4           |

# 2015: The Year in Pictures



# Now that you know the score, take action!

## Contact your legislators.

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.maineafclcio.org/findmyrep](http://www.maineafclcio.org/findmyrep)

Write a letter to your local newspaper. Let others know how your legislators voted on working family issues.

## Elections matter.

What we win at the bargaining table, we can lose at the Legislature. The people we elect to public office can weaken years of worker protections or advance our values.

## Stay connected!

The only way we can build a stronger labor movement is if we stay in touch! Visit our website, [www.maineafclcio.org](http://www.maineafclcio.org). Sign up for our Maine AFL-CIO email alerts to receive occasional updates at [www.maineafclcio.org/signup](http://www.maineafclcio.org/signup).

You can also "Like" our page on Facebook to stay up to date:

[www.facebook.com/maineafclcio](http://www.facebook.com/maineafclcio).

## Central Labor Councils Meet Monthly

Is your local union affiliated with your Central Labor Council? Find out and stop by your nearby CLC meeting to get involved with the labor movement!

**Eastern Maine Labor Council:** First Monday of the Month, 6:30 p.m. Solidarity Center, 20 Ivers Street, Brewer (Hancock, Southern Penobscot, Waldo, and Washington Counties).

**Central Maine Labor Council:** Second Thursday of the Month, 6:00 p.m. UA Plumbers and Pipefitters Hall, 21 Gabriel Drive, Augusta (Kennebec, Lincoln, Knox, and Somerset Counties).

**Western Maine Labor Council:** Third Tuesday of the Month, 6:00 p.m. IBEW 567 Hall, 238 Goddard Road, Lewiston (Androscoggin, Franklin and Oxford Counties).

**Southern Maine Labor Council:** First Wednesday of the Month, 6:30 p.m. Teamsters 340 Hall, 144 Thadeus Street, South Portland (Cumberland, Sagadahoc and York Counties).

## Workers are Organizing

The labor movement has seen deep challenges here in Maine and across the country in recent decades. Union density has declined -- due to technology and automation, outsourcing and unfair NAFTA-style trade deals, unchecked corporate power, and unions' failure to keep up with a changing economy.

At the same time, the need and desire for workers to win a voice on the job is as strong as ever. Across the state, workers have been coming together to change their workplace. Some workers are focused on winning affordable health insurance; others are demanding a fair wage that lets them take care of their families. Most of all, though, workers are demanding that they be treated with respect, fairness, and dignity on the job.

A group that works at the Kennebec County Support Staff of the Registry of Deeds and District Attorney came together to form a union and take a seat at the bargaining table (see photo at right). They formed a union with **Laborers (LIUNA) Local 327** based in Augusta.

Pharmacists at Osco Drug came together to win a voice on the job by voting to form a union with **Teamsters Local 340**. The newly organized group consists of pharmacies located within 16 Shaw's Supermarkets throughout the State of Maine.

Education Technicians in RSU 45 in Washburn voted to form a union and join the **Maine Education Association**.

Firefighters in Gray stood together to form a union - **IAFF 5007** - with the **International Association of Firefighters (IAFF)**.

Lincoln County 9-1-1 Dispatch Shift Supervisors, workers in the Maintenance and Janitorial Departments at Brunswick Parks and Recreation, employees that work for the Town of Rangeley, and Fryeburg Public Works employees all voted to gain a voice in their workplaces and improve their jobs by forming unions with **Teamsters Local 340**.



*A group of Kennbec County Support Staff including paralegals, victim witness advocates, finance personnel, legal secretaries, and other professionals has formed a union with Laborers (LIUNA) Local 327.*

Folks that work at the Bangor Wastewater Treatment Plant, workers in the Town of Readfield, and employees in the Town of Winthrop also stood up to get a voice on the job, forming unions with **AFSCME Council 93**.

Numerous other unions are doing strong internal organizing to grow their membership and strength.

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



**Do you know someone who wants to form a union in their workplace? What about your spouse, child or neighbor – would they like to improve their job?**

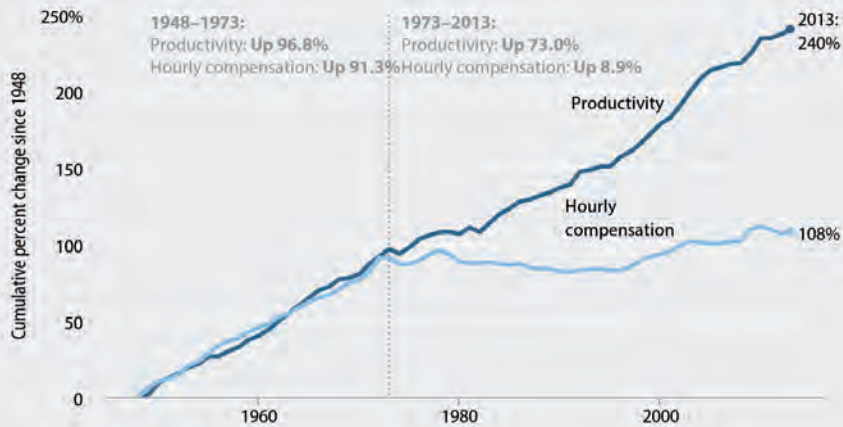
The Maine AFL-CIO is actively working to support, encourage and expand more worker organizing. Contact your local union or the Maine AFL-CIO: [info@maineafclcio.org](mailto:info@maineafclcio.org) or **207-622-9675**.



# Raising Wages

For decades, workers have been putting in long hours, producing more and more, but wages haven't kept pace.

## Disconnect between productivity and typical worker's compensation, 1948–2013

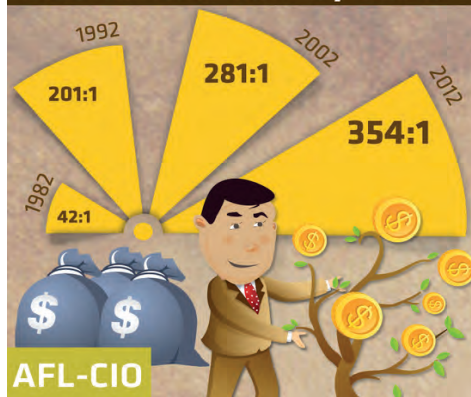


Source: Economic Policy Institute analysis of data from Bureau of Labor Statistics and Bureau of Economic Analysis

Here, you can see that from 1948-1973 wages and productivity grew together. Workers were producing more, and their wages were increasing accordingly. In 1973, though, the two begin to separate. Productivity continued to rise, but wages have remained flat.

If those two lines had continued to grow together and the minimum wage had kept pace with increases in productivity, the minimum wage today would be \$18.72 an hour!

## CEO-to-Worker Pay Ratio



Of course, that hasn't happened. Instead, there has been a consolidation of wealth at very top, and inequality between the super-rich and the rest of us has skyrocketed to unbelievable and unacceptable levels. In 1982, the average CEO made 42 times more than the average worker. In 2012, that number had exploded and the average CEO made 354 times the average worker.

When we look at the big picture, it's no wonder that we're all feeling squeezed. The cost of groceries, housing, and other basics have gone up for years, but wages haven't come close to keeping up. Here in Maine, the minimum wage is just \$7.50 an hour. That's just \$300 per week for full-time work. It's simply not enough to make ends meet.

One way to fight rampant inequality between the rich and the rest of us is to raise wages, and that's why the Maine AFL-CIO is working to raise wages in Maine. We're working to put a question on the ballot in 2016 that would raise wages here in Maine.

Here's what our proposal will do:

- It will increase the minimum wage from \$7.50 an hour to \$9.00 an hour in 2017, then increase by \$1.00 each year after that until it reaches \$12.00 an hour in 2020.
- After that, it will increase each year with the cost of living.
- It will also increase the tipped minimum wage from \$3.75 an hour to \$5.00 an hour in 2017 and then by \$1.00 each year until it matches the minimum wage for all other workers, which will happen around 2024.

**This would raise wages for about 130,000 workers in Maine, and it will indirectly impact another 25,000 workers.**

**That's more than 1 in 4 people in Maine's workforce.**

- About 88% of those who will be impacted are 20 or older.
- About 62% of those who will be impacted are 25 or older.
- About 1 in 3 women will be impacted.
- More than half of those who will be impacted work full-time.
- More than 40% of single parents would be impacted.

When the federal minimum wage was established, certain groups of workers — in industries with a predominantly black workforce — were left behind. Workers who receive tips, like restaurant servers, were not protected by the same minimum wage.

Today under Maine's law, tipped workers are paid 50% of the minimum wage — \$3.75 an hour — by their employer and the other 50% in tips. If the worker doesn't earn the minimum wage when that direct wage and tips are combined, the employer is supposed to make up the difference. Time and time again, though, employers fail to do this. Our proposal would establish one fair wage for all workers.

The median wage for tipped workers in Maine, including tips, is just \$8.94 per hour. Nationally, tipped workers are more than twice as likely to fall under the federal poverty line - and nearly three times as likely to rely on food stamps as the average worker.

Varying from shift to shift and from season to season, workers just can't rely on steady tips - and \$3.75 is simply too low. It's time to eliminate the disparity and ensure one, dependable fair wage for all workers.

*Right now, we're working to collect the tens of thousands of signatures we need to get on the ballot. It will be put before voters in 2016. And, we're going to need your help!*

**Join us on Election Day  
and collect signatures from voters at the polls!**

**Connect us with friends and family members  
who make minimum wage or under \$12/hour.**

**Sign up at [www.maineaflcio.org/raisewages](http://www.maineaflcio.org/raisewages)  
or call 207-622-9675.**



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