



130th MAINE LEGISLATURE

FIRST REGULAR SESSION-2021

Legislative Document

No. 824

S.P. 235

In Senate, March 5, 2021

**An Act To Extend the Protections Provided to State Employees
upon the Expiration of Labor Contracts to Other Public Sector
Employees**

Reference to the Committee on Labor and Housing suggested and ordered printed.

A handwritten signature in black ink, appearing to read 'D M Grant'.

DAREK M. GRANT
Secretary of the Senate

Presented by Senator CLAXTON of Androscoggin.

1 **Be it enacted by the People of the State of Maine as follows:**

2 **Sec. 1. 26 MRSA §976** is enacted to read:

3 **§976. Obligations during interim between contracts**

4 During the interim after the expiration of a collective bargaining agreement and before
5 the effective date of any subsequent collective bargaining agreement, public employees
6 covered by the expired collective bargaining agreement remain eligible for and must
7 receive step increases in accordance with the terms and conditions set forth in the expired
8 collective bargaining agreement.

9 **Sec. 2. 26 MRSA §1038** is enacted to read:

10 **§1038. Obligations during interim between contracts**

11 During the interim after the expiration of a collective bargaining agreement and before
12 the effective date of any subsequent collective bargaining agreement, regular employees
13 covered by the expired collective bargaining agreement remain eligible for and must
14 receive step increases in accordance with the terms and conditions set forth in the expired
15 collective bargaining agreement.

16 **Sec. 3. 26 MRSA §1296** is enacted to read:

17 **§1296. Obligations during interim between contracts**

18 During the interim after the expiration of a collective bargaining agreement and before
19 the effective date of any subsequent collective bargaining agreement, judicial employees
20 covered by the expired collective bargaining agreement remain eligible for and must
21 receive merit or step increases in accordance with the terms and conditions set forth in the
22 expired collective bargaining agreement.

23 **SUMMARY**

24 This bill provides the same protections to municipal, judicial and public higher
25 education employees that are provided to state employees upon the expiration of labor
26 contracts by requiring that, during an interim between the expiration of a public employee
27 collective bargaining agreement and before the effective date of any subsequent collective
28 bargaining agreement, those employees covered by the expired collective bargaining
29 agreement remain eligible for and must receive merit or step increases in accordance with
30 the terms and conditions set forth in the expired collective bargaining agreement.