

UMS Labor Bill Watch List

LD	Title	Sponsor	Cosponsors	Summary	Fiscal Impact for UMS	Status
1177	An Act To Improve Public Sector Labor Relations	Senate President	Reps Cuddy, D. Martin and McCrea. Senators Bellows, Chipman and Vitelli	Would make arbitration in public employee bargaining binding in all matters, including wages, benefits and pensions.	Unquantifiable	PH 3/25 and WS 4/1 in Labor & Housing
900	An Act To Expand the Rights of Public Employees under the Maine Labor Laws	Rep. Michael Sylvester	Reps Alley, Collins, Doore, Evangelos, Farnsworth, Melaragno, Rykerson and Talbot Ross. Sen Miramant	Would allow public employees, including University faculty and staff, to strike without cause.	Unquantifiable	PH 4/17 in Labor & Housing
402	An Act To Restore Overtime Protections to Maine Workers	Rep. Ryan Tipping	Reps Collings, Cuddy, Dunphy, Mastraccio, Rykerson and Sylvester, Senators Bellows, Jackson and Libby	Would increase threshold under which employees are considered overtime eligible to \$55,224 by 2022.	Would impact 949 UMS employees in 2022. Depends on method of calculation for cost. Assuming 10 percent increase in hours over 40, cost is \$4.3M. to raise all employees to threshold would be \$7.3M. (Note average salary of University professional staff already above \$56,000.)	Tabled
670	An Act To Increase the Minimum Wage for Large Employers	Rep. Benjamin Collings	Reps Babine, Bryant, Crockett, Dunphy, Handy, Sylvester and Terry. Senators Chenette and Lawrence	Would increase the minimum wage for large employers, including those in public sector like University, by \$1 a year through 2023 (\$15). Would include nearly 7,000 University student workers who collectively work +/- 1.2 million hours annually.	\$3,524,243 over the three year period (2021-23) to increase the wages of hourly workers. Does not consider compression or cost to implement for student workers.	Voted out of Labor and Housing on party lines
369	An Act To Support Healthy Workplaces and Healthy Families by Providing Earned Paid Sick Leave to Certain Employees	Sen. Rebecca Millett	Reps Cuddy, Doore, Fecteau and Moonen. Senators Bellows, Jackson, H. Sanborn, L. Sanborn and Vitelli	Established a mandatory paid sick leave program through which employees (including student workers) earn one hour of paid sick for every 40 hours worked. Accrual begins at start of employment but can't be used until after 120 days of employment. Up to 40 hours can be carrier over annually. (Reflects 3/27 updates)	\$1.1M annually, plus one position to administer. Cost breakdown is \$363,220 for student workers, \$314,378 for grad assistants and the remaining cost for temporary and part-time workers. (Work study allocation cannot be used for benefits so student worker cost must be entirely covered by UMS.)	Voted out of Labor and Housing on party lines
1345	<u>An Act To Ensure a Fair Workweek</u>	Rep. Melaragno	Rep. Brooks, Mastraccio, Sheats and Tepler, Senator Jackson	Predictive scheduling bill requiring employers to provide hourly employees schedule at least two weeks in advance, or pay double time.	Not yet determined	PH 4/10
1410	<u>An Act To Create Paid Family and Medical Leave Benefits</u>	Speaker Gideon	Reps. Carney, Cuddy, Doore, Fecteau, McDonald, Morales and Sylvester. Sens Carson and H. Sanborn	Establishes a mandatory paid family and medical leave benefits program.	Not yet determined	Not Yet Scheduled