

Maine Stater



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

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Worker fired for marriage ordered reinstated

An arbitrator has ordered the State of Maine to reinstate, with back pay, a Maine Bureau of Insurance worker whom it fired in 2010 for marrying an insurance company manager two years earlier.

"Most of the people I've shared my story with look at me and say, 'Okay, what did you really get fired for?' No one can believe I got fired just because of my marriage, but it's true," Michael

Nadeau said. "It's right there in my letter of termination."

Anne Head, commissioner of the Maine Department of Financial and Professional Regulation, wrote to Nadeau in June 2010:

"Your marriage to an insurance company manager represents a conflict of interest. As a result of this determination, your employment with the Bureau of Insurance will cease."

Please see **MARRIAGE**, Page 3

"Maine law simply does not dictate who employees can marry. Employees, as well as elected and appointed officials, all are free to marry and socialize with whomever they choose, so long as they disclose any conflict and abstain from actions that directly affect their family."

— Tim Belcher,

General Counsel, MSEA-SEIU Local 1989

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Marching for respect!

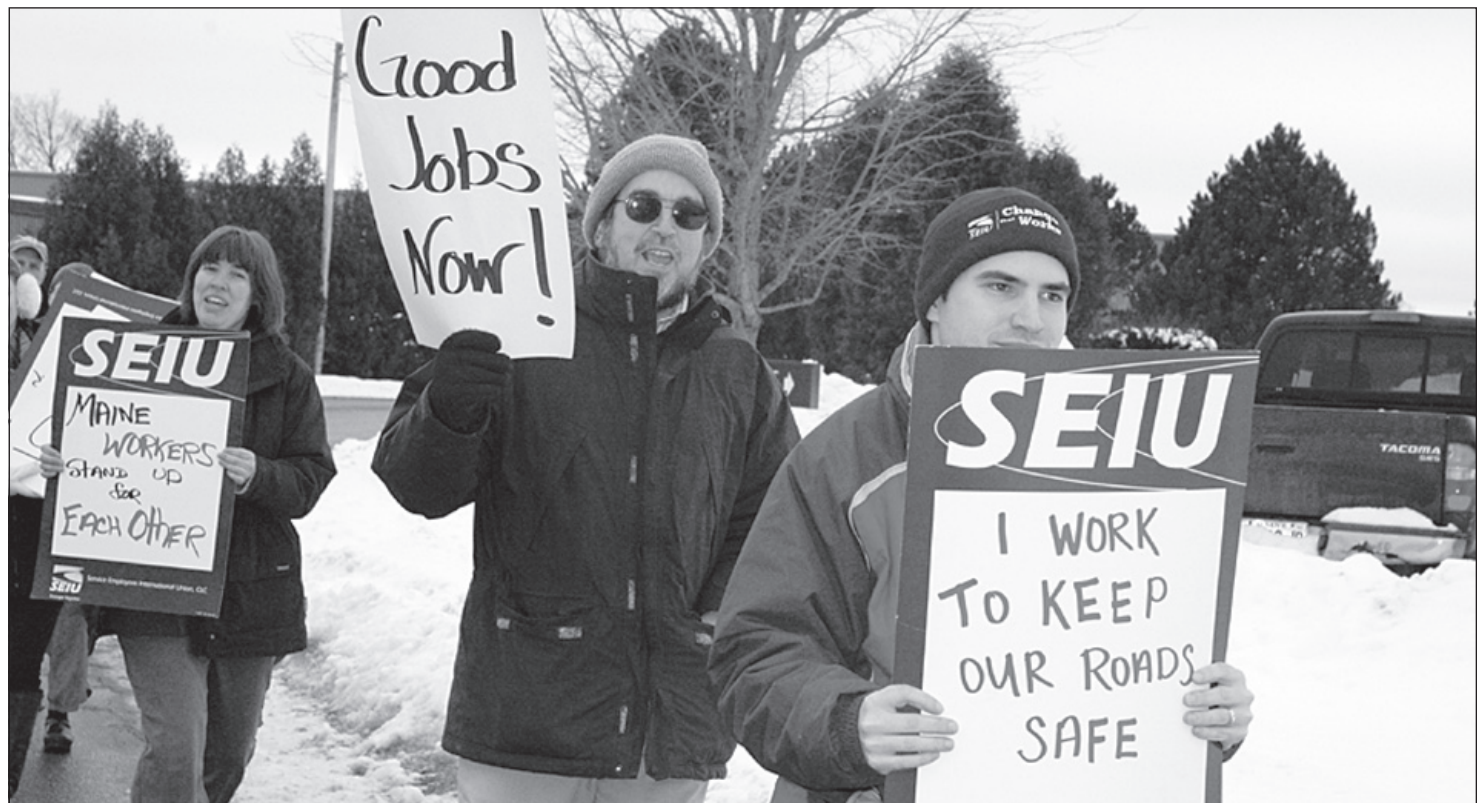


Photo by Tom Farkas

MSEA-SEIU members Amy Hill, Roger Brodeur and Jonathan French, from left, join in a march Jan. 23 in support of our union negotiating team in contract bargaining with the LePage administration. See Pages 4-5 for all bargaining updates. Maine workers are united at the bargaining table and at the State House. In the Legislature, workers are opposing multiple legislative attacks on workers' rights. These include LD 1571, which would decimate the Maine Workers' Compensation Program; LD 309, which would take away the voice of Maine workers in determining their wages, benefits and working conditions; and LD 1725, which would erode unemployment insurance for Maine workers. Use the MSEA-SEIU Guide to Contacting Your State Legislators in this edition to contact your state legislators right away. Urge them to oppose these anti-worker legislative proposals.

Don't let Gov. LePage treat you like an ATM machine

"I will be retiring in 2012. The pension I have coming to me now is not going to be enough to pay my bills."

– Roseanna from Dixfield

"I am living paycheck to paycheck and have no savings. My son is in his first year of college. All we are doing is accumulating debt. Every cut greatly affects my family. Enough is enough!"

– Deborah from Skowhegan

Roseanna and Deborah's stories are two of over 2,000 that MSEA-SEIU members are sharing with their state legislators. If you haven't already shared your story with your legislators, the time to do so is right now. Our message: **Not Another Cent!**

It's critically important that you speak with your legislators now if you haven't done so already. Your legislators need to hear exactly how last year's cuts to our health and retirement security have affected you. They will listen to your story, so please call them or write to them today. Their contact information appears in the **MSEA-SEIU Guide to Contacting Your State Legislators** inside this edition of the *Maine Stater*.

We need to tell our stories because the new year hadn't even begun and Gov. LePage already started claiming the State of Maine is going broke, that more cuts have to be made to pay for his new tax breaks for Maine's wealthiest residents. Well, we are determined to make sure that we won't be used again as the governor's ATM machine.

Our members, along with other working families throughout Maine, are speaking with a united voice in delivering this message to our state legislators: **Not Another Cent** from our health and retirement security. Through our **Not Another Cent** campaign, MSEA-SEIU members such as Deborah and Roseanna have written over 2,000 postcards to their legislators urging them to oppose any efforts to cut, cap or further reduce the health and retirement security of Maine's public workers and retired workers. Our friends at the Maine Education Association and elsewhere have written thousands more postcards as well.

Thanks to these efforts, legislators are hearing personal, often heartbreaking, stories from constituents about the harm that last year's cuts have had on Maine's public workers and retired public workers. Read more of our members' personal stories in this edition's special section on retiree issues on pages 7-11.

State Budget: Stand up for a responsible solution

As the *Stater* was going to press, members of the Appropriations Committee unanimously agreed on \$146 million in cuts to the state budget for the current fiscal year. These cuts include \$121 million to MaineCare and \$25 million identified through the streamlining commission, the latter of which would lead to the elimination of one bargaining unit position. While the Governor proposed cutting the healthcare of 65,000 Mainers, the Appropriations Committee voted for MaineCare cuts that would result in 14,000 Mainers losing their healthcare. We all know that cutting healthcare for Mainers will increase healthcare costs for everyone else. When people without health insurance go to hospital emergency rooms for medical care, those costs are shifted onto those with insurance.

After the Legislature votes on the Appropriations Committee's package of \$146 million in cuts, the Appropriations Committee will then address what



President's Column —
Ginette Rivard

the Governor has described as an \$86 million shortfall in the MaineCare budget covering the fiscal year starting July 1, 2012, and ending June 30, 2013. In addition, the Appropriations Committee is expected to receive another proposed supplemental budget from the Governor, this one affecting the remainder of Maine State Government.

We are following all of these budget matters closely as we advocate for responsible solutions ensuring that corporations and the 1 percent of the wealthiest Mainers pay their share of taxes just like the rest of us. We all know it's wrong to stick working families and others who are struggling to get by with the bill for Gov. LePage's tax breaks for Maine's wealthiest residents. Ask your legislators to support a responsible solution to the state budget; send them a note to that effect by going to www.responsible-solution.com.

LD 309 – An attack on workers' rights

In addition to trying to take away healthcare from Maine people, Gov. LePage is also pushing irresponsible, divisive proposals attacking workers' rights. With his anti-worker LD 309, the Governor continues to push divisive proposals that would weaken the bargaining rights of public employees in Maine. LD 309 would let the Governor impose his terms on public workers in Maine without negotiating over them.

Under Maine law, the Governor's divisive proposals are subject to negotiations that are currently happening. Members of our union negotiating team and management spent three days in bargaining Feb. 1-3. More bargaining is scheduled for Feb. 28 and March 15 and March 27. Yet LD 309 would enable the Maine Legislature to interfere with those negotiations and allow the Governor to skirt his obligation to bargain in good faith.

Fortunately, Maine workers are united against the Governor's attacks on their rights. They are speaking with state legislators on both sides of the aisle who oppose LD 309 and recognize there's no place in Maine for the Governor's divisive proposals. Call your legislators right away; urge them to oppose LD 309. To get their contact information, use the **MSEA-SEIU Guide to Contacting Your State Legislators** inside this edition.

LD 1571 – An attack on injured workers

A hearing on LD 1571, which would gut the Maine Workers' Compensation Program, was scheduled for Feb. 17. This legislation is a no-holds-barred attack on worker protections under the Maine Workers' Compensation system. A new report out by the executive director of the Workers' Compensation Board undoes some, but not all, of the damage contained in LD 1571. Based on that report, LD 1571 remains a bad proposal. Urge your legislators to oppose LD 1571.

LD 1725 – An attack on unemployment insurance

Maine's Unemployment Trust Fund is solvent. It's well designed. It's well funded. It has enjoyed bipartisan support over the years. Yet LD 1725 would make it harder for Maine workers to access unemployment insurance even though it merely meets their basic needs. Average weekly benefit are \$270 before taxes.

LD 1725 would force workers into lower-paying jobs in which they would be overqualified, eroding their long-term earnings power. LD 1725 would penalize workers who have vacation pay on the books and who get laid off. Their unemployment insurance would be delayed because of their vacation pay, yet a worker without any vacation pay on the books would be able to collect unemployment insurance sooner under LD 1725. Urge your legislators to oppose LD 1725.

Together, we can fight back against all of these irresponsible proposals threatening the health of Maine people and the rights of Maine workers. We can stand up for working families and retired workers by holding our elected leaders at the state and national levels accountable. We can ensure that all working families, not just the wealthy, can one day retire with a reasonable level of health and retirement security.

Maine Stater

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Arbitrator: Management has been sidestepping just-cause protections in our state contracts

At our union's urging, an arbitrator has called out management in the Executive Branch of Maine State Government for circumventing the just-cause protections that part-time state workers receive upon reaching 1,040 hours of service.

Arbitrator Lawrence Katz ordered management to follow the contractual definition of overtime in determining when a part-time worker reaches the 1,040-hour threshold triggering just-cause protections, according to his 21-page decision dated Jan. 17.

This arbitration decision is significant because it roots out a pattern of wrongful conduct by management. This pattern goes back many years, based on management's claim of past practice.

In putting an end to this management misconduct, the arbitrator ordered the reinstatement, with back pay, of a part-time accounting associate for the State of Maine who was terminated in April 2010 in violation of the union recognition and discipline provisions of our contracts. In investigating the accounting associate's wrongful dismissal, we found that management had failed to count all non-overtime hours that part-time employees worked in calculating when part-time workers are entitled to just-cause protections. The investigation by MSEA-SEIU Staff Attorney Anne Macri led to this arbitration decision in our favor.

"The grievant must be reinstated, with full seniority, and made whole for any lost pay and benefits, less any earnings from interim employment," the arbitrator wrote.

The accounting associate at issue had been hired May 11, 2009, and dismissed April 30, 2010. Management claimed the worker remained probationary at the time of her dismissal even though she had actually worked more than 1,040 hours. According to our contracts covering state workers: "The just cause provision for dismissal shall apply after completion of 1,040 compensated hours exclusive of overtime hours."

Central to this case is the definition of overtime. The arbitrator noted that under our contracts, overtime for part-time workers is defined as more than 40 hours of

How management maneuvered around just-cause protections

As part of our investigation, led by MSEA-SEIU Staff Attorney Anne Macri, we learned that the management for years has been miscalculating when part-time workers for the State of Maine Executive Branch reach the 1,040-hour threshold triggering just-cause protections under our union contracts.

The pattern of management's misconduct went like this:

- An administration would get legislative approval for part-time positions, such as at 20 hours a week;
- Management would assign additional hours to workers hired for those part-time positions;
- Management would then exclude those additional assigned hours worked in calculating the 1,040-hour threshold triggering just-cause protections;
- Finally, management would terminate the part-time workers just before their legislatively authorized work hours reached 1,040 hours, even though their actual hours worked exceeded 1,040 hours.

This pattern of misconduct enabled management to hire part-time workers at a certain number of hours a week, then work them much harder than that before terminating them as if they had only worked the legislatively authorized number of hours, when in fact they worked many more hours than that.

Las month, we put a stop to management's miscalculations with the arbitration victory explained elsewhere on this page.

actual work in any week. Under the Union Recognition article, overtime hours are excluded from the 1,040-

hour threshold.

The accounting associate never worked more than 40 hours per week. Yet management argued that because the accounting associate's position was legislatively authorized for only 20 hours a week, any hours that she worked over 20 per week should count as "straight time overtime hours" and therefore should be excluded from the 1,040 hour threshold. No such definition of overtime appears in our contracts.

Management further claimed that its definition of overtime is enforceable because of past practice – even though the union never agreed to it and was never made aware of it until this particular worker's dismissal was brought to our attention. What's more, management persisted with its arguments even though it admitted that the accounting associate in this instance was paid straight time for all hours worked in excess of 20 per week. She worked 28.5 hours a week, on average.

The arbitrator concluded that management was trying to expand the definition of overtime in our contract beyond the contractual language.

"The grievant's compensated hours included the additional hours that she worked each week," the arbitrator wrote. "Since her total weekly hours were 40 or less, none of the additional hours constituted overtime. Thus, they were not subject to exclusion on that basis. That means that the grievant had acquired just cause protection from dismissal several months before April 30, 2010. Since, admittedly, the State's reasons for terminating her employment did not satisfy the just cause standard, the termination was in violation of Article 1 (Union Recognition) and/or Article 22 (Discipline)."

This case marked the first time that a part-time worker for the State of Maine brought to our attention a claim of wrongful termination based on management miscalculating when a worker's 1,040-hour threshold for just-cause protections was reached.

The arbitrator was unable to determine how many part-time workers were subjected to management miscalculating their eligibility for just-cause protections.

MARRIAGE

Continued from Page 1

Maine law requires employees to disclose any conflicts of interest involving a spouse, and to abstain from performing any work that would create such a conflict. And Nadeau had complied with the law, making multiple disclosures about his relationship years before his dismissal.

He disclosed it initially in 2005 before he and the insurance company manager started dating, in 2006 when they moved in together, in 2008 when they got married, and twice in 2010 when a supervisor ordered him to perform work that he knew would pose a conflict

of interest. Nadeau even asked for a written opinion on the matter, which the state responded to by firing him.

Nadeau, a 13-year employee, had risen to the rank of examiner in charge at the time of his dismissal. He had an excellent work record, and promoted steadily to the position of examiner in charge. He and our union, the Maine State Employees Association, Local 1989 of the Service Employees International Union, fought his dismissal as lacking any basis in Maine law and violating his contractual rights. And we won.

"None of the statutory provisions

introduced in the record clearly compelled Nadeau's termination," arbitrator Joseph M. Daly wrote in a decision dated Jan. 26, 2012. "Nor is there any evidence that the Bureau considered any alternatives to termination in assignment of duties to Nadeau, which from a legal and operational perspective would have allowed for his continued employment. In simpler terms, there is no record evidence that the State made sufficient efforts to make sure it was right."

"Michael Nadeau complied with the relevant conflict of interest laws and did the right thing every step of the way,

yet the state fired him based on shoddy legal research by an assistant attorney general who applied the wrong statute," said Tim Belcher, general counsel for the Maine State Employees Association. "Maine law simply does not dictate who employees can marry. Employees, as well as elected and appointed officials, all are free to marry and socialize with whomever they choose, so long as they disclose any conflict and abstain from actions that directly affect their family."

Michael Nadeau said: "I am looking forward to putting this all behind me and getting on with my life."

Roundup: MSEA-SEIU representational services

How to reach an MSEA-SEIU Steward or Chief Steward

MSEA-SEIU Stewards and Chief Stewards are available to speak with any bargaining unit workers who have questions about their contractual rights. Through our website at www.mseaseiu.org, you can search for a list of MSEA-SEIU Stewards by department, city or town to get their names, worksites and contact information. Simply go to www.mseaseiu.org and click on the "Stewards" link under the "Features and Links" column. Then use the "Find a Steward" tool there to reach the Stewards in your department or community.

Executive Branch Classification and Compensation Study Committees

Professional-Technical Services Bargaining Unit in the Executive Branch: The Pro-Tech pay study group was meeting the week of Feb. 6-10 to finalize the union's choices of benchmark classifications for comparison to matching private sector jobs and pay. Then negotiations with management over an agreed-upon list of benchmarks and their matching private sector jobs will be formulated.

Supervisory Services Bargaining Unit in the Executive Branch: Supervisory pay study meetings continue to be regular at two days per month. The group is getting close to completing Hay Guide Chart scoring of all classifications in the unit.

Operations, Maintenance & Support Services (OM&S) in the Executive Branch: As we reported earlier, the OM&S group has completed, signed and submitted its report to the parties. The Bureau of Human Resources is enthusiastic about the work product. It provides for a substantially improved pay scale for the approximately 1,850 employees in OM&S. Yet to happen are implementation negotiations that will determine an implementation date, method for transferring bargaining unit members to the new pay scale and other details.

Legislative Employees

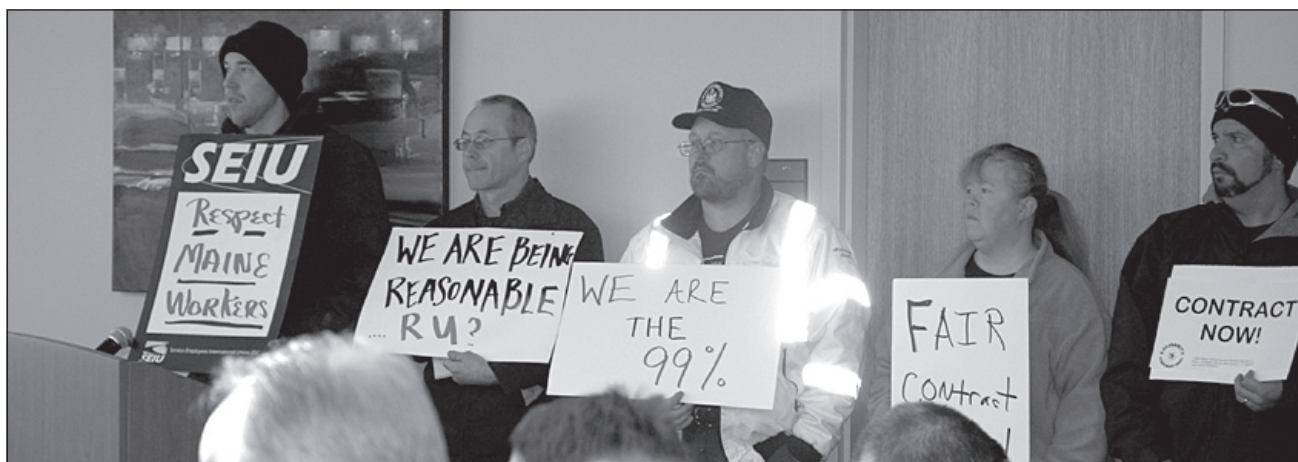
Take-backs insisted on by the employer have prevented the reaching of a tentative agreement for workers in the Administrative Unit in the Legislative Branch of Maine State Government. MSEA-SEIU members of the union negotiating team filed for mediation at the start of the new year. Two mediation sessions have occurred. Management has rejected a mediator's proposal.

Child Development Services

Negotiations on the two contracts covering workers in the Support Unit and the Professional Unit at Child Development Services had been stalled since September. But, in the last two bargaining sessions, both sides have been trading package proposals that have been narrowing the gap of differences.

Executive Branch of Maine State Government

MSEA-SEIU members on the union negotiating team and management held three straight days of bargaining Feb. 1-3. While some tentative agreements were reached, management continues to push divisive proposals aimed at taking away hard-earned rights of



Photos by Alison Romano

MSEA-SEIU members who work for the Maine Turnpike Authority picket the MTA Board of Directors meeting Jan. 19 in support of a fair contract for the rank-and-file turnpike workers. The workers said it's not fair to punish them for the mismanagement that led to the former MTA executive director's recent criminal convictions relating to the misuse of turnpike authority funds.



MSEA-SEIU member Cliff O'Brien participates in our picket at MTA headquarters.

workers in our four Executive Branch bargaining units: Administrative Services; Operations, Maintenance & Support Services; Professional & Technical Services; and Supervisory Services.

Workers in all four bargaining units continue to work under status-quo protections of our expired contracts.

Members of our union negotiating team and management will continue bargaining Feb. 28. Additional bargaining dates are scheduled for March 15 and 27.

Maine Military Authority Operations, Maintenance and Support Services Bargaining Unit

Members of the union negotiating team representing

the Operations, Maintenance and Support Services workers at Maine Military Authority will hold their next bargaining session with management Feb. 28. Both sides have exchanged proposals. Union team members are encouraged by the support that members are showing for them. Union team members are determined to negotiate a contract that reflects everyone's hard work.

Maine Community College System Support Unit

MSEA-SEIU members in the Maine Community College Support Unit are preparing for their next round of contract bargaining. The Support Unit workers continue to work under "status quo" contractual protections.

Maine Community College System Supervisors

MSEA-SEIU members on the union negotiating team representing the Maine Community College System Supervisors have met several times with management and are planning to meet again Feb. 10.

Maine Community College System Adjunct Faculty

MSEA-SEIU members at our new Adjunct Faculty bargaining unit are continuing to negotiate with management to secure their first contract. The two sides met Feb. 7 and were considering additional dates.

Maine Maritime Academy Support Unit

MSEA-SEIU members in the Support Unit at Maine Maritime Academy have elected their bargaining team, which has met several times to discuss priorities and gather input for bargaining proposals. The team plans to meet again in February and then plan to begin meeting with management.

Maine Maritime Academy Supervisors Unit

MSEA-SEIU members on the union negotiating team in the Supervisors Unit at Maine Maritime Academy are close to reaching a tentative agreement and hope to ratify a contract in the next few weeks

Maine Maritime Academy Faculty Unit

MSEA-SEIU members in our Faculty Unit are electing

Please see ROUNDUP: REPRESENTATIONAL SERVICES, Page 5



Photos by Tom Farkas

MSEA-SEIU members cheer last month outside the Maine DHHS office at 41 Anthony Ave., Augusta, in support of our union negotiating teams.

ROUNDUP: MSEA-SEIU REPRESENTATIONAL SERVICES

Continued from Page 4

their bargaining committee with representation from each academic department. Bargaining surveys have gone out and the committee will be formalizing bargaining proposals over the next few weeks.

MSEA-SEIU Kids First

MSEA-SEIU members on our MSEA-SEIU Kids First bargaining committee have been meeting with the state for several months and are working toward a tentative agreement.

The Maine Educational Center for the Deaf and Hard of Hearing /Governor Baxter School for the Deaf

MSEA-SEIU members on the union negotiating team for the Professional & Supervisory and Support units at the Maine Educational Center for the Deaf and Hard of Hearing are participating in mediation as part of contract bargaining.

City of Auburn

MSEA-SEIU members of the union negotiating team in our newest bargaining unit, the City of Auburn, have met three times in contract bargaining with management. Ground rules have been established. Union team members have provided management with several proposals. Negotiations will continue every three weeks. The next bargaining session was scheduled for Feb. 9 at press time.

Maine Turnpike Authority Employees Unit

MSEA-SEIU members on the union negotiating team representing the Employees Unit at the turnpike authority continue to meet with management. Dates are scheduled through February. Union negotiating



On Dec. 20, members up our "MSEA-SEIU Glee Club" made their debut performance by caroling outside the Blaine House in support of fair contracts for Maine's public workers.

team members report resolving many of the non-economic issues, but major concessions demanded by management remain on the table.

Maine Turnpike Authority Supervisors Unit

Members of the union negotiating team for the Supervisors Unit at the turnpike authority met with management Feb. 7 in contract bargaining. The two sides will be scheduling additional meetings.

Judicial Branch's Law Enforcement Unit

MSEA-SEIU members on the union negotiating team for the newly created Law Enforcement Unit continue negotiating with management for their first contract.

The sides have met 15 times. Some progress has been made; numerous issues remain pending. Negotiations will continue Feb. 15, 22 and 24. The two sides are negotiating for a one-year contract that would expire June 30, 2012. Both sides want to conclude the

negotiations on the first contract so they can begin negotiations for a successor agreement.

York County Government

MSEA-SEIU members at York County Government have overwhelmingly ratified a new two-year contract retroactive to July 1, 2011. The agreement includes wage increases tied to a national index. The agreement includes a no-layoff clause for the duration of the contract.

Maine People's Alliance

We are working to schedule a bargaining committee meeting and continue negotiations.

Maine Public Employees Retirement System, Supervisory Unit

The Supervisory Unit met with management on January 24 but were unable to resolve the contract. The parties will now proceed to interest arbitration.

*Action alert!***Oppose LD 309 — Gov. LePage's attack on Mainers' collective bargaining rights**

Instead of working to create jobs, Gov. LePage is continuing his divisive attacks on Maine workers by pushing LD 309.

The Governor's legislation, drafted by his high-priced New York City lawyer, is another attack on the collective bargaining rights of Maine workers.

LD 309 would weaken the bargaining rights of public employees in Maine. LD 309 would let the Governor impose his terms on public workers in Maine without negotiating over them.

Under Maine law, the Governor's divisive proposals are subject to negotiations that are currently happening. Members of our union negotiating team and management spent three days in hard bargaining

on Feb. 1-3, and additional bargaining dates are scheduled for Feb. 28 and in March. Yet LD 309 would enable the Maine Legislature to interfere with those negotiations and allow the Governor to skirt his obligation to bargain in good faith.

Fortunately, Maine workers are united against the Governor's attacks on their rights. They are speaking with state legislators on both sides of the aisle who are opposed to LD 309 and who recognize there's no place in Maine for the Governor's divisive proposals. Call your legislators right away; urge them to oppose LD 309. For their contact information, use the **MSEA-SEIU Guide to Contacting Your State Legislators** inside this edition.

*Oppose LD 1725 —***Protect Maine's Unemployment Insurance Trust Fund for workers**

Unemployment insurance helps Maine's working families get by as they search for employment following a layoff through no fault of their own. The average weekly benefit is just \$270 per week before taxes.

Maine's Unemployment Trust Fund is solvent. It is well designed and it is well funded. It has enjoyed bipartisan support over the years, yet legislation known as LD 1725 would make it harder for Maine workers to access unemployment insurance.

LD 1725 would force workers into lower-paying jobs in which they would be overqualified, eroding their long-term earnings power. It would do this by reducing, from 12 weeks to six weeks, the

time that unemployed workers have to find equivalent employment.

LD 1725 would remove childcare and transportation emergencies as explanations for missing appointments required as part of the unemployment insurance program. This would penalize unemployed workers whose cars break down or who have a childcare emergency.

LD 1725 would also penalize workers who have vacation pay on the books and who get laid off. Their unemployment insurance would be delayed because of their vacation pay, yet a worker without any vacation pay on the books would be able to collect unemployment insurance sooner under LD 1725. Urge your legislators to oppose LD 1725.

*Oppose LD 1571 —***Don't make it harder for injured workers to get their benefits**

By Emery Deabay

Member, United Steel Workers Local 1188

With all the publicity about workers' compensation generated by a new bill in the Legislature, LD 1571, sponsored by Rep. Andre Cushing, R-Hampden — which will have a very negative effect on Maine workers — it is important that we remind people in Maine what workers' comp really is and why it is important.

If you don't own a business or have never gotten injured on the job, chances are good you probably don't know a whole lot about workers' comp or how it affects you. However, if you work, you should have an understanding of what it is in case you need it someday.

Workers' compensation laws were adopted in every state in the early 1900s as a response to the increasing number of injuries that occurred in workplaces and the success injured workers had in lawsuits against their employers for their injuries. The workers' compensation laws were created to protect both businesses and workers.

The laws are supposed to provide workers who are injured on the job and unable to continue to work prompt payment of lost wages and medical expenses. At the same time, the laws also protect businesses by eliminating all workers' rights to sue for injuries. So if a worker gets injured on the job and is unable to work, no matter if it's completely the company's fault, he or she has no right to sue. Instead, he or she is eligible to receive workers' compensation benefits.

In Maine, benefits are paid to injured workers at 80 percent of after-tax income with a cap of \$634.13 a week. That cap stands regardless of the income of the employee. For comparison purposes, other New Eng-

In short, workers' compensation — when working correctly — provides protection for workers and businesses.

No matter how safe your workplace is, injuries can happen. And workers' compensation is there for you when they do. That is why it is hard to understand why Rep. Cushing is sponsoring a bill that will make it harder for injured workers to get their benefits.

land states have higher caps at roughly \$1,000 a week — and over \$1,250 in New Hampshire. The length of time injured workers can receive benefits depends on the level of the injury. If it's a temporary injury, the benefits last for the length of that injury. If it's a permanent injury, the length of benefits is determined by the severity of the injury.

All businesses in Maine are required to have workers' compensation insurance for their employees. The businesses pay an annual premium for the insurance which then covers the monetary and medical benefits for injured workers. Premiums have gone down substantially in Maine over the last 20 years — dropping 50 percent since 1993. In fact, in just the last few months, premium rates were dropped twice — each time by more than 3 percent, saving Maine's businesses more than \$13 million a year.

A typical claim goes like this: When a worker is injured on the job, whether it's a traumatic accident or

a slow-developing injury, the worker has 90 days to report the injury — even if it's not debilitating yet. Once it's reported, the employer files the report with the Workers' Compensation Board.

Right now there is a program that helps injured workers understand the workers' compensation system and the rights it gives them. The proposed bill would do away with this program and leave injured workers to fend for themselves against corporations and insurance companies with full-time lawyers on staff.

When the injury causes the worker to lose time at work, he or she files a claim for the employer to pay. The employer then has 14 days to agree to the claim and have the insurer begin paying benefits or file a notice of controversy to deny the claim. If a company denies the claim, the appeals process can take more than a year before a decision is made and the employee receives any benefits.

When it all goes as planned, workers' compensation works well for everyone. The injured employee is covered for lost wages and medical costs right away. He or she doesn't have to lose his or her job, house or health because of the injury. When the injury is healed, he or she goes back to work. This program also works well for businesses. When an injury happens, it doesn't hurt the business's finances. In addition, the business doesn't have to worry about getting sued.

In short, workers' compensation — when working correctly — provides protection for workers and businesses. No matter how safe your workplace is, injuries can happen. And workers' compensation is there for you when they do. That is why it is hard to understand why Rep. Cushing is sponsoring a bill that will make it harder for injured workers to get their benefits.

Emery Deabay lives in Bucksport.

Stand up for your retirement, health security!

Not Another Cent!

Members sign over 2,000 postcards opposing efforts to cut or cap retirement and health benefits; contact your legislators right away if you haven't yet spoken up!

For Don, an MSEA-SEIU retiree member from Island Falls, the over \$1 billion in cuts to the health and retirement security of Maine's public workers and retired workers has hit home. State legislators approved the cuts in 2011 to pay for tax breaks for Maine's wealthiest residents. "Well not getting a COLA has hurt," Don, referring to frozen cost of living adjustments to his pension, wrote to his State Senator and State Representative. "The cost of a loaf of bread goes up. I have been working part time, but it gets harder to work. Will keep trying."

Virginia, an retiree MSEA-SEIU member from Orrington, remembers the Great Depression and said it's a good thing she learned how to get by on very little.

"It is hard to live on less than \$1,000 a month," Virginia wrote to her State Senator and State Representative. "I grew up during the Great Depression and I know how to stretch a dollar and to use it up, make do or go without. Help!"

Virginia and Don are among over 1,000 MSEA-SEIU members who have joined with thousands of public workers and retired public workers throughout Maine to deliver a simple message to Maine legislators:

Attention MSEA-SEIU retiree members:

This is the first of five pages in this edition containing important information about the health and retirement security of our members, and how MSEA-SEIU retiree members make their voice heard through our union. This news about our health and retirement security continues on Pages 8, 9, 10 and 11 of this edition. Be sure to use the enclosed **MSEA-SEIU Guide to Contacting Your State Legislators**. Tell your legislators: **Not Another Cent from our health and retirement security!**

Don't delay. Call your state legislators today! Tell them: **Not Another Cent from our health and retirement security!**



Photo by Tom Farkas

State Rep. Paul Gilbert, a retiree member of our union, and MSEA-SEIU President Ginette Rivard show off Rep. Gilbert's card in which he pledges to oppose any and all efforts to cut, cap, or further reduce retirement and health benefits for state employees, retired public servants, teachers and public school employees during this legislative session.

Not Another Cent from our health and retirement security.

So far, MSEA-SEIU members have sent over 2,000 postcards to their legislators, urging them to stand with teachers, public school employees, state retirees and public servants to oppose any and all efforts to cut, cap, or further reduce retirement benefits and health benefits in the 2012 legislative session under way.

If you haven't already participated in this urgent campaign to protect the health and retirement security of Maine's public workers and retired workers, use the enclosed **MSEA-SEIU Guide to Contacting Your State Legislators** to find the contact information for you State Representative and State Senator. Call them right away. Urge them to oppose any and all efforts to cut, cap or further reduce your retirement and health security.

On their postcards to legislators, MSEA-SEIU members are writing about the harm they have endured from the over \$1 billion in cuts to the health and retirement security of Maine's state workers, retired state workers, teachers, retired teachers and other public servants. Following are a few of the comments:

"I am a retired state employee. My income is fixed. However, my expenses continue to increase."

– Patricia from Monmouth

"I have to pay my taxes and oil bill, and buy food."

– Philip from Presque Isle.

"I was recently hospitalized. The higher deductible is an added expense with no raise to offset more costs."

– Gary from Union

"Due to the furlough days, I have had to work a second job to make ends meet. I am now retired but still need a second job to meet increased costs."

– Dorlores from Sanford

"Gave up the non-necessities such as cable TV. Postponed upgrading a 40-year-old oil furnace and switched to wood heat. Bought older vehicles, repair and run them longer; Due to expected cuts in MaineCare, am expecting my 86-year-old mother will have to leave

*Please see **NOT ANOTHER CENT**, Page 11*



Photo by Tom Farkas

Members of the MSEA-SEIU Retirees Steering Committee gathered Jan. 17 in Augusta in support of their work advocating for the health and retirement security for everyone in Maine. Standing from left are Carol Gould, Androscoggin Valley Retirees; MSEA-SEIU President Ginette Rivard; Barry Cote, Area II Retirees; Philip Wolley, F. M. Berry #3 Retirees; William Crowley, Area II Retirees; George Burgoyne, Eastern Maine Retirees; Mary Peabody, Harold West Retirees; Mary Ouellette, Eastern Maine Retirees; June Hallowell, Harold West Retirees; and Bruce Hodsdon, F. M. Berry #3 Retirees. Seated from left are Ben Conant, Androscoggin Valley Retirees; Brenda Kaler, Area II Retirees; Lois Baxter, Eastern Maine Retirees; James Calnan Jr., Androscoggin Valley Retirees; Robert Galloupe, Southern Maine Retirees; and Retirees Steering Committee Chairwoman Margaret "Peggy" Rice, F. M. Berry #3 Retirees. Not pictured are Retiree Steering Committee members Frank Kadi, Southern Maine Retirees; Calvin Hall, Aroostook County Retirees; Ivan Hawkins, Harold West Retirees; John Hinkley, Western Mountain Retirees; and Lewis Holbrook Western Mountain Retirees.

MSEA-SEIU Retirees Steering Committee —

Standing up for Maine's retired workers

A group of MSEA-SEIU retiree members throughout our state serve on a critically important union committee known as the MSEA-SEIU Retirees Steering Committee.

The responsibilities of the Retirees Steering Committee members are spelled out in our Constitution & By-laws. The Retirees Steering Committee "shall study and recommend such actions or changes, which will promote benefits to retirees, improve communications among retirees and protect the Retirement System.

"It shall look to developing new retiree chapters as needed, develop and promulgate sources of information of value and interest to retirees or active members looking forward to retirement."

Members of the MSEA-SEIU Retirees Steering Committee are appointed by the MSEA-SEIU president from lists provided by the retiree chapter presidents.

According to our Constitution & By-laws "The President shall annually appoint ... a maximum of two (2) voting members and two (2) alternates from each chapter to the Retirees Steering Committee. Alternates will be seated and may vote only in the event of the absence of a chapter voting member. The Committee shall carry-over into the new year or until the President appoints a new Committee. The Committee shall

Introducing our MSEA-SEIU retiree chapters

MSEA-SEIU Local 1989 boasts eight active chapters for retiree members throughout the state:

- **Androscoggin Valley Retirees.** Contact President Jay Calnan at 783-1719.
- **Area II Retirees.** Contact President Bill Crowley at 623-9075.
- **Aroostook County Retirees.** Contact President Bob Glidden at 425-1002.
- **Fred M. Berry #3 Retirees.** Contact President Phil Wolley at 548-2717.
- **Eastern Maine Retirees.** Contact President Lois Baxter at 825-4117.
- **Southern Maine Retirees.** Contact President Kathy Kadi at 329-6130.
- **Harold West Retirees.** Contact President Ivan Hawkins at 255-6358.
- **Western Mountain Retirees.** Contact President John R. Hinkley at 778-4084.

elect a Chairperson following the appointment of the Committee by the President."

Last month, committee members elected Margaret "Peggy" Rice as chairperson of the Retirees Steering Committee. The committee meets monthly and

holds an annual Retirees Day for MSEA-SEIU retiree members and their spouses or partners. **The 2012 MSEA-SEIU Retirees Day will take place Monday, April 2, at Augusta Civic Center.** Invitations with reply cards will be mailed out soon.

SEIU's online resources on retirement security:
<http://www.seiu.org/retirement-security/>

2012 MSEA-SEIU Retirees Day:
 Monday, April 2,
 Augusta Civic Center



MSEA-SEIU members and friends recently met with Congresswoman Chellie Pingree, third from left, to thank her for cosponsoring, with Congressman Mike Michaud, the Social Security Fairness Act. From left are Jeff Beckley, MSEA-SEIU member Brenda Temple, Congresswoman Pingree, MSEA-SEIU members Bill MacDonald and Tom Maher, and Matt MacKenzie, a legislative aide for Congresswoman Pingree.



Senator Olympia Snowe, center, continues her advocacy in repealing the Social Security Offsets by cosponsoring, with Senators Susan Collins and John Kerry, the Social Security Fairness Act. From left are MSEA-SEIU members Brenda Temple, Tom Maher, and Bill MacDonald, and friend Jeff Beckley, all of whom met with Senator Snowe in December.

Maine's congressional delegation determined to:

Repeal the Social Security Offsets

By Ginette Rivard

President, MSEA-SEIU Local 1989

In January, hundreds of MSEA-SEIU members took action to support the Social Security Fairness Act.

We are proud to announce that Senator Snowe has joined Senator Collins, Representative Michaud and Representative Pingree in cosponsoring the Social Security Fairness Act (S. 2012; HR 1332).

If you haven't already thanked Senator Snowe for cosponsoring this legislation, please do so immediately. Send your thank-you note to: Senator Olympia J.

Snowe, 250 Russell Office Building, Washington, D.C. 20510-1902. Or call her office toll-free in Maine at 1-800-432-1599. Or send her an email at: Olympia@snowe.senate.gov

By adding their names as cosponsors, all four members of Maine's congressional delegation have renewed their commitment to repealing the unjust Windfall Elimination Provision (WEP) and the federal Government Pension Offset (GPO) that reduce or eliminate the Social Security benefits of public workers and their surviving spouses.

Too often our elected officials only hear from

constituents when they are upset and angry and very rarely get calls or emails where constituents thank them for their votes. MSEA-SEIU Local 1989 and our international union, SEIU, have been fighting to repeal the WEP and GPO for decades. If you haven't done so already, help us build momentum by sending Senator Snowe a thank-you message today.

Thanks for all you do. Working together we can prevent these unjust laws from doing any further harm to public servants and the public services we provide.

MSEA-SEIU retirees stand up for unemployed Maine workers



Photo by Tom Farkas

MSEA-SEIU retiree member Steven Keaten, in back at left, listens as Brenda Akers of Lewiston speaks against LD 1725, which would roll back unemployment insurance for laid-off workers in Maine. MSEA-SEIU retiree members are truly taking a leadership role in fighting back against multiple legislative attacks against workers.

Candlelight vigil opposing Gov. LePage's proposal to cut healthcare for 65,000 Mainers



Photo by Steven Dunn

MSEA-SEIU retiree member Steven Dunn took this photo of the over 150 Mainers who gathered for a candlelight vigil outside the State House moments before the Governor's State of the State Address. They protested the Governor's proposal to cut healthcare to 65,000 Mainers.

MSEA-SEIU Area II Retirees Chapter 2012 meetings

- **May 7**, 10 a.m., MSEA-SEIU HQ, Board Room;
- **June 4**, 10 a.m., MSEA-SEIU HQ, Board Room;
- **Sept. 10**, 10 a.m., Annual Meeting, Le Club Calumet, 331 River Road, Augusta, luncheon buffet;
- **Oct. 1**, 10 a.m., MSEA-SEIU HQ, Board Room;
- **Nov. 5**, 10 a.m., MSEA-SEIU HQ, Board Room;
- **Dec. 3**, 10 a.m., MSEA-SEIU HQ, Board Room, luncheon buffet catered by Lisa's, Yankee gift exchange.

Retired members speak out against Governor's proposals to weaken collective bargaining rights, cut dental care and healthcare for thousands of Mainers

Attention retiree members!

Get MSEA-SEIU Retiree Member Information Updates!

Stay informed about issues affecting your health and retirement security by providing your updated contact information using this handy form. Just fill it out, clip it out and send it to the address below. Please use one (1) form for each retiree member. Please print legibly

Member PIN Personal Identification Number (six-digit number on membership card): _____

Full Name: _____

Full Home Mailing Address: _____

Actual Full Home Street Address: _____

Home Phone: _____

Home Email: _____

Alternate Email (Gmail, Yahoo, etc.) _____

Personal Cell Phone: _____

Please mail or hand deliver this form to:

MSEA-SEIU, Local 1989
ATTN: Information Services Department
65 State St.
PO Box 1072
Augusta, ME 04332-1072

Or fax to: 207-623-4916



MSEA-SEIU retiree member Pat Jones, who is a former state representative, testifies Dec. 16 against Gov. LePage's MaineCare proposal to eliminate dental care for thousands of Mainers. Scores of Mainers have testified against the Governor's plan to cut healthcare for 65,000 Mainers. Seated is member Melanie Collins.



MSEA-SEIU retiree member Donald Pickett, at right, and other workers urge their State Senator, Earle McCormick, at left, to oppose Gov. LePage's anti-worker legislation known as LD 309. LD 309 would let Gov. LePage impose his terms on public workers in Maine without negotiating over them.

Frequently asked questions —

The MSEA-SEIU Retiree Dental Plan

What is the MSEA-SEIU Dental Plan?

The MSEA-SEIU Retiree Dental Program is a member benefit offered to retiree members of our union through Northeast Delta Dental. You can join the plan during open enrollment, which occurs every December, or when a qualifying event happens, such as retirement or the end of your COBRA term.

COBRA allows you to stay in the plan you had as an active employee for 18 months. The monthly premium for COBRA is paid directly to Northeast Delta Dental. About a month before your COBRA ends, the Maine Bureau of Employee Health & Benefits will notify you that you have the option of enrolling in our retiree plan or contacting Northeast Delta Dental to choose a different plan.

Why should I join the MSEA-SEIU Plan?

MSEA-SEIU partners with the Maine Education Association and the Maine Association of Retirees to offer the best plan for a reasonable premium. The monthly premium will be automatically deducted from your retirement through Maine PERS. If you run into problems with the plan, MSEA-SEIU has a staff person who can help.

As a member of MSEA-SEIU, you are also entitled to other MSEA-SEIU member benefits such as lodging and dining discounts and savings on goods and services from appliances to therapeutic massage and spa services. See the full listing of MSEA-SEIU

The MSEA-SEIU Retiree Dental Program is a member benefit offered to retiree members of our union through Northeast Delta Dental. You can join the plan during open enrollment, which occurs every December, or when a qualifying event happens, such as retirement or the end of your COBRA term.

membership discounts on Page 16 of this edition of the Maine Stater or on our website at www.mseaseiu.org.

How much does the MSEA-SEIU Retiree Dental Program cost?

Monthly premium rates: Effective February 1, 2012, the monthly premium rates to cover this benefit are as follows:

- One-Person Coverage: \$34.22
- Two-Person Coverage: \$62.37
- Three-person+ Coverage: \$97.41

Richer plans are available through Northeast Delta Dental.

How do I get more information?

For more information about MSEA's Retiree Dental Plan call 1-800-452-8794 or 622-3151

On Facebook?

Search for 'Maine State Employees Association' to get updates on issues affecting working families and retired workers.

Health commission names preferred hospitals

The State Employee Health Commission has announced its preferred hospital list effective February 1, 2012.

According to the commission: "All Maine hospitals continue to participate in the State of Maine network; however, your out-of-pocket expenses are reduced when members choose to receive services from hospitals designated as 'preferred.' Preferred hospitals are determined based on their performance on a combination of selected clinical quality measures, patient safety results, patient satisfaction, and comparative cost.

"For services provided at a preferred hospital, there is no deductible and the member's out-of-pocket is 5% up to a maximum of \$500 annually. For services provided by a participating hospital there is a \$200

annual deductible and out-of-pocket expenses of 15% with an annual cap of \$1,000. For more detail refer to your benefit summary or the State employee health plan website at www.maine.gov/beh/.

"The preferred hospital list will be updated again for August 1, 2012, to reflect the most current performance results available."

Preferred Hospitals:

- Bridgton Hospital
- Cary Medical Center (Caribou)
- Central Maine Medical Center (Lewiston)
- Eastern Maine Medical Center (Bangor)
- Goodall Hospital (Sanford)
- Houlton Regional
- Inland Hospital (Waterville)

- MaineGeneral Medical Center (Augusta)
- Waterville) Maine Medical Center (Portland)
- Mayo Regional (Dover-Foxcroft)
- Mercy Hospital (Portland)
- Mid Coast Hospital (Brunswick)
- Miles Memorial (Damariscotta)
- Millinocket Regional
- Mt. Desert Island (Bar Harbor)
- Parkview Adventist (Brunswick)
- Pen Bay Medical Center (Rockport)
- Penobscot Valley (Lincoln)
- Redington-Fairview (Skowhegan)
- Seabcoook Valley (Pittsfield)
- St. Joseph (Bangor)
- Southern Maine Medical (Biddeford)
- Stephens Memorial (Norway)
- Waldo County (Belfast)

NOT ANOTHER CENT

assisted living and come live with my wife and I."
– Donald from Ashland

"Spending cuts on food – spending less on fresh vegetables and meats; eye care – even with insurance, need to save for new glasses; dental work – even with retiree dental insurance, some procedures had to be put off."
– G. from South Portland

"I am retired from State of Maine Highway and it is not the time for pay reductions. The price of fuel and food continue to escalate! 79 years old and not the best of health."
– John of Kennebunkport

"No raises for several years. Have not been able after 13 years to collect husband's survivor benefits from Social Security due to my state retirement."
– R. from Topsham

"I was planning to retire last month, but have changed my mind because of the threats hanging over our heads to reduce retirement benefits and health benefits we have worked for and deserve."
– Martha from West Falmouth

"Stop the attacks on working class."
– Jay from Belgrade

"Because the state has not kept its obligation to give retirees a cost of living raise, the cost of living and the deductible on our insurance has gone up. I am now deciding whether to pay for the medicine which the doctor says I need or pay for food."
– A. from China

"I worked for the state for 30 years, retiring last December with disability (Parkinson's disease). I live in fear of losing health insurance critical to my continued well-being."
– M. from Cooper

"Spending less, much less, of my money into the local economy. Wearing patched, faded, frayed clothes. Unable to finish maintenance on home, meaning property values

Continued from Page 7

decreasing, home not as nice as neighbors."
– Dean from Sanford

"State employees typically do not have another retirement plan. It is grossly unfair and inhumane to continue to cut, reducing the ability to live."
– Rita from Windsor

"My thermostat is set at 62 degrees. I have longer go purchase products at the stores, which cuts down on sales tax collected. I used to visit other towns/cities but find myself with no spare funds but to stay at home."
– Paula from Winslow

"Due to the new copayments and changes in health insurance, I have to make choices on what I can get for medications for my wife and I."
– Ron from Naples

"The cost of living keeps going up, the gas I need to get to work is total nuts! I haven't had a pay increase for six years and the cost of my medications is putting a big dent in what is left to live on. What's next?"
– W. from Wade

"I am bringing home less income than previous years. I have less buying power and feel I am going 'backwards' instead of keeping up with the rest of the world."
– Barbara from Sinclair

"Please stop balancing the budget on the backs of hard-working state employees."
– John from Brunswick

"The Governor and the Republican Party seem to be more interested in driving a wedge between all the union employees and the voters than serving the interests of all Maine citizens."
– Ernest from China

"Less money going into the local economy. Not able to buy education technology for my daughter. I was in the middle of the middle class. Now I'm in the lower end of the middle

class with concern for my future and daughter's future.."
– Laurie from Sanford

"We have two kids attending college at UMO. I haven't had a pay raise in three years or more. Considering inflation and the economy, the lack of pay raises has made it very difficult for our family."
– Gary from Lewiston

"Concerns about my retirement – sleepless nights."
– Galen from Caribou

"I was a state employee for 34 years. I retired Sept. 1, 2011, to care for my elderly mother. I have given up shutdown days, furlough days, pay increases. In addition, I have paid more for dental and health insurance. My retirement has been capped and I cannot continue to pay for health insurance for my family."
– Valerie from Charlotte

"The State has not kept its obligation to give retirees a cost of living raise. And the cost of living and the deductible on our insurance has gone up. I am now deciding whether to pay for the medicine which the doctor says I need, or to pay for food. Perhaps current state employees should realize that the Legislature and the Governor do not intend to honor their obligations that have been made to state employees."
– Arlene from China

"Forced me to tap other savings to offset less of a COLA and decrease in health benefits i.e. higher copays and deductibles."
– John from Topsham

"I have been retired since August 2007. I have received one cost of living adjustment, in 2008. In the meantime, I was diagnosed with a serious illness which requires regular follow up and testing by both my primary care provider and a specialist. I also take seven Rx's which have an out-of-pocket expense of \$100. It becomes continually hard to meet the copays and deductibles. My expenses continue to increase."
– L. from Orrington

Political Action by Service Employees and Retirees (PASER) —

Help hold elected leaders accountable!

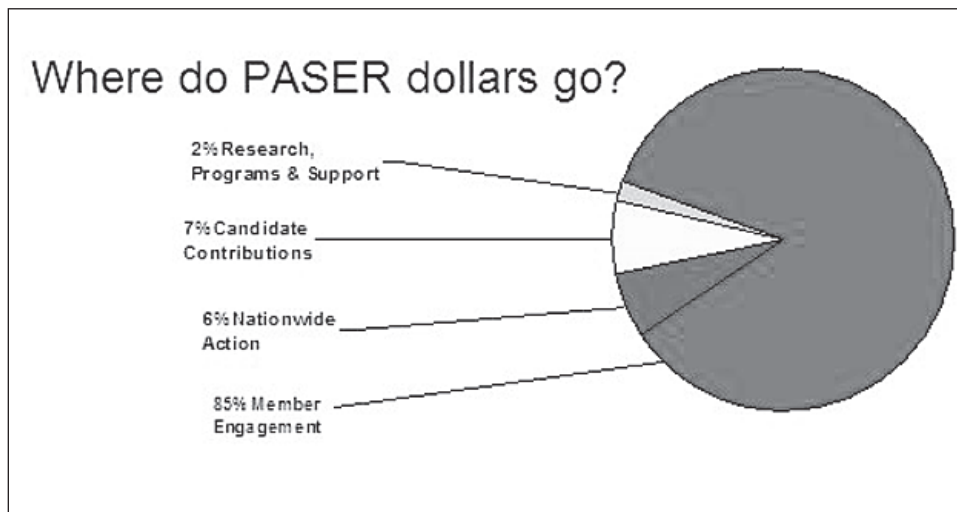
By Frank Kadi and Ginette Rivard

If ever there were a time for us to make our voice heard at the state and national levels, it is now.

Elected leaders are making critical decisions affecting working families and retired workers. From our pensions to our healthcare to our rights as workers and voting citizens, elected leaders in Maine and our nation's capital are making a slew of critical decisions. The decisions they make will impact our:

- Ability to provide quality public services to Maine people;
- Retirement security, including our pensions, Social Security and Medicare;
- Access to affordable health care;
- Legal right to bargain over our wages, benefits and working conditions.

It's critical that our voice is heard at every step of the decision making. That is why we are asking you today to become a member of MSEA-SEIU PASER (Political Action by Service Employees and Retirees). PASER is our union's political action fund that helps us educate, activate and mobilize MSEA-SEIU members on political and legislative matters. Join PASER now by going to the MSEA-SEIU website



The chart above shows that of the PASER contributions made by our members make, 85 percent of the contributions go to membership engagement. The remainder of the contributions are spent as follows: candidate contributions, 7 percent; nationwide action, 6 percent; and research, programs and support, 2 percent.

at: www.mseaseiu.org and clicking on the "Join PASER" icon in the upper left corner of our website. You can join PASER, securely and confidentially through that web link. Or call MSEA-SEIU headquarters at 622-3151 or 1-800-452-8794 and we can help.

Through PASER, we can fight harder and smarter for the quality of life issues

affecting our members. PASER helps us fight back against budget cuts to public services and public employee and retiree benefits. PASER helps us defend our contractual rights when they are under attack. PASER helps us elect leaders who value public services, public workers and retired public workers.

Why join PASER? Joining PASER is the

only way our voice will truly be heard by elected leaders. It's so important that elected leaders hear us, because, as we all know, anti-government, corporate-funded forces have more money than ever to fund candidates who will continue to attack us, the quality services we provide, and our wages and benefits.

Again, join PASER now by going to the MSEA-SEIU website at: www.mseaseiu.org and clicking on the "Join PASER" icon in the upper left corner of our website. You can join PASER, securely and confidentially through that web link. Or call MSEA-SEIU headquarters at 622-3151 or 1-800-452-8794 and we can help.

MSEA-SEIU members who belong to MSEA-SEIU PASER hold Maine's elected leaders accountable. This is how we make sure that quality public services are available for everyone in Maine and that all Maine workers are treated with respect. Join PASER today so we can win for Maine workers and retired workers tomorrow. Thank you for your support and participation.

Frank Kadi is a MSEA-SEIU retiree member and Chair of the PASER Committee. Ginette Rivard is President of MSEA-SEIU Local 1989.

News from around our union

At our urging, state legislators Jan. 9 rejected two contracting-out proposals that would have diminished accountability in public services and threatened the quality of public services provided to Maine people. Members of the Legislature's Criminal Justice and Public Safety Committee rejected LD 1095, which would have allowed for the construction of private prisons in Maine and the shipping of Maine prisoners out of state. Members of the State and Local Government Committee rejected LD 287, which would have allowed for quality public services to be contracted out without regard to accountability or the quality of services provided.

Special thanks to the 50 MSEA-SEIU members who participated in our 2012 worksite Labor-Management Committee Survey. We will use the feedback we received to develop the curriculum for our 2012 MSEA-SEIU Labor-Management Training

Summit scheduled for April 3 at Augusta Civic Center. Registration will be sent to eligible MSEA-SEIU members in the coming weeks.

Seven MSEA-SEIU members have been awarded scholarships to participate in an upcoming **Worksite Leadership Academy** presented by the **Northern New England Council of the Service Employees International Union**. They are **Andrea Goodwin, Susan Goodwin, Amy Hill, Robert Peale, Jessica Pomerleau, Brenda Temple** and **Deborah Thomas**. The Worksite Leadership Academy is a comprehensive education program for newly emerging union leaders. Participating members focus on improving their skills as leaders, deepening their understanding of working people's issues, and developing their ability to build strength and activism at work. The Northern New England Council of SEIU, which presents the academy, is made up of the

State Employees Association of New Hampshire, SEIU Local 1984; SEIU Local 560 representing the building services workers at Dartmouth College in Hanover, N.H.; and the Maine State Employees Association, SEIU Local 1989. Representing our union on the **Northern New England Council of SEIU Board of Directors** are MSEA-SEIU President **Ginette Rivard**; MSEA-SEIU Vice President **Scott Austin**; MSEA-SEIU Directors **Wade Colpitts, Nick Pitarys** and **Ramona Welton**. MSEA-SEIU Executive Director **Chris Quint** is NNEC-SEIU executive director. MSEA-SEIU Director of Finance and Administrator **Elizabeth Cousins** is NNEC-SEIU secretary. MSEA-SEIU Communications & Training Coordinator **Tom Farkas** is NNEC training coordinator.

Attention MSEA-SEIU Stewards. Be sure to mark your calendar for **May 22** for our **MSEA-SEIU Statewide**

Steward Skills Training at Augusta Civic Center.

BJ's Wholesale Club is holding an "open enrollment" from March 1, 2012, through March 14, 2012, for MSEA-SEIU Local 1989 members who want to join the club or renew or extend their Inner Circle memberships at a cost of \$40 (a \$10 savings). This includes a free second household card plus two extra months for a total of 14 months, regardless of when the last renewal occurred. This is a special offer that is not available online and cannot be offered at any BJ's Clubs. To ask for an application, call Luanne at MSEA-SEIU headquarters at 622-3151 or 1-800-452-8794.

Are you on Facebook? Did you know that our union is on Facebook? Please join our facebook page. Just look for "Maine State Employees Association" and hit the "like" button.

Maine workers urge legislators:
Not Another Cent!
Oppose LDs 309, 1725 and 1571



Photos by Tom Farkas

MSEA-SEIU members and other workers recently met with State Representatives Stephen Hanley and Sharon Treat, seated at bottom of photo facing crowd to share concerns about proposed anti-worker legislation and the state budget. In addition to presenting the legislators with "Not Another Cent" postcards opposing further cuts or caps to the health and retirement security of Maine's public workers and retired workers, the workers urged Representatives Hanley and Treat to oppose anti-worker legislation that includes Gov. LePage's LD 309 interfering with collective bargaining rights, LD 1725 rolling back unemployment insurance benefits in Maine, and LD 1571 attacking the rights of injured workers in the Maine Workers' Compensation Program. If you haven't yet spoken with your legislators and urged them to oppose these anti-worker proposals, please do so immediately. Use the MSEA-SEIU Guide to Contacting Your State Legislators in this edition of the Maine Stater to find their contact information.

Special delivery to Gov. LePage: Wheelbarrow full of postcards opposing his anti-worker legislation

Maine workers rallied at the State House last month and used a wheelbarrow to deliver nearly 1,000 postcards from Mainers to Gov. LePage urging him to invest in jobs and to stop trying to stick Maine's middle class and unemployed workers with the bill for his tax breaks for the wealthy. The workers also urged their legislators to oppose three harmful legislative proposals. LD 1571 would take away rights from Maine workers by gutting protections under the Maine Workers' Compensation System. LD 309 would undermine the collective bargaining rights of Maine workers. LD 1725 would make it more difficult for Maine workers to access Unemployment Insurance.



Attention all MSEA-SEIU members: A lot is at stake in 2012! Make sure we can reach you at work and home!

MSEA-SEIU Worksite Mapping Information

You can also provide this information online:
<https://www.surveymonkey.com/s/worksitemapping>

Please print legibly.

Member PIN (six (6) digit number on your membership card): _____

Full Name: _____

Department: _____

Bureau: _____

Actual Worksite Street Address (Please do not use State House Station Numbers or PO Boxes):

City/Town Employed In (if you primarily work off-site, name the city/town you are headquartered in i.e. your primary location):

If you work out of your home check here: _____

Work Phone: _____

Work Email: _____

Home Phone: _____

Home Email: _____

Personal Cell Phone: _____

Alternate Email (Gmail, Yahoo, etc.):

Please mail or hand deliver this form to:

MSEA-SEIU, Local 1989
 ATTN: Information Services Department
 65 State Street
 PO Box 1072
 Augusta, ME 04332-1072

Or fax to: 207-623-4916

Apply now for 2012 MSEA-SEIU scholarships

2012 MSEA-SEIU Scholarship Application Info for Full-Time and Part-Time Scholarships

FULL-TIME STUDENTS (see application at right): Applications for the annual scholarships will be considered only from students who have one of the following relationships with a dues-paying MSEA member: son or daughter of an MSEA member; stepchild of an MSEA member who resides with the MSEA member; son or daughter of the MSEA member's significant other who resides with the MSEA member in accordance with the sick leave article of the Executive Branch contracts; student who is under legal guardianship of an MSEA member; and/or grandchild of an MSEA member who resides with the grandparent. The applicant must be entering full-time postsecondary educational or vocational programs for the first time as freshmen. Full-time shall be defined as complying with federal standards of twelve (12) credit hours per semester.

Four (4) scholarships will be awarded as follows: The Richard McDonough Scholarship in the amount of \$1,500, the Dr. Howard L. Bowen Scholarship in the amount of \$1,000, the Murray L. Brown Scholarship in

the amount of \$1,000, and the George A. Davala Scholarship in the amount of \$1,000.

Additionally, one Maine Community College Scholarship (MCCS) in the amount of \$750 will be awarded in each of the three (3) MSEA Areas to a student attending a Maine Community College provided there is an applicant. If there is no applicant from an Area, that scholarship may be awarded to a qualified applicant from another Area. The MCCS applicants will first be considered along with the other applicants for the four (4) scholarships mentioned above. If not selected to receive one of these scholarships, they will then be considered for the MCCS Scholarship.

PART-TIME STUDENTS (see application below): The MSEA Scholarship Committee is also accepting applications for three (3) \$500 scholarships from MSEA/SEIU members enrolled in part-time (or full-time) educational programs. (One \$500 scholarship will be awarded to a member in each of the three MSEA Areas.)

Applications for the three Area part-time annual scholarships will be considered only *Please see **APPLY NOW**, Page 15*

2012 Application for the Part-time MSEA-SEIU Member Scholarship

FULL NAME _____ HOME PHONE _____

MAILING ADDRESS _____ WORK PHONE _____

SOCIAL SECURITY NO. _____ DATE OF BIRTH _____

INDIVIDUAL YEARLY INCOME FROM ALL SOURCES _____

OCCUPATION _____

SPOUSE'S NAME (if applicable) _____ OCCUPATION _____

NAMES, AGES & RELATIONSHIP OF DEPENDENTS _____

YEARLY INCOME FROM ALL SOURCES _____

TO WHICH MSEA/SEIU CHAPTER/LOCAL DO YOU BELONG? _____

ARE YOU CURRENTLY ENROLLED, OR PLANNING TO ENROLL IN A POST HIGH SCHOOL EDUCATION PROGRAM? _____

NAME AND MAILING ADDRESS OF SCHOOL/COLLEGE _____

COURSE YOU ARE TAKING OR PLAN TO TAKE _____

LENGTH OF COURSE (years, months, etc.) _____

NO APPLICATION WILL BE CONSIDERED UNLESS ALL REQUIREMENTS ARE MET.

REQUIRED REFERENCES: Two references, i.e., one non-scholastic and one either scholastic or non-scholastic. Both must be from non-relatives.

PLEASE NOTE: It will be necessary for you to ask each of your references to send his/her letter of recommendation to the chairperson of the MSEA Scholarship Committee, Applications and accompanying data should also be mailed to the chairperson of the MSEA Scholarship Committee, 65 State Street, P.O. Box 1072, Augusta, ME 04332-1072. **ALL INFORMATION MUST BE RECEIVED NO LATER THAN APRIL 16, 2012.**

**DEADLINE FOR RECEIVING COMPLETED APPLICATIONS AT MSEA-SEIU
LOCAL 1989 IS APRIL 16, 2012.**

Application for the 2012 MSEA-SEIU Howard L. Bowen, Murray L. Brown, George A. Davala, Richard J. McDonough and Maine Community College Scholarships (for Full-time Students Only)

APPLICANT INFORMATION

FULL NAME _____

MAILING ADDRESS _____

SOCIAL SECURITY NUMBER _____ HOME PHONE _____

NAME & MAILING ADDRESS OF COLLEGE/SCHOOL YOU PLAN TO ATTEND _____

COURSE OF STUDY YOU PLAN TO TAKE (if known) _____

DATE OF ACCEPTANCE _____ LENGTH OF COURSE (Years, months, etc.) _____

NAME & ADDRESS OF HIGH SCHOOL FROM WHICH YOU ARE TO GRADUATE _____

DATE OF GRADUATION _____

GUIDANCE DIRECTOR/COUNSELOR'S NAME _____

APPLICANT'S INCOME FROM ALL SOURCES (if any) _____

MSEA MEMBER INFORMATION

Please complete the following information about the MSEA member who qualifies you for the MSEA scholarships:

MSEA MEMBER'S NAME _____

MAILING ADDRESS _____

HOME PHONE _____ WORK PHONE _____

MSEA CHAPTER/LOCAL TO WHICH MEMBER BELONGS _____

APPLICANT'S RELATIONSHIP TO MEMBER _____
(Please see attached info sheet for list of qualifying relationships)

NAMES & AGES OF OTHER DEPENDENTS RESIDING IN MEMBER'S HOUSEHOLD _____

MSEA MEMBER'S INCOME FROM ALL SOURCES _____

OTHER PARENT/GUARDIAN INFORMATION

OTHER PARENT'S/GUARDIAN'S NAME _____

MAILING ADDRESS (If different from above) _____

HOME PHONE _____ WORK PHONE _____

OTHER PARENT'S INCOME FROM ALL SOURCES _____

NAMES & AGES OF DEPENDENTS (if different from member's listed above) _____

NO APPLICATION WILL BE CONSIDERED UNLESS ALL REQUIREMENTS ARE MET.

PLEASE NOTE: It will be necessary for you to ask each of your references to send his/her letter of recommendations to the chairperson of the MSEA Scholarship Committee. **Applications and accompanying data should be mailed to the chairperson of the MSEA Scholarship Committee, 65 State Street, P.O. box 1072 Augusta, ME 04332-1072.**

ALL INFORMATION MUST BE RECEIVED NO LATER THAN APRIL 16, 2012.

I do _____ do not _____ give my permission for the MSEA Scholarship Committee to forward a copy of this scholarship application and all required information to my MSEA-SEIU chapter /local for consideration of a chapter/local scholarship if available.

Signature of MSEA/SEIU Member _____

MSEA-SEIU Board of Directors, officers for 2012



Photo by Tom Farkas

Members of the MSEA-SEIU Board of Directors held a planning retreat Jan. 20-21 at our headquarters in Augusta to ensure that our voice is heard in all issues affecting Maine workers and retired workers in 2012 and beyond. Standing from left are MSEA-SEIU Treasurer Mark Landry, MSEA-SEIU Alternate Retiree Director Frank Kadi, MSEA-SEIU President Ginette Rivard, MSEA-SEIU Vice President Scott Austin, MSEA-SEIU Director Robin Upton Sukeforth, MSEA-SEIU Director Wade Colpitts, MSEA-SEIU Director Dean Staffieri, MSEA-SEIU Alternate Director Phil Garwood, MSEA-SEIU Director Bill Bernier and MSEA-SEIU Retiree Director George Burgoyne. Seated from left are MSEA-SEIU Director Cordell Hackett, MSEA-SEIU Director Ramona Welton, MSEA-SEIU Director Jonathan French, MSEA-SEIU Director Lisa Morgan, MSEA-SEIU Director Nicholas Pitarys, MSEA-SEIU Alternate Retiree Director Peggy Rice, MSEA-SEIU Retiree Director Jackie Roach, MSEA-SEIU Director Dave Libby and MSEA-SEIU Secretary Irene Chandler.

Committee nixes privatization of amusement park ride inspections

At our urging, state legislators on the Criminal Justice and Public Safety Committee voted 10-3 to keep the inspection of amusement park rides in Maine under the jurisdiction of the Maine State Fire Marshal's Office. This is a victory for quality public services for all Maine people. As initially submitted, LD 1745, "An

Act to Privatize the Inspection of Amusement Rides in Maine" would have taken this work out of the Maine State Fire Marshal's Office and turned it over to private contractors.

The committee's vote demonstrates that these critical services are provided in the most affordable

and transparent manner and with the highest level of accountability when performed by Maine's public workers. Special thanks go to State Rep. Anne Haskell, who sponsored the initial bill, and Sen. Stan Gerzofsky, for coming up with the alternative that won the committee's support.

More news from around our union



Anne Macri

We are pleased to announce two promotions on our staff. **Anne Macri** has been promoted to MSEA-SEIU Staff Attorney. Anne earned her law degree from Northeastern University School of Law in 2007 and a bachelor of arts in government from Wesleyan University in 2002. Before joining our staff as a Field Representative in 2010, Anne worked as an attorney

for our international union, the Service Employees International Union.

Jessica Doody has been promoted to MSEA-SEIU Field Representative. Jessica was an MSEA-SEIU member when she worked for the Bureau of Motor Vehicles and then the Department of Professional and Financial Regulation. After her tenure with



Jessica Doody

the State of Maine, she worked as a legal transcriptionist and hearing monitor. Jessica joined our union's staff in January of 2009 as a support staff assistant.

"Both Anne and Jessica have demonstrated an exceptional ability to advocate for our bargaining unit members," MSEA-SEIU Director of Field Services Rod Hiltz said. "We are thrilled that they will continue advocating for our members in their new positions."

Also, MSEA-SEIU Organizer **Alison Romano** left our staff last month to take a new position out of state. We wish Alison well in her new pursuits.

APPLY NOW FOR 2012 MSEA-SEIU SCHOLARSHIPS

Continued from Page 14

from MSEA members who are furthering their education either on a part-time basis while employed OR on a full time basis after obtaining an educational leave of absence.

BASIS FOR AWARDING ALL SCHOLARSHIPS: The members of the Scholarship Committee from each of the three Areas will screen applications from all areas and award all full and part-time scholarships on the following basis: **CHARACTER** (self motivation); **LEADERSHIP** (school and community); **SERVICE TO OTHERS** (school and community); **FINANCIAL NEED & SCHOLASTIC ABILITY**. Each item will receive a numerical rating from one to nine (one being the lowest, nine the highest) with the scores for financial need and scholastic ability being doubled. The total of these ratings determines the success of the application (in case of a tie, a member of the MSEA Board of Directors will be asked to

evaluate both applicants and that evaluation will serve as the tie-breaker.) The Committee, if deemed necessary may require personal interviews. All scholarships will be payable directly to the school, one-half during the first semester or partial year, and one-half during the second semester of the academic year.

REQUIREMENTS FOR ALL SCHOLARSHIPS: The following materials should accompany all applications: 1.) High School Transcript; 2.) Essay on how has the union affected you and/or your family and what does it mean to you (No more than one (1) page in length); 3.) Itemized statement of your, and if you are a dependent, your parents/guardians' financial resources (savings/assets) and outstanding obligations (bills/loan payments); 4.) 2011 Federal Income Tax Return including all statements and schedules (all held in strict confidence); 5.) Description of your extra curricular activities: school & community; 6.) One scholastic

reference letter (coaches or anyone connected to the applicant's school) and one non-scholastic reference letter (non-relative and not school related). Reference letters should contain information on character, leadership, and service to others, as well as any other information, which indicates why this applicant should be considered.

It will be the Applicant's responsibility to be sure all required references are received at MSEA Headquarters by the scholarship deadline. Incomplete applications will not be considered after this date.

APPLICATIONS & ALL REQUIRED DATA MUST BE RECEIVED BY APRIL 16, 2012

Please mail to: MSEA-SEIU Local 1989
65 State St., P.O. Box 1072, Augusta, ME 04332-1072

MSEA-SEIU members-only discounts

Just show your MSEA-SEIU membership card!

AUTO SERVICE & ACCESSORIES

Corson's Auto Supply, 212 Park St., Rockland 04841 (596-6554) – Discount will vary depending on product line. Please call for prices. (Exp. 4/13)

Discount Tire & Alignment, 99 Elm St., Camden (230-0011), 640 Elm St., Biddeford (282-5192), 123 Bath Road, Brunswick (721-0009), 13 Water St., Hallowell (622-9346), 380 Main St., So. Portland (773-0112) – Tires sold at wholesale pricing, 15% off parts, 4 wheel computerized alignment \$44.95. (Exp. 11/12)

Expert Tire Service, 91 Bangor St., Augusta 04330(622-7656)–10% off all purchases, up to \$50 off invoice (Exp. 4/12)

Haley Tire & Service Center, 300 State St., Augusta 04330(623-1171) – 5% discount on all service work performed. Lube/Oil/Filter \$22.95 plus \$1 environmental fee. Half price wheel balance on all new tire purchases. (Exp. 12/12)

Highway Tire Inc., P.O. Box 399 Caribou 04736 (496-5843) – Tire prices are dealer price plus \$5 and it includes mounting and balancing. (Exp. 08/13)

JAX Auto/Perfect Touch Automotive Finish Repairs, 127 River Road, Chelsea, Maine 04330(623-3416) – 10% off all Labor and free shuttle service in the Augusta area. (Exp. 8/12)

Sullivan Tire & Auto Service, 1178 Hammond St. Bangor (945-4517), 333 US Rt 1 Falmouth (781-5240), 333 St. John St. Portland (772-5421), 391 US Rt 1 Scarborough (885-4500), 15 Elm St. Biddeford (284-4573), 805 Lisbon St. Lewiston (786-2225), 22 Saco St. Westbrook (854-2593) – 10% discount on all Auto services-parts, labor, & tires (except state inspections & sale items, no combining discounts). Free shuttle available to the local areas (Exp. 08/12)

COMPUTER SERVICES & CLASSES

Capitol Computers, 151 Water St., Augusta 04330 (283-2700) – 20% Discount off the regular price on training classes. Please visit www.capcomp.com and click on Training to view dates and class outlines. (Exp. 08/12)

FITNESS

Curves of Gardiner, 647 Webber Pond Road, Vassalboro 04989 (582-6461) – One time discounted service fee of \$30 (normally \$149) on a one-year membership. Monthly membership \$34 (Exp. 4/12)

Kennebec Valley YMCA, 31 Union St., Augusta 04330(626-3488) – 10% off one year paid in full memberships (individual, senior, or family) or 10% off monthly auto-draft rates. (Exp. 8/12)

Somerset Sports & Fitness, Route 201, Commerce Drive, Skowhegan 04976 (474-2224) – 3-month membership commitment is \$141, 6-month membership commitment is \$270, 12 month membership is \$516 due at registration. (The regular monthly membership is \$49) (Exp. 12/12)

HOME & PERSONAL SERVICES

Beltone New England, 1761 Lisbon St., Unit 2 Lewiston 04240 (777-1134) 12 Shuman Ave., Augusta 04330 (622-5357) 849 Stillwater Ave., Bangor 04401 (262-4233) 29 Main St. Suite 2, Norway 04268 (743-8747) 625 Rockland St., Rockport 04856 (230-1113) 456 Payne Road, Scarborough 04074 (883-7874) 14 Thomas Point Road, Brunswick 04011 (615-0336) – Free Audiometric Examinations, Video Otoposcopy Scan, Speech Mapping Analysis, Belcare Lifetime Care Plan and unlimited in Clinic check-ups and service, 20% discount off premium digital hearing instrument line and includes Belcare Gold with lifetime batteries. All MSEA members who are current hearing aid users (any brand) will receive a three-month supply of batteries for their hearing instruments with a free Audiometric Examination as well as an inspection and cleaning service. (Exp. 8/12)

Broadway Hardware, 720 Broadway, Bangor 04401(945-9917)–10% off qualifying purchases. Not to be combined with other offers (Exp. 4/12).

Chipmunk Mini-Storage, 39 Conifer Lane, North Yarmouth, 04097(829-6756)–10% discount on mini storage spaces. Location; Routes 26 & 11 in Mechanic Falls (Exp. 04/12)

Fabian Oil, 363 Western Ave., Augusta 04330, 20

Discounts from SEIU

SEIU's over 2 million members and their families enjoy substantial purchasing power as union members.

Through member-only programs offered by SEIU in partnership with Union Plus, we're able to provide you and your family with special discounts, rates, and savings relating to money and credit, insurance deals, education services, auto advantages, house and home, legal services, everyday savings, travel and recreation, and computers and technology. These programs are designed for union members and their families.

To learn more, visit www.unionplus.org. On that website's Union Benefits Locator, scroll down to "SEIU" or "Service Employees International Union," and then click on "Find your benefits."

Oak St. Oakland 04963, 234 Main St. Jay 04239 and 279 St. George Road, South Thomaston 04858 (622-9200 or 557-4434) – Ask for Darren – Gold Standard customer discounts on oil and propane as a credit approved automatic customer. It saves you on average .20 per gallon on both oil and propane cash prices of the day. Discounting all equipment service contracts \$50.00 off (excludes E contract) as our basic contract is only \$149.00 for members. While supplies last, we have a Monitor GF1800 propane space heater for \$1,399.00 installed with 100 gallons of propane Free! dmatthews@fabianoil.com (Exp. 4/12)

Foot & Hand Reflexology by Susan Moulton, 637 Whitefield Rd, Pittston 04345 (588-0257) – 10% off each full reflexology session. (Exp. 8/12)

Hear in America, 11800 Shelbyville Road, Suite 6, Louisville, KY 40243 (800-286-6149) – Member must call toll free number for referral. Free annual hearing screening, referrals to network of qualified local hearing centers, full line of high quality hearing aids available, two year repair warranty at no charge, one year loss & damage insurance at no charge, and hearing aid battery discounts. (Exp. 04/12)

ImportAdvantage, Inc., dba TV Lift Cabinet, 40 SE 7th Street Boca Raton, FL 33432 (877-377-5435) – 5% discount on any product at www.tvlifcabinet.com (Exp. 04/12)

Maine Woods Pellet Co., LLC, 164 Harmony Road, Athens 04912 (654-2237) – \$210 a ton (pickup) Regularly \$225 per ton. (Exp. 12/12)

Mainly Driving Academy, 28 Meadow Road, Augusta 04330 (242-0904) – 10% off tuition fee for Driver Education class (must be 15 years old by first class). (Exp. 8/12)

Major Furniture & Appliance, 680 Maine Ave., Farmingdale 04344 (622-5859) – 10% discount on all furniture, \$20 off delivery of appliances, Free delivery of mattress over \$700. (Exp. 4/12)

Mary's Golden Shears, 280 Riverside Drive, Augusta, 04330(623-1846) – \$2 off perms; \$1 off waxing(facial), \$2 off Shampoo/cut style. (Exp. 08/12)

Mattson's Flooring & Lighting Center, 276 Whitten Road, Hallowell 04347 (620-8888) – 10% off any material purchase (excluding installations and sale or discount items) (Exp. 08/13)

Pampered Chef Consultant, 5 High St., Presque Isle 04769 (385-4049/551-0749) – Free gift with the purchase of \$25 or more. Free shipping with the purchase of \$50 or more. www.pamperedchef.com (Exp. 11/12)

Sacred Moments Massage Therapy, 161 Town House Road, Chelsea 04330 (621-0075) – \$5.00 off a one hour massage session (Exp. 4/13)

Sherwin Williams, 68 Western Avenue, Augusta 04330 (622-6818) – 20% off list price on all nonsale products. Excludes ladders, spray equipment, classic 99 ceiling paint, multi surface latex primer, Design Basics, and color samples. **Valid in all Maine Sherwin Williams stores.** Please use account number 9018-4412-6. (Exp. 08/12)

Snow Pond Realty, 40 Belgrade Road Oakland 04963 (465-4430) – to provide home warranty (value \$450) through Home Warranty of America to seller & buyer (clients only). Seller must list property for 1 year. Buyer must purchase property through Snow Pond Realty. (Exp. 4/13)

Southiere Chiropractic Association, 46 Bangor St., Augusta 04330 (622-0131) – 20% discount on hydro/therapy massage (Exp. 12/13)

Scott Goggin/Sprague & Curtis Real Estate, 75 Western Avenue Augusta 04330 (623-1123) – On sale or purchase of a home: 6% commission) regularly 7%, home warranty discount (\$365 value) at closing. Members must contact Scott Goggin to receive discount (Exp. 4/12)

The Therapy Zone, 310 Water St., Gardiner 04345 (582-6785) – 10% off therapeutic massage and spa services. (Exp. 4/13)

Village Jewelers, 221 Water St, Gardiner 04345 (582-6676) – 20% off storewide items & repairs. Class rings are exempt. 10% extra paid for store credit. Club accounts available. (Exp. 4/12)

Wags Daycare for Dogs, 167 Leighton Road, Augusta 04330 (626-9247) – One free trial day of daycare after initial interview. \$22 Daycare, \$27 Boarding. www.wagsdaycare.com (Exp. 08/12)

Youland's Jewelers, 238 Main St., Biddeford 04005 (284-6528) – 10% discount on cash sales under \$50.00. 20% discount on cash sales over \$50.00. Discount does not apply to repairs, class rings, engraving, or items previously reduced. (Exp. 4/12)

LODGING/DINING

Augusta Civic Center Inn, 110 Community Dr., Augusta 04330(622-4751) – Traveler's Program available to MSEA members. State per diem rates apply (currently \$77.00 per 1 person). Rates would not apply to blackout dates & sold out dates. Subject to change. (Exp. 4/13)

China Express, 822 Kennedy Memorial Drive, Oakland 04962 (465-2362) – 10% off entire menu excluding specials (Exp. 04/11)

Cindy's Sub Shop, 264 Sweden St., Caribou 04736 (498-6021) – 10% off excluding chips, soda, & newspapers (Exp. 4/12)

Comfort Inn, 750 Hogan Road, Bangor 04401(942-7899) – 10% off rack rate. (Exp. 12/12)

Comfort Inn, Portland Jetport, 90 Maine Mall Road, South Portland 04106 (775-0409) – Rooms at a discount rate of \$69 (9/1/11 – 10/31/11), \$58 (11/1/11 – 5/31/12), \$69 (6/1/12 – 6/30/12), \$79 (7/1/12 – 8/31/12). Rates are based on 1-4 people per room per night plus tax. (Exp. 12/12)

Days Inn, 250 Odlin Road, Bangor 04401 (942-8272) – 10% off regular rate year round. (Exp. 12/12)

Hampton Inn, 425 Kennedy Memorial Drive, Waterville 04901 (873-0400) – 10% discount on our lodging, based on availability (black out dates apply), not to be used with any other discount or coupon. (Exp. 12/12)

Lisa's Restaurant, 15 Bangor St., Augusta (621-0599) – 10% Discount (Exp. 4/12)

Maple Hill Farm B&B Inn, 11 Inn Road, Hallowell 04347 (622-2708) – 50% discount on full rack rates. Offer must be mentioned at time of reservation. Not valid on Thursday, Friday, Saturday from May to October. Whirlpool suites available. Includes menu chosen breakfast (Exp. 08/12)

Mollyockett Motel, P.O. Box 58, West Paris, ME 04289 (1-888-569-8611) www.mollyockettmotel.com – 10% discount off room rates at the Motel (indoor heated pool, sauna, hot tub)--on Route 26 just over the West Paris line into Woodstock/Bryant Pond. (Exp. 08/12)

Yardarm Motel, 172 East Main St., Searsport 04974 (548-2404) – 10% off standard rate, based on availability. Open May through October. (Exp. 12/13)

RECREATION/TRAVEL

American Lung Association of Maine, 122 State Street Augusta 04330 (624-0306) – 2012 Golf Privilege

Card, normally sells for \$70, MSEA-SEIU members receive the special rate of \$60. Show member ID at purchase locations or use code: MSEA when purchasing online www.lungme.org (Exp. 08/12)

Clee & Dee, LLC, 40 Belgrade Road, Oakland 04963 (465-4430) – 20% discount on weekly waterfront rentals. Three sites: Messalonskee, Salmon, & McGrath (Exp. 4/13)

Dube Travel, 263 Lisbon St., Lewiston 04240(784-2916) – 3% discount on any tour/ cruise package in addition to \$5 off Red Sox or Patriots bus tours. Plus exclusive group prices. (Exp. 04/12)

Funtown/Splashtown USA, US Route #1, Saco 04072(284-5139) – Regular Funtown passes sold at \$20 each (normally \$28). Funtown/Splashtown Combination passes sold at \$25 each (normally \$35). Splashtown passes sold at \$18 (normally \$23). When open for season, tickets will be available at MSEA-SEIU headquarters; yes you can pay by credit card at headquarters.

New England Outdoor Center, P.O. Box 669, Millinocket 04462 (723-5438) – White Water rafting \$10 off (Sun – Fri) \$20 off (Sat); lodging and rafting packages, 10% off; guided moose/wildlife tours, 5% off; lodging only, 5% off; guided snowmobile tours, 10% off; snowmobile rentals full day \$20 off (Sun – Fri) \$10.00 (Sat). www.neoc.com (Exp. 04/12)

Rainbow Cove LLC, (DBA Fieldstone Cabins and Rainbow Cove RV Park) Rainbow Cove, Madawaska Lake (551-9319 - Anissa or 768-1688 - Roger) or kass815@yahoo.com . Website is www.madawaskalake.net 10% off all rates. (Exp. 8/12)

Regal Entertainment – Theaters in Augusta, Brunswick, Falmouth, and South Portland. Tickets may be purchased for \$7.50 each at MSEA-SEIU headquarters. (622-3151 or 800-452-8794). Yes you can pay by credit card at headquarters.

Schooner Isaac H. Evans, PO Box 791 Rockland 04841 (877-238-1325) – One free day of any multi-night sailing trip during the 2011 season. Reservations required and based on space availability. Not to be combined with any other offer. evans@midcoast.com (Exp. 4/12)

Sugarloaf/Sunday River, 5092 Access Road, Carrabasset Valley 04947-9799 (237-6875)/PO Box 4500 Newry, ME 04261 (800-543-2754) – 20%-30% savings on lift tickets throughout the entire winter season. Also available: golf club discounts. (Available only at MSEA-SEIU headquarters). www.sugarloaf.com (Exp. 04/13)

Tour Busters!, 251 US Route 1 Falmouth (781-8896) – 10% discount on all retail motor coach tours advertised in our news-letter or at www.tourbusters.com. Does not apply to air tours or cruises (Exp. 08/12)

INSURANCE

Auto Insurance, Special group rates available through TD Insurance (special program through 21st Century Insurance -- formerly AIG). 1-800-700-3713.

F.A. Peabody Company & AFLAC, 29 North Street, Houlton 04730 (800-287-2291 or 532-2291) – Group discounts for personal lines of insurance through participating carriers. Group rates for AFLAC supplements. Use code: MSEA. www.fapcoaffinity.com

Liberty Mutual Group, 45 Memorial Circle Augusta 04330 (1-800-835-0894) – Exclusive group savings. Rates guaranteed for 12 months. www.libertymutual.com/msea (Exp. 4/12)

MSEA Income Protection Plan (for currently working members only). 1-800-452-8794 or 622-3151.

Retiree Delta Dental Insurance, Call MSEA-SEIU headquarters. 1-800-452-8794 or 622-3151.

SEIU Auto Insurance, 1-800-294-9496 Ext.4681.

Travelers Insurance, Smith Brothers Insurance, 68 National Drive, Glastonbury, CT 06033 – Special group rates available. For more information on homeowners and automobile insurance rates call 1-877-724-6734.

OPTICAL SERVICES

Dr. Bradford D. Smith, 15 Western Ave., Augusta 04330 (623-2020) – \$5 off vision exams not covered by insurance programs, 10% off all prescription and nonprescription eyewear and sunglasses. 20% off prescription eyewear for 2nd and 3rd pairs bought within a 3-month period. 10% off contact lens fitting service. Not to be combined with any other discounts. Not valid for services already covered under insurance programs or vision plans. (Exp. 2/12)