



132nd MAINE LEGISLATURE

SECOND REGULAR SESSION-2026

Legislative Document

No. 2245

H.P. 1523

House of Representatives, April 13, 2026

**An Act to Reauthorize Funding of Collective Bargaining
Agreements with Executive Branch Employees**

Reference to the Committee on Appropriations and Financial Affairs suggested and ordered printed.

Robert B. Hunt

ROBERT B. HUNT
Clerk

Presented by Representative GATTINE of Westbrook. (GOVERNOR'S BILL)

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

2 **Sec. 1. PL 2025, c. 492, §1** is amended to read:

3 **Sec. 1. Adjustment of salary schedules for fiscal years 2025-26 and 2026-27.**

4 The salary schedules for the executive branch employees in bargaining units represented
5 by the American Federation of State, County and Municipal Employees, the Maine State
6 Troopers Association, the Maine State Law Enforcement Association, ~~the Maine Service~~
7 ~~Employees Association~~, the Fraternal Order of Police and, except for the Maine Service
8 Employees Association, any other certified bargaining representative for an executive
9 branch bargaining unit must be adjusted consistent with the terms of any collective
10 bargaining agreements ratified by December 31, 2025.

11 **Sec. 2. PL 2025, c. 492, §7** is amended to read:

12 **Sec. 7. Costs to General Fund and Highway Fund.** Costs to the General Fund

13 and Highway Fund must be provided wholly or in part through a transfer of Personal
14 Services appropriations within and between departments and agencies from the Salary Plan
15 program, General Fund account in the Department of Administrative and Financial
16 Services in an amount up to the full amount the Salary Plan program, General Fund account
17 has accrued as of the date an agreement is reached with the respective bargaining agents to
18 implement the economic terms of the most recent collective bargaining agreements, as
19 specified in sections 1, 2 and 3 of this Act, entered into by the State and the American
20 Federation of State, County and Municipal Employees, the Maine State Troopers
21 Association, the Maine State Law Enforcement Association, ~~the Maine Service Employees~~
22 ~~Association~~, the Fraternal Order of Police and, except for the Maine Service Employees
23 Association, any other certified bargaining representative for an executive branch
24 bargaining unit to provide equitable treatment of employees excluded from collective
25 bargaining pursuant to the Maine Revised Statutes, Title 26, section 979-A, subsection 6,
26 paragraph F and, notwithstanding Title 26, section 979-D, subsection 1, paragraph E,
27 subparagraph (3), to implement equitable adjustments for confidential employees.

28 **Sec. 3. Adjustment of salary schedules for fiscal year 2026-27; Maine**

29 **Service Employees Association.** The salary schedules for the executive branch
30 employees in bargaining units represented by the Maine Service Employees Association
31 must be adjusted consistent with the terms of any collective bargaining agreements ratified
32 by August 31, 2026.

33 **Sec. 4. New, temporary and seasonal employees; similar and equitable**

34 **treatment.** The Governor is authorized to grant similar and equitable treatment consistent
35 with this Act for employees in classifications included in bargaining units subject to
36 collective bargaining agreements described in section 6 of this Act who are excluded from
37 collective bargaining pursuant to the Maine Revised Statutes, Title 26, section 979-A,
38 subsection 6, paragraph F.

39 **Sec. 5. Confidential employees; similar and equitable treatment.** The

40 Governor is authorized to grant similar and equitable treatment consistent with this Act for
41 confidential employees. For the purposes of this section, "confidential employees" means
42 those employees within the executive branch, including probationary employees, who are
43 in positions excluded from collective bargaining units pursuant to the Maine Revised
44 Statutes, Title 26, section 979-A, subsection 6, paragraphs B, C, D, I and J.

1 **Sec. 6. Employee salaries subject to Governor's adjustment or approval.**
2 The Governor is authorized to grant similar and equitable treatment consistent with this
3 Act for those unclassified employees whose salaries are subject to the Governor's
4 adjustment or approval.

5 **Sec. 7. Costs to General Fund and Highway Fund.** Costs to the General Fund
6 and Highway Fund related to the collective bargaining agreements reached with the Maine
7 Service Employees Association must be provided wholly or in part through a transfer of
8 Personal Services appropriations within and between departments and agencies from the
9 balance in the Salary Plan program, General Fund account in the Department of
10 Administrative and Financial Services after consideration of the economic terms of the
11 most recent collective bargaining agreements as specified in section 3 of this Act and Public
12 Law 2025, chapter 492, sections 1 and 2, entered into by the State and the American
13 Federation of State, County and Municipal Employees, the Maine State Troopers
14 Association, the Maine State Law Enforcement Association, the Fraternal Order of Police
15 and any other certified bargaining representative for an executive branch bargaining unit to
16 provide equitable treatment of employees excluded from collective bargaining pursuant to
17 the Maine Revised Statutes, Title 26, section 979-A, subsection 6, paragraph F and,
18 notwithstanding Title 26, section 979-D, subsection 1, paragraph E, subparagraph (3), to
19 implement equitable adjustments for confidential employees as well as consideration of
20 any other legislatively authorized uses of the Salary Plan program, General Fund account
21 in the Department of Administrative and Financial Services during this same timeframe.

22 **Sec. 8. Transfer of Personal Services appropriations between programs**
23 **and departments; General Fund.** Notwithstanding the Maine Revised Statutes, Title
24 5, section 1585 or any other provision of law to the contrary, available balances in the
25 General Fund for Personal Services in fiscal year 2025-26 and fiscal year 2026-27 may be
26 transferred by financial order between programs and departments within the General Fund
27 upon recommendation of the State Budget Officer and approval of the Governor to be used
28 for costs associated with collective bargaining agreements for state employees, as specified
29 in section 3 of this Act.

30 **Sec. 9. Transfer from Salary Plan program and special account funding.**
31 The Salary Plan program, General Fund account in the Department of Administrative and
32 Financial Services may be made available as needed in allotment by financial order upon
33 the recommendation of the State Budget Officer and approval of the Governor to be used
34 for the implementation of the collective bargaining agreements for state employees, as
35 specified in section 3 of this Act, and for other economic items contained in this Act in
36 fiscal year 2026-27. Positions supported from sources of funding other than the General
37 Fund and the Highway Fund must be funded from those other sources.

38 **Sec. 10. Transfer of Personal Services allocations between programs and**
39 **departments; Highway Fund.** Notwithstanding the Maine Revised Statutes, Title 5,
40 section 1585 or any other provision of law to the contrary, available balances in the
41 Highway Fund for Personal Services in fiscal year 2026-27 may be transferred by financial
42 order between programs and departments within the Highway Fund upon recommendation
43 of the State Budget Officer and approval of the Governor to be used for costs associated
44 with collective bargaining agreements for state employees, as specified in section 3 of this
45 Act.

