

**Maine Education Association
Statewide Bargaining Goals
2009-2010**

Wages and Salaries:

1. All bargaining unit members should receive a real increase annually, i.e. a wage or salary increase at least equal to the annual increase in the cost-of-living, after accounting for any increased costs to the employee for maintenance of insurance benefits.
2. Negotiate salary and wage structures that eliminate “dead zones” (multi-year steps without a rate change) and reduce the number of years required to reach the maximum rate on each lane. (Suggested long term goal – no more than 10 steps by 2020.)
 - 2.1 When the State mandates minimum salary or wage levels, associations should negotiate improved scales in which the salary or wage base amount equals or exceeds the mandated minimum amount without extending the length of time required to reach the maximum.

Health Insurance:

3. Maintain or increase the employer-paid share of employee and dependent health insurance premiums, without compromising the health coverage and benefits of the existing plan.
 - 3.1 Associations should reject health insurance plans that reduce premium costs by shifting health care costs to consumers, such as high deductible health care plans, whether or not enticements such as health savings accounts or health reimbursement accounts are offered.
4. Negotiate the same health insurance benefits for all teachers and educational support professionals.

Hours and Working Conditions:

5. Eliminate or reject any provisions that result in two-tiered systems where some employees are limited to lower wages or salaries, benefits or working conditions.
6. Workload – All contracts should address workload.
 - 6.1. Teachers’ unit contracts should deal with workload by language either regulating the amount of work to be performed or requiring additional compensation when the work exceeds specified standards. Aspects of workload that should be addressed in this manner include required duties or meetings outside the work day or work year; planning time; and performance of non-instructional duties.
 - 6.2. Contracts for educational support professionals should deal with workload by specifying work schedules and the length of the work day, work week and work year; and requiring that employees be paid at their regular or overtime rate as appropriate for all hours that they actually work.
7. Eliminate or reject any provisions which result in the Association waiving or giving up its right to bargain about any mandatory subject of bargaining.
8. Negotiate grievance procedures that end in final and binding arbitration.
9. Negotiate just cause protection, to the extent that it is not legally prohibited, for any disciplinary action.
10. Negotiate reduction in force procedures based on objective criteria only, e.g. seniority, certification, authorization, licensure, etc., with no consideration to employee evaluations.
11. Negotiate current and accurate job descriptions that are maintained and reviewed annually and when changes in responsibilities take place.

Recommended by the MEA Statewide Bargaining Committee–March 7, 2009

Adopted by the MEA Board of Directors – March 29, 2009

Endorsed by the MEA Representative Assembly – May 16, 2009