

STATE OF MAINE
PROPER CONDUCT OF GRIEVANCE ADMINISTRATION

Managers and supervisors have an obligation to avoid interfering with employees' rights to engage in employee organization activities provided by the State Employees Labor Relations Act.

- A. Managers and supervisors cannot retaliate against an employee who has engaged in protected activity under the Maine Labor Relations Act. (e.g., the filing of grievances or participation in union activities). Retaliation includes, but is not limited to, disciplinary action, layoffs, or to give or promise to give favorable treatment to an employee for refraining to engage in the proper exercise of their rights to participate in employee organization activities.
- B. Any action which may be interpreted as an attempt to persuade an employee organization not to represent an employee in grievance proceedings should be avoided. In discussing grievances with employee organization representatives, managers and supervisors may express their views on the merits of a grievance, even state that the grievance is a waste of their time, but supervisors and managers cannot take action which interferes with the employee's right to process their grievance.