

STATE OF MAINE
PUBLIC DEMONSTRATION BY EMPLOYEES

Public demonstration and informational picketing by union members is protected under law. However, depending on its character and its effect on public or employee access to buildings, picketing may sometimes cease to be a protected activity and constitute a prohibited act under the State Employees Labor Relations Act. Employees involved in picketing cannot impede either pedestrian or vehicular traffic entering or exiting State owned or leased facilities. Also, employees involved in either picketing, rallies, or other demonstrations, must do so on their off-duty time, employees' request for vacation, personal, compensatory time or leave without pay to attend such activities should be treated in accordance with normal departmental procedures and the respective collective bargaining agreements.

The State does not wish to interfere, or stifle protected employee activities. To ensure that a proper determination is made concerning the status of any picketing, any such questions should be directed to the Office of Employee Relations at employee.relations@maine.gov.