

STATE OF MAINE
MAINE LABOR RELATIONS BOARD
Augusta, Maine 04333

NOTICE

Under the University of Maine Systems Labor Relations Act (Act), an employee of the University of Maine System has the right to join, form and participate in the activities of organizations of their own choosing for the purposes of representation and collective bargaining or in the free exercise of any right under the Act. See 26 MRSA § 1023(1). Likewise, an employee has the right to refrain from joining or participating in the activities of organizations for the purposes of representation and collective bargaining. *Id.*

On September 28, 2023, the United Automobile, Aerospace, and Agricultural Implement Workers of America (Union) and the University of Maine System (University) filed with the Maine Labor Relations Board (Board or MLRB) an MLRB Form 1 memorializing the parties' agreement to establish a bargaining unit composed of graduate workers as well as MLRB Form 3 through which the University voluntarily recognized the Union as the designated bargaining agent for the aforementioned bargaining unit. The agreed-upon bargaining unit is reflected below:

Included: All graduate students in a degree-granting program at the University of Maine System that are employed (regardless of funding sources) to provide instruction, instructional services, and/or research services, and all graduate students holding the title of Graduate Assistant who are employed to provide administrative services, at all the University of Maine System's facilities. These include Teaching Assistants, Graduate Assistants, Research Assistants employed by the University of Maine System, as well as graduate students whose functional relationship to the University of Maine System is substantially similar to these employees even if another term is used by the University to describe their position.

Excluded: Graduate Fellows who are not employed to provide instruction, instructional services, research services or administrative services to the University of Maine System; graduate students who do not hold the title of Graduate Assistant and who provide solely administrative services to the University of Maine System; and all employees whose primary relationship with the University of Maine System is not a student relationship.

Having reviewed the parties' filings, the Executive Director of the Board determined the agreed-upon unit represented a unit appropriate for collective bargaining, and, in light of the University's voluntary recognition of the Union, certified the Union as the bargaining agent for the bargaining unit described above. Therefore, effective September 29, 2023, the Union is the certified representative of the unit described above for the purposes of collective bargaining. Should any employee or other person have questions or concerns regarding the information in this notice, they may contact the Maine Labor Relations Board within seven calendar days of receipt of this Notice. The Board office is open between 8:00 a.m. and 4:30 p.m., Monday through Friday.

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MAINE LABOR RELATIONS BOARD
90 STATE HOUSE STATION, AUGUSTA, MAINE 04333 (207) 287-2015

**THIS IS AN OFFICIAL GOVERNMENT NOTICE
AND MUST NOT BE DEFACED**

Issued: September 29, 2023