

*Maine*  
Cumberland **County**

POSITION PAPER FOR AGENDA ITEM

<b>TO:</b>	Board of County Commissioners
<b>FROM:</b>	Don Goulet, Labor Relations Specialist
<b>DATE:</b>	January 14, 2026
<b>SUBJECT:</b>	Recommendation for Adoption of Successor Collection Bargaining Agreement with the National Corrections Employees Union (NCEU)

**Requested Action:**

Adoption of Successor Collective Bargaining Agreement with the National Corrections Employees Union (NCEU).

**Background & Purpose of Request:**

County staff are bringing forth for Commissioner review and acceptance changes to the Collective Bargaining Agreement with the National Corrections Employees Union.

Negotiations began with NCEU in September 2024, meeting routinely, in February 2025 NCEU filed for Mediation, after mediation a tentative agreement was reached. NCEU membership voted in October 2025 and rejected the tentative agreement, after some additional agreement between the parties and preparing to move to Fact-finding/Arbitration NCEU held a second vote in January 2026 and accepted the tentative agreement.

Wage increase: 5% July 2025 (retroactive); 4% July 2026.

MPERS: Move from current plan 2C (25-yr/no age, 50%) to 3C (25-yr/no age, 67%).

**Funding Amount and Source:**

Sheriff's Office Jail Budget Year 2025/2026 and 2026/2027 appropriations.

**Effective Date:**

Upon Ratification by Commissioner's: Retroactive to July 1, 2025 until June 30, 2027

**Attachments:**

Red-lined Collective Bargaining Agreement with the National Corrections Employees Union.