



131st MAINE LEGISLATURE

FIRST REGULAR SESSION-2023

Legislative Document

No. 767

S.P. 326

In Senate, February 21, 2023

**An Act to Provide Uniform Protections from Retaliation for Maine
Workers in Connection with the Exercise of Rights Protected Under
the Laws Governing Employment Practices**

Submitted by the Department of Labor pursuant to Joint Rule 204.
Reference to the Committee on Labor and Housing suggested and ordered printed.

A handwritten signature in black ink, appearing to read 'D M Grant'.

DAREK M. GRANT
Secretary of the Senate

Presented by Senator CARNEY of Cumberland.

1 **Be it enacted by the People of the State of Maine as follows:**

2 **Sec. 1. 26 MRSA c. 7, sub-c. 1-D** is enacted to read:

3 **SUBCHAPTER 1-D**

4 **GENERAL PROVISIONS**

5 **§620. Actions intended to prevent exercise of protected rights**

6 An employer that takes action intended to prevent or penalize a person from exercising
7 rights protected under this chapter commits a civil violation for which a fine of not less
8 than \$500 nor more than \$1,000 for each violation may be adjudged, in addition to any
9 other remedy available under this chapter. The Department of Labor and the Attorney
10 General may file a civil action to enforce this section.

11 **SUMMARY**

12 This bill provides that an employer that takes action intended to prevent or penalize a
13 person from exercising rights protected under the laws governing employment practices
14 commits a civil violation for which a fine of not less than \$500 nor more than \$1,000 for
15 each violation may be adjudged, in addition to any other remedy available under the laws
16 governing employment practices. The Department of Labor and the Attorney General may
17 file a civil action to enforce the provisions of the bill.