

STATE OF MAINE
131ST LEGISLATURE
FIRST REGULAR AND FIRST SPECIAL SESSIONS



Disposition of bills and summaries of all laws enacted or finally passed

**JOINT STANDING COMMITTEE ON
LABOR AND HOUSING**

October 2023

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Joint Standing Committee on Labor and Housing

SUBJECT INDEX

Business Regulation

Enacted	LD 12	An Act to Amend the Laws Governing Severance Pay to Cover More Types of Employers and Include More Workers	PUBLIC 52
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Child Labor

Enacted	LD 316	Resolve, Directing the Department of Labor to Submit a Report on the Employment of Minors	RESOLVE 61
Not Enacted	LD 559	An Act to Increase the Number of Hours Certain Minor Students May Work Under Certain Circumstances	Majority (ONTP) Report
	LD 1332	An Act to Strengthen Work Equity Regarding Employment of Minors and Unemployment Benefits	Majority (ONTP) Report
	LD 1831	Resolve, Relating to the Employment of Minors	ONTP

Collective Bargaining

Enacted	LD 1095	An Act to Amend the Laws Regarding Public Sector Bargaining in Public Schools	PUBLIC 95
	LD 1588	An Act to Provide Public Sector Labor Unions Reasonable Access to Information Regarding Employees	PUBLIC 467
	LD 1922	An Act to Allow Bargaining Agents for Public Sector Unions to Merge	PUBLIC 240
Not Enacted	LD 349	An Act to Support Farm Workers and Farmers by Addressing Unionization of Farm Workers	Leave to Withdraw Pursuant to Joint Rule 310
	LD 525	An Act to Protect Farm Workers by Allowing Them to Organize for the Purposes of Collective Bargaining	CARRIED OVER
	LD 1636	An Act to Ensure the Right to Work Without Payment of Dues or Fees to a Labor Union	Majority (ONTP) Report

LD 1707	An Act to Allow Workers to Work Without Having to Pay Labor Organization Service Fees	Majority (ONTP) Report
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Department of Labor

Enacted

LD 14	An Act to Simplify an Assessment Notice Requirement Under Department of Labor Laws	PUBLIC 12
LD 1050	Resolve, Directing the Department of Labor to Request a Federal Waiver to Allow Presumptive Work Eligibility for Asylum Seekers	RESOLVE 14
LD 1278	An Act to Require Timely Payment for Salaried Employees	PUBLIC 124
LD 1762	An Act to Require the Bureau of Labor Standards to Create and Distribute in Workplaces a Veterans' Benefits and Services Poster	PUBLIC 125

Not Enacted

LD 372	An Act to Increase Enforcement and Accountability for Wage and Hour Violations	CARRIED OVER
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Employee Benefits

Not Enacted

LD 111	An Act Requiring the State to Pay a Share of a Retired State Employee's or Retired Teacher's Premium for Medicare Part B Under Medicare Advantage	CARRIED OVER
LD 112	An Act to Increase the State's Share of Retired Teacher Health Insurance	Died On Adjournment
LD 301	An Act to Exempt Employers from Providing Earned Paid Leave for Certain Employees	Majority (ONTP) Report
LD 550	An Act to Increase Correctional Officer Salary and Benefits	CARRIED OVER
LD 591	An Act to Require the State to Pay Medicare Premiums for Certain Retired State Employees	CARRIED OVER
LD 738	An Act to Establish a Paid Family and Medical Leave System	CARRIED OVER
LD 961	An Act Regarding the Right to Request Flexible Working Arrangements for Employees	ONTP
LD 999	An Act to Support Family Caregivers by Expanding Family Medical Leave	CARRIED OVER

LD 1964	An Act to Create the Maine Paid Family and Medical Leave Benefits Program	Died On Adjournment
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Employment Contracts/Agreements

Enacted	LD 688	An Act to Protect Access to Veterinary Care by Prohibiting Noncompete Agreements	PUBLIC 118
Not Enacted	LD 741	An Act to Prohibit Certain Training Repayment Agreements by Employers	CARRIED OVER
	LD 891	An Act to Protect Due Process for Certain Public Sector Employees	ONTP
	LD 1496	An Act to Prohibit Noncompete Clauses	CARRIED OVER

Employment Practices

Enacted	LD 1756	An Act to Protect Employee Freedom of Speech	PUBLIC 414
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Housing

Enacted	LD 651	An Act to Amend the Standards for Manufactured Housing to Comply with United States Department of Housing and Urban Development Standards	PUBLIC 117
	LD 815	An Act to Provide Energy Efficiency Program Outreach and Assistance to Manufactured Housing Residents	PUBLIC 194
Not Enacted	LD 1107	Resolve, to Establish a Pilot Project to Improve Access to Credit for Low-income Individuals	CARRIED OVER
	LD 1116	An Act to Provide Rural Recovery Residences for Families	Died On Adjournment

Insurance

Not Enacted	LD 738	An Act to Establish a Paid Family and Medical Leave System	CARRIED OVER
	LD 1107	Resolve, to Establish a Pilot Project to Improve Access to Credit for Low-income Individuals	CARRIED OVER

LD 1964	An Act to Create the Maine Paid Family and Medical Leave Benefits Program	Died On Adjournment
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Labor Relations

Enacted	LD 511	An Act to Clarify That Haulers Are Under the Jurisdiction of the Logging Dispute Resolution Board	PUBLIC 102
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Landlord/Tenant

Not Enacted	LD 1193	An Act to Allow Residents of Low-income Housing to Keep Pets	Majority (ONTP) Report
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Minimum Wage

Not Enacted	LD 841	An Act to Permit a Short-term Waiver from the Minimum Wage for Chronically Unemployed Individuals	Majority (ONTP) Report
	LD 855	An Act to Provide That the Minimum Wage Increases by the Rolling Average of the Cost of Living of the Previous 3 Years	Accepted Majority (ONTP) Report
	LD 998	An Act to Remove the Cost-of-living Adjustment from the Minimum Wage Laws	Majority (ONTP) Report
	LD 1376	An Act to Increase the State Minimum Wage to \$15 per Hour	CARRIED OVER
	LD 1403	An Act to Promote Minimum Wage Consistency by Limiting the Authority of Municipalities Regarding Minimum Hourly Pay	Majority (ONTP) Report
	LD 1580	An Act to Help Maine Small Businesses with Increasing Costs by Removing the Annual Cost-of-living Adjustment for the Minimum Wage	ONTP

Miscellaneous

Not Enacted	LD 270	An Act to Help Retired Federal Employees	Leave to Withdraw Pursuant to Joint Rule 310
	LD 321	An Act to Create a Bill of Rights for Temporary Workers	CARRIED OVER
	LD 324	An Act to Prevent the Wrongful Firing of Maine Workers	CARRIED OVER

LD 719	An Act to Support Maine Industry	ONTP
LD 810	An Act to Create the Maine Family First Employer Program	Leave to Withdraw Pursuant to Joint Rule 310
LD 856	An Act to Reduce Recurring Workplace Harassment and Provide Consequences for Serial Offenders	ONTP

Occupational Safety

Not Enacted	LD 1206 An Act to Create a Grant Program for Workplace Health and Safety Improvements	ONTP
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Prevailing Wage and Benefits

Enacted	LD 1419 An Act to Inform Fair Minimum Rates of Wages and Benefits in Bids for Public Contracts Using State and Federal Data	PUBLIC 333
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Public Works Projects

Not Enacted	LD 1746 An Act to Require Responsible Contracting Practices for Public Construction Projects	ONTP
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Retirement

Not Enacted	LD 426 An Act to Amend the Eligibility Criteria for Creditable Service in the Armed Forces of the United States Under the State Retirement System and to Require Specific Reporting	CARRIED OVER
	LD 635 An Act to Allow a Retired Law Enforcement Officer to Serve as a School Resource Officer Without Affecting That Officer's Retirement Benefits	ONTP
	LD 733 An Act to Require an Annual Itemized Statement of Benefits for Public Employees and Retirees	ONTP
	LD 882 An Act to Allow Nonmunicipal Emergency Medical Services Providers to Be Considered State Employees for Purposes of Certain Benefits	ONTP

State Retirement System

Enacted	LD 106	An Act to Allow Members of the Maine Public Employees Retirement System With Service in Multiple Plans to Defer Retirement Service Benefits Until Normal Retirement Age to Avoid a Reduction in Benefits	PUBLIC 208
	LD 313	An Act to Allow Game Wardens to Transfer Retirement Service, Allow Certain Employees of Participating Local Districts to Purchase Service Credit and Allow Transfer of Membership from the State Employee Retirement Plan to Another Plan	PUBLIC 246
	LD 483	An Act to Amend the Laws Governing Retirement Benefit Reductions for Certain Employees Currently Included in the 1998 Special Plan	PUBLIC 436
	LD 1230	Resolve, Directing the Maine Public Employees Retirement System to Study the Creation of an Interstate Compact Concerning the Windfall Elimination Provision and Government Pension Offset	RESOLVE 23
Not Enacted	LD 70	An Act to Raise the Cap on Retirement Benefits for State Employees and Teachers to Which a Cost-of-living Adjustment Is Made	CARRIED OVER
	LD 185	An Act to Reduce the Benefit Penalty Imposed on Teachers Who Retire After 35 Years of Service	CARRIED OVER
	LD 197	An Act to Address Employee Retention at the Maine State Police Crime Laboratory and the Computer Crimes Unit in the Department of Public Safety	Died On Adjournment
	LD 426	An Act to Amend the Eligibility Criteria for Creditable Service in the Armed Forces of the United States Under the State Retirement System and to Require Specific Reporting	CARRIED OVER
	LD 610	An Act to Expand the 1998 Special Retirement Plan to Include Employees Who Work for the Office of Chief Medical Examiner	CARRIED OVER
	LD 733	An Act to Require an Annual Itemized Statement of Benefits for Public Employees and Retirees	ONTP
	LD 742	An Act to Divest State Pensions from Companies Boycotting Maine Lobster	ONTP
	LD 926	An Act to Improve Maine Public Employees Retirement System Representation	CARRIED OVER
	LD 1096	An Act to Provide a Cost-of-living Increase to State Retirees	CARRIED OVER
	LD 1152	An Act to Make Long-term Disability Insurance Coverage Available to Public Employees	CARRIED OVER

LD 1424	An Act to Remove the Age Requirement for Correctional Staff Retirement Under the 1998 Special Plan	CARRIED OVER
LD 1499	An Act Regarding Penalties for Early Retirement for Certain Members of the Maine Public Employees Retirement System	Died On Adjournment
LD 1562	An Act to Protect the Retirement of State Employees and Teachers by Establishing Standards for Fiduciary Responsibility	ONTP
LD 1759	An Act to Clarify the Disability Retirement Program of the Maine Public Employees Retirement System	ONTP
LD 1760	An Act to Include Certain Crisis Outreach and Crisis Services Workers Under the 1998 Special Plan for Retirement	CARRIED OVER
LD 1761	An Act to Include Certain Mental Health Workers Under the 1998 Special Plan for Retirement	CARRIED OVER

Unemployment Compensation

Enacted

LD 13	An Act to Define "Mail" in the Employment Security Law to Include Electronic Notification and to Extend the Appeal Times for Claimants	PUBLIC 53
LD 946	Resolve, Directing the Department of Labor to Amend Its Rules Regarding Adjunct Faculty at Public Colleges and Universities	RESOLVE 38
LD 1368	An Act to Ensure Fairness in Unemployment Benefits by Clarifying Laws Regarding Labor Organizations	PUBLIC 233

Not Enacted

LD 245	An Act to Require a Person Receiving Unemployment Benefits to Attend Scheduled Interviews to Fulfill the Work Search Requirement	Majority (ONTP) Report
LD 322	An Act to Improve the Unemployment Insurance System	CARRIED OVER
LD 1272	An Act to Index Unemployment Benefits to the Unemployment Rate	Majority (ONTP) Report
LD 1316	An Act to Require Auditing for Work Search Requirements of Claimants of Unemployment Compensation	Majority (ONTP) Report
LD 1332	An Act to Strengthen Work Equity Regarding Employment of Minors and Unemployment Benefits	Majority (ONTP) Report
LD 1464	An Act to Remove the Waiting Period for Benefits Under Maine's Unemployment Insurance System	CARRIED OVER

Wages

Enacted	LD 12	An Act to Amend the Laws Governing Severance Pay to Cover More Types of Employers and Include More Workers	PUBLIC 52
	LD 903	An Act to Establish Parity in Tipping Laws for Restaurant Workers	PUBLIC 179
	LD 1278	An Act to Require Timely Payment for Salaried Employees	PUBLIC 124
	LD 1703	An Act to Amend the Maine Equal Pay Law by Prohibiting Pay Discrimination Based on Race	PUBLIC 266
Not Enacted	LD 116	An Act to Establish a Minimum Wage for All Health Care Workers Including All Support Staff	ONTP
	LD 398	An Act to Make Agricultural Workers and Certain Other Workers Employees Under the Minimum Wage Law and to Allow Such Workers to Engage in Certain Concerted Activity	Veto Sustained
	LD 513	An Act Regarding Overtime Protections for Certain Maine Workers	CARRIED OVER
	LD 550	An Act to Increase Correctional Officer Salary and Benefits	CARRIED OVER
	LD 841	An Act to Permit a Short-term Waiver from the Minimum Wage for Chronically Unemployed Individuals	Majority (ONTP) Report
	LD 936	An Act to Require Employers to Disclose Pay Ranges and Maintain Records of Employees' Pay History	CARRIED OVER
	LD 1190	An Act to Require Minimum Pay for Reporting to Work	CARRIED OVER

Workers' Compensation

Enacted	LD 53	An Act to Ensure Accountability for Workplace Sexual Harassment and Sexual Assault by Removing Certain Intentional Torts from Workers' Compensation Exemptions	PUBLIC 126
	LD 1123	An Act to Create a Presumption Under the Maine Workers' Compensation Act of 1992 That a Cardiovascular Injury or Disease or Pulmonary Disease Suffered by Certain Law Enforcement Officers Is in the Course of Employment	PUBLIC 445

	LD 1803	An Act to Improve the Maine Workers' Compensation Act of 1992	PUBLIC 205
Not Enacted	LD 727	An Act Regarding Workers' Compensation Benefits for First Responders Injured in the Line of Duty	ONTP
	LD 1112	An Act to Provide Workers' Compensation for Temporary Employees	ONTP
	LD 1302	Resolve, to Create the Commission to Study Post-traumatic Stress Disorder in Lineworkers	Died On Adjournment
	LD 1385	An Act to Amend the Maine Workers' Compensation Act of 1992 Regarding Employee Liability	ONTP
	LD 1896	An Act to Index Workers' Compensation Benefits to the Rate of Inflation	CARRIED OVER

Workforce Development

Enacted	LD 120	An Act Regarding the Committee Structure of the State Workforce Board	PUBLIC 13
	LD 1394	An Act to Expand and Strengthen the Competitive Skills Scholarship Program	PUBLIC 184

Workforce Investment and Development

Enacted	LD 1539	An Act to Promote a Diverse, More Experienced Workforce and Ensure High-quality Careers by Increasing Registered Apprenticeship Programs	PUBLIC 318
Not Enacted	LD 571	An Act to Develop Maine's Entry-level Workforce	ONTP
	LD 1818	An Act Regarding Port Facilities Relating to Offshore Wind Power Projects	Died On Adjournment
	LD 1935	An Act to Promote Workforce Development by Establishing a Workforce Development Program	CARRIED OVER

Working Conditions

Enacted	LD 767	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	PUBLIC 282
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Enacted	LD 373	An Act to Improve Labor Conditions for Maine Workers	CARRIED OVER
	LD 827	An Act to Allow Employees to Request Flexible Work Schedules	CARRIED OVER
	LD 949	An Act to Protect Workers from Employer Surveillance	CARRIED OVER
	LD 961	An Act Regarding the Right to Request Flexible Working Arrangements for Employees	ONTP
	LD 1483	An Act to Protect the Rights of Agricultural Workers	CARRIED OVER
	LD 1639	An Act to Address Unsafe Staffing of Nurses and Improve Patient Care	CARRIED OVER
	LD 1794	An Act to Enhance the Predictability of Mandated Overtime for Pulp or Paper Manufacturing Facility Employees	CARRIED OVER

DIGEST OF BILLS
131ST LEGISLATURE FIRST REGULAR AND FIRST SPECIAL SESSIONS – 2023

Joint Standing Committee on Labor and Housing

Comm	LD	Title	Comm Action		Carried over?	Date of last Comm Action	Final Disposition	Enacted Laws		Analyst Note?	Session
								Law	Ch		
LBHS	12	An Act to Amend the Laws Governing Severance Pay to Cover More Types of Employers and Include More Workers	Reported Out	OTP- AM/ONTP		4/13/23	Enacted	PL	52		S1
LBHS	13	An Act to Define "Mail" in the Employment Security Law to Include Electronic Notification and to Extend the Appeal Times for Claimants	Reported Out	OTP- AM/ONTP		4/19/23	Enacted	PL	53		S1
LBHS	14	An Act to Simplify an Assessment Notice Requirement Under Department of Labor Laws	Reported Out	OTP		3/3/23	Enacted	PL	12		R1
LBHS	53	An Act to Ensure Accountability for Workplace Sexual Harassment and Sexual Assault by Removing Certain Intentional Torts from Workers' Compensation Exemptions	Reported Out	OTP- AM/ONTP		5/8/23	Enacted	PL	126		S1
LBHS	70	An Act to Raise the Cap on Retirement Benefits for State Employees and Teachers to Which a Cost-of-living Adjustment Is Made	Reported Out	OTP-AM	Carried On Approps Table	4/6/23					S1
LBHS	106	An Act to Allow Members of the Maine Public Employees Retirement System With Service in Multiple Plans to Defer Retirement Service Benefits Until Normal Retirement Age to Avoid a Reduction in Benefits	Reported Out	OTP-AM		6/6/23	Enacted	PL	208		S1
LBHS	111	An Act Requiring the State to Pay a Share of a Retired State Employee's or Retired Teacher's Premium for Medicare Part B Under Medicare Advantage	Reported Out	OTP- AM/ONTP	Carried On Approps Table	6/21/23					S1
LBHS	112	An Act to Increase the State's Share of Retired Teacher Health Insurance	Reported Out	OTP- AM/ONTP		3/29/23	Died On Adjournment			✓	S1
LBHS	116	An Act to Establish a Minimum Wage for All Health Care Workers Including All Support Staff	Reported Out	ONTP		4/5/23	Ought Not to Pass Pursuant to Joint Rule 310				S1
LBHS	120	An Act Regarding the Committee Structure of the State Workforce Board	Reported Out	OTP		3/3/23	Enacted	PL	13		R1

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Joint Standing Committee on Labor and Housing

Comm	LD	Title	Comm Action		Carried over?	Date of last Comm Action	Final Disposition	Enacted Laws		Analyst Note?	Session
								Law	Ch		
LBHS	185	An Act to Reduce the Benefit Penalty Imposed on Teachers Who Retire After 35 Years of Service	Reported Out	OTP- AM/ONTP	Carried On Approps Table	6/6/23					S1
LBHS	197	An Act to Address Employee Retention at the Maine State Police Crime Laboratory and the Computer Crimes Unit in the Department of Public Safety	Reported Out	OTP-AM		6/2/23	Died On Adjournment			✓	S1
LBHS	245	An Act to Require a Person Receiving Unemployment Benefits to Attend Scheduled Interviews to Fulfill the Work Search Requirement	Reported Out	ONTP/OTP- AM		4/20/23	Accepted Majority (ONTP) Report				S1
LBHS	270	An Act to Help Retired Federal Employees	Reported Out	LTW		4/26/23	Leave to Withdraw Pursuant to Joint Rule 310				S1
LBHS	301	An Act to Exempt Employers from Providing Earned Paid Leave for Certain Employees	Reported Out	ONTP/OTP- AM		5/8/23	Accepted Majority (ONTP) Report				S1
LBHS	313	An Act to Allow Game Wardens to Transfer Retirement Service, Allow Certain Employees of Participating Local Districts to Purchase Service Credit and Allow Transfer of Membership from the State Employee Retirement Plan to Another Plan	Reported Out	OTP- AM/ONTP		6/12/23	Enacted	PL	246		S1
LBHS	316	Resolve, Directing the Department of Labor to Submit a Report on the Employment of Minors	Reported Out	OTP-AM		6/7/23	Finally Passed	RESLV	61		S1
LBHS	321	An Act to Create a Bill of Rights for Temporary Workers	Carry Over Approved		Carried in Comm	7/25/23					S1
LBHS	322	An Act to Improve the Unemployment Insurance System	Carry Over Approved		Carried in Comm	7/25/23					S1
LBHS	324	An Act to Prevent the Wrongful Firing of Maine Workers	Carry Over Approved		Carried in Comm	7/25/23					S1

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								Law	Ch		
LBHS	349	An Act to Support Farm Workers and Farmers by Addressing Unionization of Farm Workers	Reported Out	LTW		4/18/23	Leave to Withdraw Pursuant to Joint Rule 310				S1
LBHS	372	An Act to Increase Enforcement and Accountability for Wage and Hour Violations	Carry Over Approved		Carried in Comm	7/25/23					S1
LBHS	373	An Act to Improve Labor Conditions for Maine Workers	Carry Over Approved		Carried in Comm	7/25/23					S1
LBHS	398	An Act to Make Agricultural Workers and Certain Other Workers Employees Under the Minimum Wage Law and to Allow Such Workers to Engage in Certain Concerted Activity	Reported Out	OTP- AM/ONTP		6/20/23	Veto Sustained				S1
LBHS	426	An Act to Amend the Eligibility Criteria for Creditable Service in the Armed Forces of the United States Under the State Retirement System and to Require Specific Reporting	Reported Out	OTP-AM	Carried On Approps Table	6/13/23					S1
LBHS	483	An Act to Amend the Laws Governing Retirement Benefit Reductions for Certain Employees Currently Included in the 1998 Special Plan	Reported Out	OTP- AM/ONTP		6/2/23	Enacted	PL	436		S1
LBHS	511	An Act to Clarify That Haulers Are Under the Jurisdiction of the Logging Dispute Resolution Board	Reported Out	OTP/ONTP		4/26/23	Enacted	PL	102		S1
LBHS	513	An Act Regarding Overtime Protections for Certain Maine Workers	Carry Over Approved		Carried in Comm	7/25/23					S1
LBHS	525	An Act to Protect Farm Workers by Allowing Them to Organize for the Purposes of Collective Bargaining	Carry Over Approved		Carried in Comm	7/25/23					S1
LBHS	550	An Act to Increase Correctional Officer Salary and Benefits	Carry Over Approved		Carried in Comm	7/25/23					S1
LBHS	559	An Act to Increase the Number of Hours Certain Minor Students May Work Under Certain Circumstances	Reported Out	ONTP/OTP- AM		5/8/23	Accepted Majority (ONTP) Report				S1

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LBHS	571	An Act to Develop Maine's Entry-level Workforce	Reported Out	ONTP		5/1/23	Ought Not to Pass Pursuant to Joint Rule 310				S1
LBHS	591	An Act to Require the State to Pay Medicare Premiums for Certain Retired State Employees	Reported Out	OTP- AM/ONTP	Carried On Approps Table	6/20/23					S1
LBHS	610	An Act to Expand the 1998 Special Retirement Plan to Include Employees Who Work for the Office of Chief Medical Examiner	Reported Out	OTP- AM/ONTP	Carried On Approps Table	6/7/23					S1
LBHS	635	An Act to Allow a Retired Law Enforcement Officer to Serve as a School Resource Officer Without Affecting That Officer's Retirement Benefits	Reported Out	ONTP		3/8/23	Ought Not to Pass Pursuant to Joint Rule 310				R1
LBHS	651	An Act to Amend the Standards for Manufactured Housing to Comply with United States Department of Housing and Urban Development Standards	Reported Out	OTP		5/10/23	Enacted	PL	117		S1
LBHS	688	An Act to Protect Access to Veterinary Care by Prohibiting Noncompete Agreements	Reported Out	OTP		5/10/23	Enacted	PL	118		S1
LBHS	719	An Act to Support Maine Industry	Reported Out	ONTP		6/1/23	Ought Not to Pass Pursuant to Joint Rule 310				S1
LBHS	727	An Act Regarding Workers' Compensation Benefits for First Responders Injured in the Line of Duty	Reported Out	ONTP		3/27/23	Ought Not to Pass Pursuant to Joint Rule 310				S1

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								Law	Ch		
LBHS	733	An Act to Require an Annual Itemized Statement of Benefits for Public Employees and Retirees	Reported Out	ONTP		5/18/23	Ought Not to Pass Pursuant to Joint Rule 310				S1
LBHS	738	An Act to Establish a Paid Family and Medical Leave System	Carry Over Approved		Carried in Comm	7/25/23					S1
LBHS	741	An Act to Prohibit Certain Training Repayment Agreements by Employers	Reported Out	OTP- AM/ONTP	Carried On Approps Table	6/6/23					S1
LBHS	742	An Act to Divest State Pensions from Companies Boycotting Maine Lobster	Reported Out	ONTP		4/10/23	Ought Not to Pass Pursuant to Joint Rule 310				S1
LBHS	767	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	Reported Out	OTP- AM/ONTP		5/31/23	Enacted	PL	282		S1
LBHS	810	An Act to Create the Maine Family First Employer Program	Reported Out	LTW		3/2/23	Leave to Withdraw Pursuant to Joint Rule 310				R1
LBHS	815	An Act to Provide Energy Efficiency Program Outreach and Assistance to Manufactured Housing Residents	Reported Out	OTP- AM/ONTP		6/2/23	Enacted	PL	194		S1
LBHS	827	An Act to Allow Employees to Request Flexible Work Schedules	Reported Out	OTP- AM/ONTP	Carried On Approps Table	6/2/23					S1
LBHS	841	An Act to Permit a Short-term Waiver from the Minimum Wage for Chronically Unemployed Individuals	Reported Out	ONTP/OTP- AM		4/27/23	Accepted Majority (ONTP) Report				S1

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LBHS	855	An Act to Provide That the Minimum Wage Increases by the Rolling Average of the Cost of Living of the Previous 3 Years	Reported Out	ONTP/OTP- AM		5/17/23	Accepted Majority (ONTP) Report				S1
LBHS	856	An Act to Reduce Recurring Workplace Harassment and Provide Consequences for Serial Offenders	Reported Out	ONTP		6/1/23	Ought Not to Pass Pursuant to Joint Rule 310				S1
LBHS	882	An Act to Allow Nonmunicipal Emergency Medical Services Providers to Be Considered State Employees for Purposes of Certain Benefits	Reported Out	ONTP		4/5/23	Ought Not to Pass Pursuant to Joint Rule 310				S1
LBHS	891	An Act to Protect Due Process for Certain Public Sector Employees	Reported Out	ONTP		6/6/23	Ought Not to Pass Pursuant to Joint Rule 310				S1
LBHS	903	An Act to Establish Parity in Tipping Laws for Restaurant Workers	Reported Out	OTP- AM/ONTP		5/26/23	Enacted	PL	179		S1
LBHS	926	An Act to Improve Maine Public Employees Retirement System Representation	Carry Over Approved		Carried in Comm	7/25/23					S1
LBHS	936	An Act to Require Employers to Disclose Pay Ranges and Maintain Records of Employees' Pay History	Reported Out	OTP- AM/ONTP	Carried On Approps Table	5/26/23					S1
LBHS	946	Resolve, Directing the Department of Labor to Amend Its Rules Regarding Adjunct Faculty at Public Colleges and Universities	Reported Out	OTP-AM		5/17/23	Finally Passed	RESLV	38		S1
LBHS	949	An Act to Protect Workers from Employer Surveillance	Reported Out	OTP- AM/ONTP	Carried On Approps Table	5/17/23					S1

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LBHS	961	An Act Regarding the Right to Request Flexible Working Arrangements for Employees	Reported Out	ONTP		4/10/23	Ought Not to Pass Pursuant to Joint Rule 310				S1
LBHS	998	An Act to Remove the Cost-of-living Adjustment from the Minimum Wage Laws	Reported Out	ONTP/OTP-AM		5/17/23	Accepted Majority (ONTP) Report				S1
LBHS	999	An Act to Support Family Caregivers by Expanding Family Medical Leave	Reported Out	OTP-AM	Carried On Approps Table	6/13/23					S1
LBHS	1050	Resolve, Directing the Department of Labor to Request a Federal Waiver to Allow Presumptive Work Eligibility for Asylum Seekers	Reported Out	OTP-AM		4/5/23	Finally Passed	RESLV	14		S1
LBHS	1095	An Act to Amend the Laws Regarding Public Sector Bargaining in Public Schools	Reported Out	OTP-AM		4/27/23	Enacted	PL	95		S1
LBHS	1096	An Act to Provide a Cost-of-living Increase to State Retirees	Reported Out	OTP-AM	Carried On Approps Table	6/2/23					S1
LBHS	1107	Resolve, to Establish a Pilot Project to Improve Access to Credit for Low-income Individuals	Reported Out	OTP-AM/ONTP	Carried On Approps Table	5/12/23					S1
LBHS	1112	An Act to Provide Workers' Compensation for Temporary Employees	Reported Out	ONTP		4/5/23	Ought Not to Pass Pursuant to Joint Rule 310				S1
LBHS	1116	An Act to Provide Rural Recovery Residences for Families	Reported Out	OTP-AM/ONTP		6/6/23	Died On Adjournment			✓	S1
LBHS	1123	An Act to Create a Presumption Under the Maine Workers' Compensation Act of 1992 That a Cardiovascular Injury or Disease or Pulmonary Disease Suffered by Certain Law Enforcement Officers Is in the Course of Employment	Reported Out	OTP-AM		6/7/23	Enacted	PL	445		S1

DIGEST OF BILLS
131ST LEGISLATURE FIRST REGULAR AND FIRST SPECIAL SESSIONS – 2023

Joint Standing Committee on Labor and Housing

Comm	LD	Title	Comm Action		Carried over?	Date of last Comm Action	Final Disposition	Enacted Laws		Analyst Note?	Session
								Law	Ch		
LBHS	1152	An Act to Make Long-term Disability Insurance Coverage Available to Public Employees	Carry Over Approved		Carried in Comm	7/25/23					S1
LBHS	1190	An Act to Require Minimum Pay for Reporting to Work	Reported Out	OTP- AM/OTP- AM	Carried On Approps Table	6/20/23					S1
LBHS	1193	An Act to Allow Residents of Low-income Housing to Keep Pets	Reported Out	ONTP/OTP		6/5/23	Accepted Majority (ONTP) Report				S1
LBHS	1206	An Act to Create a Grant Program for Workplace Health and Safety Improvements	Reported Out	ONTP		5/1/23	Ought Not to Pass Pursuant to Joint Rule 310				S1
LBHS	1230	Resolve, Directing the Maine Public Employees Retirement System to Study the Creation of an Interstate Compact Concerning the Windfall Elimination Provision and Government Pension Offset	Reported Out	OTP		5/10/23	Finally Passed	RESLV	23		S1
LBHS	1272	An Act to Index Unemployment Benefits to the Unemployment Rate	Reported Out	ONTP/OTP- AM		6/5/23	Accepted Majority (ONTP) Report				S1
LBHS	1278	An Act to Require Timely Payment for Salaried Employees	Reported Out	OTP		5/10/23	Enacted	PL	124		S1
LBHS	1302	Resolve, to Create the Commission to Study Post-traumatic Stress Disorder in Lineworkers	Reported Out	OTP- AM/ONTP		6/2/23	Died On Adjournment				S1
LBHS	1316	An Act to Require Auditing for Work Search Requirements of Claimants of Unemployment Compensation	Reported Out	ONTP/OTP- AM		6/5/23	Accepted Majority (ONTP) Report				S1
LBHS	1332	An Act to Strengthen Work Equity Regarding Employment of Minors and Unemployment Benefits	Reported Out	ONTP/OTP- AM		5/17/23	Accepted Majority (ONTP) Report				S1

DIGEST OF BILLS
131ST LEGISLATURE FIRST REGULAR AND FIRST SPECIAL SESSIONS – 2023

Joint Standing Committee on Labor and Housing

Comm	LD	Title	Comm Action	Carried over?	Date of last Comm Action	Final Disposition	Enacted Laws		Analyst Note?	Session		
							Law	Ch				
LBHS	1368	An Act to Ensure Fairness in Unemployment Benefits by Clarifying Laws Regarding Labor Organizations	Reported Out	OTP- AM/ONTP		6/7/23	Enacted	PL	233		S1	
LBHS	1376	An Act to Increase the State Minimum Wage to \$15 per Hour	Reported Out	OTP- AM/ONTP	Carried On Approps Table	5/18/23						S1
LBHS	1385	An Act to Amend the Maine Workers' Compensation Act of 1992 Regarding Employee Liability	Reported Out	ONTP		5/18/23	Ought Not to Pass Pursuant to Joint Rule 310					S1
LBHS	1394	An Act to Expand and Strengthen the Competitive Skills Scholarship Program	Reported Out	OTP- AM/ONTP		6/2/23	Enacted	PL	184			S1
LBHS	1403	An Act to Promote Minimum Wage Consistency by Limiting the Authority of Municipalities Regarding Minimum Hourly Pay	Reported Out	ONTP/OTP- AM		5/17/23	Accepted Majority (ONTP) Report					S1
LBHS	1419	An Act to Inform Fair Minimum Rates of Wages and Benefits in Bids for Public Contracts Using State and Federal Data	Reported Out	OTP/ONTP		6/5/23	Enacted	PL	333			S1
LBHS	1424	An Act to Remove the Age Requirement for Correctional Staff Retirement Under the 1998 Special Plan	Carry Over Approved			7/25/23	Carried in Comm					S1
LBHS	1464	An Act to Remove the Waiting Period for Benefits Under Maine's Unemployment Insurance System	Carry Over Approved			7/25/23	Carried in Comm					S1
LBHS	1483	An Act to Protect the Rights of Agricultural Workers	Carry Over Approved			7/25/23	Carried in Comm					S1
LBHS	1496	An Act to Prohibit Noncompete Clauses	Carry Over Approved			7/25/23	Carried in Comm					S1
LBHS	1499	An Act Regarding Penalties for Early Retirement for Certain Members of the Maine Public Employees Retirement System	Reported Out	OTP- AM/ONTP		6/8/23	Died On Adjournment			✓		S1
LBHS	1539	An Act to Promote a Diverse, More Experienced Workforce and Ensure High-quality Careers by Increasing Registered Apprenticeship Programs	Reported Out	OTP- AM/ONTP		6/20/23	Enacted	PL	318			S1

DIGEST OF BILLS
131ST LEGISLATURE FIRST REGULAR AND FIRST SPECIAL SESSIONS – 2023

Joint Standing Committee on Labor and Housing

Comm	LD	Title	Comm Action		Carried over?	Date of last Comm Action	Final Disposition	Enacted Laws		Analyst Note?	Session
								Law	Ch		
LBHS	1562	An Act to Protect the Retirement of State Employees and Teachers by Establishing Standards for Fiduciary Responsibility	Reported Out	ONTP		5/1/23	Ought Not to Pass Pursuant to Joint Rule 310				S1
LBHS	1580	An Act to Help Maine Small Businesses with Increasing Costs by Removing the Annual Cost-of-living Adjustment for the Minimum Wage	Reported Out	ONTP		5/1/23	Ought Not to Pass Pursuant to Joint Rule 310				S1
LBHS	1588	An Act to Provide Public Sector Labor Unions Reasonable Access to Information Regarding Employees	Reported Out	OTP-AM/ONTP		6/7/23	Enacted	PL	467		S1
LBHS	1636	An Act to Ensure the Right to Work Without Payment of Dues or Fees to a Labor Union	Reported Out	ONTP/OTP-AM		6/2/23	Accepted Majority (ONTP) Report				S1
LBHS	1639	An Act to Address Unsafe Staffing of Nurses and Improve Patient Care	Reported Out	OTP-AM/ONTP	Carried on floor	6/21/23					S1
LBHS	1703	An Act to Amend the Maine Equal Pay Law by Prohibiting Pay Discrimination Based on Race	Reported Out	OTP/ONTP		6/1/23	Enacted	PL	266		S1
LBHS	1707	An Act to Allow Workers to Work Without Having to Pay Labor Organization Service Fees	Reported Out	ONTP/OTP-AM		6/2/23	Accepted Majority (ONTP) Report				S1
LBHS	1746	An Act to Require Responsible Contracting Practices for Public Construction Projects	Reported Out	ONTP		5/25/23	Ought Not to Pass Pursuant to Joint Rule 310				S1
LBHS	1756	An Act to Protect Employee Freedom of Speech	Reported Out	OTP/ONTP		6/1/23	Enacted	PL	414		S1

DIGEST OF BILLS
131ST LEGISLATURE FIRST REGULAR AND FIRST SPECIAL SESSIONS – 2023

Joint Standing Committee on Labor and Housing

Comm	LD	Title	Comm Action		Carried over?	Date of last Comm Action	Final Disposition	Enacted Laws		Analyst Note?	Session
								Law	Ch		
LBHS	1759	An Act to Clarify the Disability Retirement Program of the Maine Public Employees Retirement System	Reported Out	ONTP		6/1/23	Ought Not to Pass Pursuant to Joint Rule 310				S1
LBHS	1760	An Act to Include Certain Crisis Outreach and Crisis Services Workers Under the 1998 Special Plan for Retirement	Reported Out	OTP- AM/ONTP	Carried On Approps Table	6/6/23					S1
LBHS	1761	An Act to Include Certain Mental Health Workers Under the 1998 Special Plan for Retirement	Reported Out	OTP- AM/ONTP	Carried On Approps Table	6/6/23					S1
LBHS	1762	An Act to Require the Bureau of Labor Standards to Create and Distribute in Workplaces a Veterans' Benefits and Services Poster	Reported Out	OTP		5/10/23	Enacted	PL	125		S1
LBHS	1794	An Act to Enhance the Predictability of Mandated Overtime for Pulp or Paper Manufacturing Facility Employees	Carry Over Approved		Carried in Comm	7/25/23					S1
LBHS	1803	An Act to Improve the Maine Workers' Compensation Act of 1992	Reported Out	OTP-AM		6/5/23	Enacted	PL	205		S1
LBHS	1818	An Act Regarding Port Facilities Relating to Offshore Wind Power Projects	Reported Out	OTP- AM/ONTP		6/7/23	Died On Adjournment				S1
LBHS	1831	Resolve, Relating to the Employment of Minors	Reported Out	ONTP		5/18/23	Ought Not to Pass Pursuant to Joint Rule 310				S1
LBHS	1896	An Act to Index Workers' Compensation Benefits to the Rate of Inflation	Carry Over Approved		Carried in Comm	7/25/23					S1
LBHS	1922	An Act to Allow Bargaining Agents for Public Sector Unions to Merge	Reported Out	OTP-AM		6/6/23	Enacted	PL	240		S1
LBHS	1935	An Act to Promote Workforce Development by Establishing a Workforce Development Program	Reported Out	OTP- AM/ONTP	Carried On Approps Table	6/6/23					S1
LBHS	1964	An Act to Create the Maine Paid Family and Medical Leave Benefits Program	Reported Out	OTP- AM/ONTP		6/20/23	Died On Adjournment			✓	S1

JOINT STANDING COMMITTEE ON LABOR AND HOUSING

LD 12 An Act to Amend the Laws Governing Severance Pay to Cover More Types of Employers and Include More Workers

ENACTED LAW SUMMARY

Public Law 2023, chapter 52 removes the limitation that employee severance pay due to the closing, substantial shutdown or relocation of a covered establishment applies only to industrial and commercial facilities, making the law applicable to sectors that are not within the industrial or commercial category. The law also provides that the definition of “closing” does not include a business consolidation.

LD 13 An Act to Define "Mail" in the Employment Security Law to Include Electronic Notification and to Extend the Appeal Times for Claimants

ENACTED LAW SUMMARY

Public Law 2023, chapter 53 adds a definition of “mail” to the Employment Security Law to include delivery by postal service, private carrier or electronic mail. The law specifies that the Department of Labor, Bureau of Unemployment Compensation may not send a notice to an individual as required under the Employment Security Law exclusively by electronic mail without first allowing the individual the opportunity to elect to receive that notice exclusively by electronic mail.

The law also extends the period within which an appeal from a deputy’s decision regarding a claim for benefits under the Employment Security Law may be filed from 15 to 30 calendar days and the period by which that appeal time may be extended for good cause shown from 15 to 30 calendar days. It also clarifies that no fact-finding interview may be scheduled less than 7 calendar days or more than 14 calendar days after the notice of fact-finding interview is mailed.

LD 14 An Act to Simplify an Assessment Notice Requirement Under Department of Labor Laws

ENACTED LAW SUMMARY

Public Law 2023, chapter 12 removes the requirement that notices of assessment for the Department of Labor's Safety Education and Training Fund must be sent by certified mail.

JOINT STANDING COMMITTEE ON LABOR AND HOUSING

LD 53 An Act to Ensure Accountability for Workplace Sexual Harassment and Sexual Assault by Removing Certain Intentional Torts from Workers' Compensation Exemptions

ENACTED LAW SUMMARY

Public Law 2023, chapter 126 makes an employee, supervisor, officer or director of an employee liable for sexual harassment, sexual assault or an intentional tort related to sexual harassment or sexual assault. The law exempts the employer from liability for those actions.

LD 106 An Act to Allow Members of the Maine Public Employees Retirement System With Service in Multiple Plans to Defer Retirement Service Benefits Until Normal Retirement Age to Avoid a Reduction in Benefits

ENACTED LAW SUMMARY

Public Law 2023, chapter 208 permits a member of the Maine Public Employees Retirement System who is eligible to retire and who has membership service in more than one plan to defer the receipt of the portion of the benefit that would otherwise be subject to an early retirement reduction because the member is retiring prior to the normal retirement age for the plan.

LD 120 An Act Regarding the Committee Structure of the State Workforce Board

ENACTED LAW SUMMARY

Public Law 2023, chapter 13 changes the State Workforce Board's committee structure by removing provisions setting out named committees and replacing them with language giving the board authority to create committees as necessary. It also allows the Governor's designee to serve as a member of the board.

LD 313 An Act to Allow Game Wardens to Transfer Retirement Service, Allow Certain Employees of Participating Local Districts to Purchase Service Credit and Allow Transfer of Membership from the State Employee Retirement Plan to Another Plan

ENACTED LAW SUMMARY

Public Law 2023, chapter 246 allows a game warden who has accumulated retirement benefits under the Maine Public Employees Retirement System while working in law enforcement positions covered under different retirement plans to have that service time accumulated when a game warden transfers to a different law enforcement position. The law allows a former employee of a local district to purchase retirement service credit if the employee is still employed by the local district and has previously elected not to maintain membership within the local district's retirement plan. It also allows the transfer of membership from one state employee plan to another.

JOINT STANDING COMMITTEE ON LABOR AND HOUSING

LD 316 Resolve, Directing the Department of Labor to Submit a Report on the Employment of Minors

ENACTED LAW SUMMARY

Resolve 2023, chapter 61 requires the Department of Labor, Bureau of Labor Standards to submit a report to the Joint Standing Committee on Labor and Housing on issues relating to employment of minors in the State by January 15, 2024. The joint standing committee may report out a bill based upon the report. It also requires the Department of Labor, Bureau of Labor Standards to update its website with certain information related to the employment of minors and to work with the Department of Education regarding school superintendents and work permits for minors.

LD 483 An Act to Amend the Laws Governing Retirement Benefit Reductions for Certain Employees Currently Included in the 1998 Special Plan

ENACTED LAW SUMMARY

Public Law 2023, chapter 436 requires that service retirement benefits for certain employees of the Department of Corrections who are included in the 1998 Special Plan as of July 1, 2024 and who were employed prior to January 1, 2000 be computed on the same basis as benefits for other members under the plan are computed; creditable service is included regardless of when that service was earned.

LD 511 An Act to Clarify That Haulers Are Under the Jurisdiction of the Logging Dispute Resolution Board

ENACTED LAW SUMMARY

Public Law 2023, chapter 102 applies the provisions governing the State Board of Arbitration and Conciliation, Logging Dispute Resolution Board to persons hauling trees from forest land for a forest landowner.

LD 651 An Act to Amend the Standards for Manufactured Housing to Comply with United States Department of Housing and Urban Development Standards

ENACTED LAW SUMMARY

Public Law 2023, chapter 117 amends the definition of "newer mobile homes" within the definition of "manufactured housing" to comply with United States Department of Housing and Urban Development standards for manufactured housing.

JOINT STANDING COMMITTEE ON LABOR AND HOUSING

LD 688 An Act to Protect Access to Veterinary Care by Prohibiting Noncompete Agreements

ENACTED LAW SUMMARY

Public Law 2023, chapter 118 prohibits an employer from requiring or permitting an employee who is a licensed veterinarian to enter into a noncompete agreement unless the employee has an ownership interest in the business and provides that a court may not enforce such a noncompete agreement entered into prior to the effective date of this legislation.

LD 767 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

ENACTED LAW SUMMARY

Public Law 2023, chapter 282 provides that an employer that takes action intended to prevent or penalize a person from exercising rights protected under the laws governing employment practices commits a civil violation for which a fine of not less than \$500 nor more than \$1,000 for each violation may be adjudged, in addition to any other remedy available under the laws governing employment practices. The Department of Labor and the Attorney General may file a civil action to enforce the provisions of the law. It also specifies that the language in the law may not be construed to limit or restrict the rights of an individual to seek other available remedies in a separate legal action.

LD 815 An Act to Provide Energy Efficiency Program Outreach and Assistance to Manufactured Housing Residents

ENACTED LAW SUMMARY

Public Law 2023, chapter 194 directs the Maine State Housing Authority and the Efficiency Maine Trust to provide education and outreach to low-income and moderate-income residents of manufactured housing regarding energy efficiency programs administered by the 2 entities. It also requires the Maine State Housing Authority and the Efficiency Maine Trust to ensure that eligible residents of manufactured housing are offered access to grants and loans for weatherization and heat pumps for space heating through the energy efficiency programs. It also requires the Efficiency Maine Trust to submit annual reports through 2026 to the Legislature on the activities and results of the education and outreach program.

JOINT STANDING COMMITTEE ON LABOR AND HOUSING

LD 903 An Act to Establish Parity in Tipping Laws for Restaurant Workers

ENACTED LAW SUMMARY

Public Law 2023, chapter 179 codifies federal regulations that specify that if an employer pays its employees the minimum hourly wage and does not take a tip credit, the employer may impose a tip pooling arrangement to include employees, such as dishwashers and cooks, who are not classified as service employees.

LD 946 Resolve, Directing the Department of Labor to Amend Its Rules Regarding Adjunct Faculty at Public Colleges and Universities

ENACTED LAW SUMMARY

Resolve 2023, chapter 38 directs the Department of Labor to amend its rules in Chapter 14: Education Institution Employees. The rules must provide clarity and guidance on when adjunct faculty members at the State's institutions of higher education may qualify for unemployment benefits. The resolve requires the department to hold a public hearing as part of its rule-making process.

LD 1050 Resolve, Directing the Department of Labor to Request a Federal Waiver to Allow Presumptive Work Eligibility for Asylum Seekers

ENACTED LAW SUMMARY

Resolve 2023, chapter 14 directs the Commissioner of Labor to request a waiver from the United States Department of Homeland Security, United States Citizenship and Immigration Services to allow an asylum seeker in the State, if the asylum seeker has applied for asylum and has not been denied, eligibility to work in the State for the 6-month period immediately after the asylum seeker has applied for asylum while awaiting a final determination on the asylum seeker's application and for the time period while an asylum seeker's work permit has expired and is pending renewal by the Federal Government.

LD 1095 An Act to Amend the Laws Regarding Public Sector Bargaining in Public Schools

ENACTED LAW SUMMARY

Public Law 2023, chapter 95 specifies that collective bargaining agreements in school administrative units may not waive the right to bargain over wages, hours, working conditions and contract grievance arbitration.

JOINT STANDING COMMITTEE ON LABOR AND HOUSING

LD 1123 An Act to Create a Presumption Under the Maine Workers' Compensation Act of 1992 That a Cardiovascular Injury or Disease or Pulmonary Disease Suffered by Certain Law Enforcement Officers Is in the Course of Employment

ENACTED LAW SUMMARY

Public Law 2023, chapter 445 establishes a rebuttable presumption that a law enforcement officer's cardiovascular injury or disease or pulmonary disease arose out of and in the course of employment under the Maine Workers' Compensation Act of 1992.

LD 1230 Resolve, Directing the Maine Public Employees Retirement System to Study the Creation of an Interstate Compact Concerning the Windfall Elimination Provision and Government Pension Offset

ENACTED LAW SUMMARY

Resolve 2023, chapter 23 directs the Maine Public Employees Retirement System to study the creation of an interstate compact with other states affected by the windfall elimination provision and the government pension offset. The Maine Public Employees Retirement System must submit a report with its recommendations, including any suggested legislation, to the Joint Standing Committee on Labor and Housing no later than December 6, 2023. The committee may report out a bill based upon the report and recommendations.

LD 1278 An Act to Require Timely Payment for Salaried Employees

ENACTED LAW SUMMARY

Public Law 2023, chapter 124 makes the following changes to the laws governing the timely payment to salaried workers.

1. It exempts members of the employer's family and salaried employees from the requirement that an employer pay in full at regular intervals not to exceed 16 days all wages earned by an employee.
2. It removes the exemption for salaried employees from the requirements relating to the rate of pay and records regarding time worked.
3. It adds S corporations and limited liability partnerships to the exemptions from the requirements relating to the rate of pay and records regarding time worked.

JOINT STANDING COMMITTEE ON LABOR AND HOUSING

LD 1368 An Act to Ensure Fairness in Unemployment Benefits by Clarifying Laws Regarding Labor Organizations

ENACTED LAW SUMMARY

Public Law 2023, chapter 233 establishes that a claimant for unemployment benefits who is a member of a bona fide labor union is considered to meet the requirement to actively seek work to maintain eligibility for unemployment benefits if that claimant uses and complies with the placement services of the union hiring hall in seeking employment. It also adds consideration of whether fringe benefits are substantially less favorable than those prevailing for similar work in the locality in determining whether work is suitable for purposes of the unemployment insurance program. Finally, it provides that work is unsuitable for a claimant if acceptance of that work would prevent that claimant from maintaining membership in a bona fide labor organization.

LD 1394 An Act to Expand and Strengthen the Competitive Skills Scholarship Program

ENACTED LAW SUMMARY

Public Law 2023, chapter 184 makes the following changes to the Competitive Skills Scholarship Program.

1. It changes the planned yield from .02% to .034% of the total wages for each contributing employer.
2. It provides that preapprenticeship programs are considered a remedial or prerequisite educational service under the program for which services must be provided when part of an approved plan.
3. It provides that related costs of licensing and certification necessary to practice in an occupation for which the individual is qualified must be provided to a participant.
4. It provides that registered apprentices and individuals participating in a plan that includes a certified preapprenticeship training program are eligible for services under the program if the individual meets required income guidelines.
5. It provides that the costs for an education transcript, credential evaluation or similar requirement needed to determine eligibility for the program must be paid for by the program for any applicant who is otherwise eligible for participation, as determined by the Department of Labor, if funds are not reasonably available from another source for this purpose.

JOINT STANDING COMMITTEE ON LABOR AND HOUSING

LD 1419 An Act to Inform Fair Minimum Rates of Wages and Benefits in Bids for Public Contracts Using State and Federal Data

ENACTED LAW SUMMARY

Public Law 2023, chapter 333 requires that, in addition to other determinations, the Department of Labor, Bureau of Labor Standards investigate and determine the prevailing hourly wage and benefits rate paid in the construction industry in the State by collecting a 3rd set of data for the job classification under the federal Davis-Bacon Act.

LD 1539 An Act to Promote a Diverse, More Experienced Workforce and Ensure High-quality Careers by Increasing Registered Apprenticeship Programs

ENACTED LAW SUMMARY

Public Law 2023, chapter 318 makes the following changes to the laws governing the Maine Apprenticeship Program.

1. It requires the standards of an apprenticeship program to include the dollar value of employer-paid health insurance and the dollar value of employer-paid retirement contribution benefits.
2. It requires the Maine Apprenticeship Program to consider the total package value as a factor in evaluating the performance of a registered apprenticeship program.
3. It directs the Department of Labor to identify and remedy registered apprenticeship programs that are:
 - A. Not in compliance with quality assurance assessments;
 - B. Experiencing low rates of retention or completion; or
 - C. Not providing an adequate total package value to graduates.
4. It requires the Department of Labor to perform an annual assessment of the Maine Apprenticeship Program beginning January 1, 2024.
5. It requires the Maine Apprenticeship Council to submit, as part of its annual report to the Governor and to the Legislature, data on wages and benefits, actions taken by the council to ensure apprenticeships are leading to well-paying jobs and careers and the annual assessment of the Maine Apprenticeship Program by the Department of Labor.
6. It specifies that the Maine Apprenticeship Council must establish a financial incentive program for registered apprenticeships to recruit historically underrepresented populations in all industries, to the extent that funding is available.

JOINT STANDING COMMITTEE ON LABOR AND HOUSING

7. It requires the Department of Labor and the Maine Apprenticeship Council to establish criteria for funding all registered apprenticeship programs. The criteria must establish benchmarks and consider the total package value that a registered apprentice graduate earns upon transitioning to journeyman status.

LD 1588 An Act to Provide Public Sector Labor Unions Reasonable Access to Information Regarding Employees

ENACTED LAW SUMMARY

Public Law 2023, chapter 467 expands the rights of bargaining agents of public sector unions for access to personal contact information about members of a bargaining unit that the bargaining agent exclusively represents from personal contact information regarding newly hired employees to, upon request but not more often than quarterly, personal contact information regarding all other employees. The law also specifies that it is subject to the dispute resolution process specified in an applicable collective bargaining agreement for a public employee.

LD 1703 An Act to Amend the Maine Equal Pay Law by Prohibiting Pay Discrimination Based on Race

ENACTED LAW SUMMARY

Public Law 2023, chapter 266 enacts the “Maine Equal Pay Law.” Prior to enactment of Public Law 2023, chapter 266, the law provided that an employer may not discriminate between employees in the same establishment on the basis of sex by paying wages to any employee in any occupation at a rate less than the rate at which the employer pays any employee of the opposite sex for comparable work on jobs that have comparable requirements relating to skill, effort and responsibility. Public Law 2023, chapter 266 adds to that law a provision that an employer may not discriminate between employees in the same establishment on the basis of race.

LD 1756 An Act to An Act to Protect Employee Freedom of Speech

ENACTED LAW SUMMARY

Public Law 2023, chapter 414 prohibits an employer from discharging, disciplining or otherwise penalizing or threatening to discharge, discipline or otherwise penalize or taking any adverse employment action against an employee because the employee declines to attend or participate in an employer-sponsored meeting or declines to receive or listen to a communication from the employer if the meeting or communication is to communicate the opinion of the employer about religious or political matters. The law exempts religious employers.

JOINT STANDING COMMITTEE ON LABOR AND HOUSING

LD 1762 An Act to Require the Bureau of Labor Standards to Create and Distribute in Workplaces a Veterans' Benefits and Services Poster

ENACTED LAW SUMMARY

Public Law 2023, chapter 125 requires the Department of Labor, Bureau of Labor Standards to create and distribute a poster describing veterans' benefits and services in workplaces of more than 50 full-time equivalent employees.

LD 1803 An Act to Improve the Maine Workers' Compensation Act of 1992

ENACTED LAW SUMMARY

Public Law 2023, chapter 205 amends the Maine Workers' Compensation Act of 1992 as follows.

1. It streamlines the process for individuals to obtain a predetermination they are an independent contractor.
2. It repeals the reporting requirement regarding levels of permanent impairment.
3. It establishes that, if the board fails to adjust rates or update the medical fee schedule, the reimbursement rates for medical services will be the amount established by the medical fee schedule in effect on the date the update is due.
4. It eliminates the requirement that the board adopt treatment protocols for specific injuries as part of a utilization review program.
5. It simplifies the calculation of the after-tax benefit owed during an incapacity period when an employee also receives certain pension and disability benefits.
6. It eliminates the provision stating that the insurer may seek reimbursement from an employer of a fine for a tardy filing of a first report of injury when the report was late because the employer did not give the insurer timely notice of the injury.
7. It clarifies that an insurer may seek reimbursement from its insured employer whose failure to provide information to the insurer is the cause of the insurer's failure to file or complete a form as required by law.
8. It consolidates the predetermination of independent contractor process for landowners and wood harvesters.
9. It requires the Workers' Compensation Board to post on its publicly accessible website information pertaining to independent contractor and construction subcontractor statements filed with the board.

JOINT STANDING COMMITTEE ON LABOR AND HOUSING

LD 1922 An Act to Allow Bargaining Agents for Public Sector Unions to Merge

ENACTED LAW SUMMARY

Public Law 2023, chapter 240 allows 2 or more bargaining agents who are certified by the Executive Director of the Maine Labor Relations Board and who are members or affiliates of the same public employee organization to merge.

JOINT STANDING COMMITTEE ON LABOR AND HOUSING

ANALYST NOTES

This section includes additional information relating to certain LDs as noted in a committee digest. This is information staff found useful and may provide useful information to users of this Digest; please note that most LDs do not have a note and lack of a note should not be interpreted as having any significance.

LD 112 An Act to Increase the State's Share of Retired Teacher Health Insurance

Though this bill was not enacted, a majority of the substance of the bill was incorporated into Public Law 2023, chapter 412, the budget bill enacted in the First Special Session. See Appropriations and Financial Affairs, Enacted Law Summary, LD 258, Part OOOOO.

LD 197 An Act to Address Employee Retention at the Maine State Police Crime Laboratory and the Computer Crimes Unit in the Department of Public Safety

Although this bill was not enacted, the substance of the bill was incorporated into Public Law 2023, chapter 412, the budget bill enacted in the First Special Session. See Appropriations and Financial Affairs, Enacted Law Summary, LD 258, Part III.

LD 1116 An Act to Provide Rural Recovery Residences for Families

Although this bill was not enacted, the substance of the bill was incorporated into Public Law 2023, chapter 412, the budget bill enacted in the First Special Session. See Appropriations and Financial Affairs, Enacted Law Summary, LD 258, Part LLL.

LD 1499 An Act Regarding Penalties for Early Retirement for Certain Members of the Maine Public Employees Retirement System

Although this bill was not enacted, the substance of the bill was incorporated into Public Law 2023, chapter 412, the budget bill enacted in the First Special Session. See Appropriations and Financial Affairs, Enacted Law Summary, LD 258, Part DD.

LD 1964 An Act to Implement the Recommendations of the Commission to Develop a Paid Family and Medical Leave Benefits Program

Although this bill was not enacted, the substance of the bill was incorporated into Public Law 2023, chapter 412, the budget bill enacted in the First Special Session. See Appropriations and Financial Affairs, Enacted Law Summary, LD 258, Part AAA.