

MAINE STATE LEGISLATURE

The following document is provided by the
LAW AND LEGISLATIVE DIGITAL LIBRARY
at the Maine State Law and Legislative Reference Library
<http://legislature.maine.gov/lawlib>



Reproduced from scanned originals with text recognition applied
(searchable text may contain some errors and/or omissions)



120th MAINE LEGISLATURE

FIRST REGULAR SESSION-2001

Legislative Document

No. 41

H.P. 32

House of Representatives, January 9, 2001

An Act Relating to Employment Contracts.

Reference to the Committee on Labor suggested and ordered printed.

Millicent M. MacFarland

MILLICENT M. MacFARLAND, Clerk

Presented by Representative BRYANT of Dixfield.
Cosponsored by President MICHAUD of Penobscot and
Representatives: DUNLAP of Old Town, DUPLESSIE of Westbrook, HATCH of
Skowhegan, PATRICK of Rumford, PINEAU of Jay, STANLEY of Medway.

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

4 **Sec. 1. 14 MRSA §169** is enacted to read:

6 **§169. Invalidation of contracts**

8 A contract of employment is invalid and unenforceable if it
10 prevents an employer from rehiring employees displaced during a
labor dispute and from removing workers who were hired to replace
the displaced employees.

12 A cause of action does not lie in law or equity to require
14 an employer to retain an employee or employees hired to replace
workers who participated in a labor dispute.

16 **SUMMARY**

18 The bill invalidates a contract that attempts to prevent an
20 employer from rehiring employees displaced during a labor
22 dispute and from removing workers who were hired to replace
24 striking employees. It specifies that no cause of action lies in
26 state courts to require an employer to retain an employee or
employees hired to replace workers who participate in a labor
dispute.