

MAINE STATE LEGISLATURE

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ROS

L.D. 898

Date: 5/23/25

(Filing No. S- 144)

LABOR

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STATE OF MAINE

SENATE

132ND LEGISLATURE

FIRST SPECIAL SESSION

COMMITTEE AMENDMENT "A" to S.P. 387, L.D. 898, "An Act to Support Rural Workforce Recruitment by Allowing Pay Differentials Based on Work Site Location and Employee Experience and Credentials Under the Maine Equal Pay Law"

Amend the bill by striking out the title and substituting the following:

'Resolve, to Support Rural Health Care Workforce Recruitment'

Amend the bill by striking out everything after the title and inserting the following:

'Emergency preamble. Whereas, acts and resolves of the Legislature do not become effective until 90 days after adjournment unless enacted as emergencies; and

Whereas, the State is experiencing a serious shortage of health care providers, particularly in rural communities; and

Whereas, the changes to the Department of Labor's rules relating to equal pay provided for in this legislation are designed to alleviate that health care provider shortage; and

Whereas, in the judgment of the Legislature, these facts create an emergency within the meaning of the Constitution of Maine and require the following legislation as immediately necessary for the preservation of the public peace, health and safety; now, therefore, be it

Sec. 1. Department of Labor; rulemaking. Resolved: That the Department of Labor shall initiate rulemaking to amend its Bureau of Labor Standards rule Chapter 12: Rules Relating to Equal Pay, as follows:

1. The rule must be amended in Section I(G) to clarify, for the purposes of the definition of "establishment," that different entities or facilities operated by a hospital or health care entity at different physical locations are not considered a single establishment; and

COMMITTEE AMENDMENT

COMMITTEE AMENDMENT "A" to S.P. 387, L.D. 898 (S-144)

The rule changes directed under this section must be finally adopted by the department no later than October 1, 2025. Rules adopted pursuant to this section are routine technical rules as defined in the Maine Revised Statutes, Title 5, chapter 375, subchapter 2-A.

Amend the bill by relettering or renumbering any nonconsecutive Part letter or section number to read consecutively.

This amendment replaces the bill with a resolve and directs the Department of Labor to amend its Bureau of Labor Standards rule Chapter 12: Rules Relating to Equal Pay to make clarifications under that rule to the definitions of "establishment" and "seniority system." Those rule changes must be accomplished through routine technical rulemaking and must be finally adopted by the department no later than October 1, 2025.

(See attached)



132nd MAINE LEGISLATURE

LD 898

LR 1637(02)

An Act to Support Rural Workforce Recruitment by Allowing Pay Differentials Based on Work Site Location and Employee Experience and Credentials Under the Maine Equal Pay Law

Fiscal Note for Bill as Amended by Committee Amendment "A" (S-149)
Committee: Labor
Fiscal Note Required: Yes

Fiscal Note

Minor cost increase - General Fund

Fiscal Detail and Notes

Additional costs to the Department of Labor associated with the rulemaking process can be absorbed within existing budgeted resources.