

MAINE STATE LEGISLATURE

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132nd MAINE LEGISLATURE

FIRST REGULAR SESSION-2025

Legislative Document

No. 1048

H.P. 677

House of Representatives, March 14, 2025

An Act to Require Certain Notice Requirements for Whistleblower Protections

Received by the Clerk of the House on March 12, 2025. Referred to the Committee on Energy, Utilities and Technology pursuant to Joint Rule 308.2 and ordered printed pursuant to Joint Rule 401.

A handwritten signature in cursive script that reads "R B. Hunt".

ROBERT B. HUNT
Clerk

Presented by Representative WARREN of Scarborough.
Cosponsored by Representative: KESSLER of South Portland.

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

Sec. 1. 35-A MRSa §1316-B is enacted to read:

§1316-B. Notice of rights, protections and remedies

1. Definitions. As used in this section, unless the context otherwise indicates, the following terms have the following meanings.

A. "Employee" means a person who performs or formerly performed a service for wages or other remuneration under a contract of hire, expressed or implied, for a public utility, competitive electricity provider or utility contractor.

B. "Employer" means a public utility, competitive electricity provider or utility contractor licensed to do business in this State with one or more employees.

C. "Utility contractor" means a person that provides goods or services to a public utility or competitive electricity provider.

2. Notice required. An employer shall provide a written notice each year to each employee advising the employee of the rights, protections and remedies guaranteed under section 1316.

3. Notice requirements. The notice provided under this section must:

A. Be published using at least a 12-point font;

B. Be written in plain language, in English;

C. Contain a statement advising the employee that speech outside of working hours may not be restricted by the employer under the law of this State; and

D. Be sent separately from any other communication to the employee.

SUMMARY

This bill requires a public utility, competitive electricity provider or utility contractor licensed to do business in this State with one or more employees to provide a written notice each year to each employee advising the employee of the rights, protections and remedies guaranteed under state law relating to testimony presented by employees of public utilities, competitive electricity providers or utility contractors to legislative committees, to the Public Utilities Commission and to the Public Advocate.