

MAINE STATE LEGISLATURE

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LAWS
OF THE
STATE OF MAINE

AS PASSED BY THE

ONE HUNDRED AND THIRTY-SECOND LEGISLATURE

FIRST REGULAR SESSION
December 4, 2024 to March 21, 2025

FIRST SPECIAL SESSION
March 25, 2025 to June 25, 2025

THE GENERAL EFFECTIVE DATE FOR
FIRST REGULAR SESSION
NONEMERGENCY LAWS IS
JUNE 20, 2025

THE GENERAL EFFECTIVE DATE FOR
FIRST SPECIAL SESSION
NONEMERGENCY LAWS IS
SEPTEMBER 24, 2025

PUBLISHED BY THE REVISOR OF STATUTES
IN ACCORDANCE WITH THE MAINE REVISED STATUTES ANNOTATED,
TITLE 3, SECTION 163-A, SUBSECTION 4.

Augusta, Maine
2025

taxes upon the expiration of a 2-year period immediately following the expiration of the period of redemption. For the purposes of this subsection, "commercial real estate" means real estate that is either used or held for use primarily for a business purpose including, without limitation, apartment buildings with 5 or more rental or lease units, mobile home parks, office buildings and recreational facilities. This subsection applies to a tax lien recorded on commercial real estate after June 30, 2026.

See title page for effective date.

CHAPTER 232

S.P. 273 - L.D. 589

An Act to Establish a State Minimum Hourly Wage for Agricultural Workers

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

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

SUBCHAPTER 2-B

AGRICULTURAL EMPLOYEE MINIMUM HOURLY WAGE AND RELATED PROVISIONS

§651. Definitions

As used in this subchapter, unless the context otherwise indicates, the following terms have the following meanings.

1. Employ. "Employ" means to suffer or permit to work.

2. Employee. "Employee" means an individual employed to perform agricultural labor as defined in the Employment Security Law and the Federal Unemployment Tax Act, except that members of the family of the employer who reside with and are dependent upon the employer are exempt from this subchapter.

3. Employer. "Employer" means a person or entity that directly or indirectly engages the services or permits the work of an individual employed to perform agricultural labor or an individual employed in certain activities related to agriculture.

4. Wages. "Wages" means compensation paid to an employee in the form of legal tender of the United States and checks on banks convertible into cash on demand and includes the reasonable cost to the employer that furnishes the employee board or lodging. "Wages" also includes compensation paid through a direct deposit system, automated teller machine card or other means of electronic transfer as long as the employee can make an initial withdrawal of the entire net pay without additional cost to the employee or the employee can

choose another means of payment that involves no additional cost to the employee.

§652. Minimum hourly wage

An employer may not employ an employee at a rate less than the rates required by this section.

Beginning January 1, 2026, the minimum hourly wage for an employee is \$14.65 per hour, increased by the increase, if any, in the cost of living, measured by the percentage increase, if any, as of August of 2025 over August of 2024 in the Consumer Price Index for Urban Wage Earners and Clerical Workers, CPI-W, for the Northeast Region, or its successor index, as published by the United States Department of Labor, Bureau of Labor Statistics or its successor agency, with the amount of the minimum hourly wage increase rounded to the nearest multiple of 5¢. On January 1, 2027 and each January 1st thereafter, the minimum hourly wage then in effect must be increased by the increase, if any, in the cost of living. The increase in the cost of living must be measured by the percentage increase, if any, as of August of the previous year over the level as of August of the year preceding that year in the Consumer Price Index for Urban Wage Earners and Clerical Workers, CPI-W, for the Northeast Region, or its successor index, as published by the United States Department of Labor, Bureau of Labor Statistics or its successor agency, with the amount of the minimum hourly wage increase rounded to the nearest multiple of 5¢. If the highest federal minimum hourly wage is increased in excess of the minimum hourly wage in effect under this section, the minimum hourly wage under this section is increased to the same amount, effective on the same date as the increase in the federal minimum hourly wage, and must be increased in accordance with this section thereafter.

§653. Records; retention, examination, copies

An employer subject to this subchapter shall keep a true and accurate record of the hours worked by each employee and of the wages paid, such records to be preserved by the employer for a period of at least 3 years, and shall furnish to each employee with each payment of wages a statement that clearly shows the date of the pay period, the hours, total earnings and itemized deductions. An employer making payment by direct deposit or other means of electronic transfer shall provide each employee with an accurate record of the transfer, including the date of the pay period, the hours, total earnings and itemized deductions, when the transfer is made. If the record is provided in an electronic format, the employer shall provide a method by which the employee may have ready access to the information and print it without cost to the employee. The director or the director's authorized representative may, and upon written complaint shall, enter the place of business or employment of an employer or employee for the purpose of examining and inspecting such records and copy any such records as the director or the director's

authorized representative determines necessary or appropriate. All information received is considered confidential and may not be divulged to any other person or agency, except as may be necessary for the enforcement of this subchapter.

§654. Enforcement

An employer is liable to an employee for the amount of any unpaid minimum hourly wages under this subchapter. Upon a judgment being rendered in favor of an employee in any action brought to recover unpaid minimum hourly wages under this subchapter, the judgment must include, in addition to the unpaid minimum hourly wages adjudged to be due, an additional amount equal to the unpaid minimum hourly wages as liquidated damages and costs of suit, including a reasonable attorney's fee.

An employer that violates this subchapter is subject to a fine of not less than \$50 and not more than \$200.

An employer that discharges or in any other manner discriminates against an employee because the employee makes a complaint to the director or to a district attorney concerning a violation of this subchapter is subject to a fine of not less than \$50 and not more than \$200.

The Department of Labor has exclusive authority to bring an action for unpaid wages on behalf of an employee or employees under this section.

This section may not be construed to restrict or impair any existing right available to an employee under any other section of this chapter.

In the event of a violation of this subchapter, the Attorney General may bring an action in the Superior Court to enjoin further violation of this subchapter.

§655. Unfair contracts

An employer may not be exempted from this subchapter by special contract with an employee or by any other means.

See title page for effective date.

CHAPTER 233

H.P. 391 - L.D. 623

An Act to Enhance Support Services for Individuals with an Acquired Brain Injury

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

Sec. 1. 22 MRSA §3088-A, as enacted by PL 2019, c. 488, §1, is amended to read:

§3088-A. Support for underserved populations

Within the limits of its available resources, the department may enter into contracts with dedicated brain injury organizations based in the State or with brain injury organizations ~~representing individuals with a brain injury and their families, bringing together with an affiliate in the State established and directed by families, caregivers and individuals with an acquired brain injury residing in the State, to collaborate with the department on federal brain injury state partnership grants and bring together state and national expertise to provide core brain injury support for underserved populations of individuals with an acquired brain injury, including, but not limited to, individuals who experienced an opioid drug overdose resulting in anoxic or hypoxic brain injury, who are veterans, who are victims of domestic violence, who are experiencing homelessness, who are ineligible for MaineCare and who have a newly acquired brain injury.~~ For the purposes of this section, "core brain injury support" includes, but is not limited to, resource facilitation, brain injury support groups, outreach designed for individuals who have a newly acquired brain injury, access to a joint state and national helpline, access to an online brain injury screening and support system, information and resource education and family caregiver training. The department may adopt rules to implement this section. Rules adopted pursuant to this section are routine technical rules as defined in Title 5, chapter 375, subchapter 2-A.

See title page for effective date.

CHAPTER 234

H.P. 394 - L.D. 626

An Act to Explicitly Allow the Department of Corrections to Charge Room and Board to Residents Who Perform Remote Work in Detention and Correctional Facilities and to Amend the Laws Governing Rehabilitative Programs

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

Sec. 1. 34-A MRSA §3035, first ¶, as amended by PL 2019, c. 113, Pt. C, §88, is further amended to read:

The commissioner may adopt, implement and establish rules for rehabilitative programs, including, but not limited to, work release, education release, remote work, furlough and public service release and programs resulting in the payment of restitution, as authorized described by Title 17-A, chapter 69 section 2016, within for residents of the facilities under the commissioner's control.