

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

identifying information of a minor for the sole purpose of:

A. Reporting conduct that was reasonably believed to be unlawful or to constitute a crime to a law enforcement officer or law enforcement agency;

B. Publishing, disseminating or reporting conduct by a public official, law enforcement officer or law enforcement agency that was reasonably believed to be unlawful, to constitute a crime or to constitute an abuse of authority; or

C. Engaging in lawful activity protected by the United States Constitution or the Constitution of Maine pertaining to speech, assembly, press or petition, including to address a matter of public concern.

4. Minors as parties. A minor may be a party to an action under this chapter only when the minor has a representative through whom the action is brought or defended pursuant to the Maine Rules of Civil Procedure, Rule 17(b).

See title page for effective date.

CHAPTER 418

S.P. 282 - L.D. 598

An Act to Require Minimum Pay for Reporting to Work

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

Sec. 1. 26 MRSA §626-A, first ¶, as amended by PL 2021, c. 404, §2, is further amended to read:

Whoever violates any of the provisions of section 600-A, sections 621-A to 623 or section 626, 628, 628-A, 629 or 629-B or 639-A is subject to a ~~forfeiture~~ fine of not less than \$100 nor more than \$500 for each violation.

Sec. 2. 26 MRSA §639-A is enacted to read:

§639-A. Minimum pay for reporting to work

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

A. "Employee" has the same meaning as in section 663, subsection 3, but does not include an individual employed in a seasonal industry as defined in section 1251, subsection 1 or an employee of a public employer, as defined in section 626, who is covered by a collective bargaining agreement.

B. "Employer" means an employer, as defined in section 1043, subsection 9, that employs at least 10 employees in the usual and regular course of business for more than 120 days in a calendar year.

2. Pay for reporting to work. On any day an employee reports to work at the request of an employer and the employer cancels or reduces the number of hours in an employee's scheduled shift, the employee must be paid the lesser of:

A. Two hours of pay at the employee's regular hourly rate of pay; and

B. The total pay for the shift for which the employee was initially scheduled.

3. Notice. An employer that makes a documented good faith effort to notify an employee not to report to work is not liable to pay wages under subsection 2. If the employee reports to work after the employer's attempt to notify the employee has been unsuccessful or if the employer is prevented from making notification for any reason, the employee shall perform whatever duties are assigned by the employer at the time the employee reports to work, as long as the employee is physically able to perform those duties. If the employer does not have any duties to assign to the employee, the employer shall pay the employee the wages under subsection 2.

4. Exception. The provisions of this section do not apply if an employee is not required to work or is unable to work due to:

A. Adverse weather conditions;

B. A natural disaster or civil emergency;

C. An illness or medical condition of the employee; or

D. A workplace injury of the employee.

5. Rules. The Department of Labor may adopt rules to implement and enforce the provisions of this section. Rules adopted pursuant to this subsection are routine technical rules as defined in Title 5, chapter 375, subchapter 2-A.

See title page for effective date.

CHAPTER 419

S.P. 438 - L.D. 1065

An Act Regarding the Reduction and Recycling of Food Waste

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

Sec. 1. 38 MRSA §2101-A, as amended by PL 2019, c. 291, Pt. B, §2, is further amended to read:

§2101-A. Definitions

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