

MAINE STATE LEGISLATURE

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STATE OF MAINE
132ND LEGISLATURE
FIRST REGULAR AND FIRST SPECIAL SESSIONS



Disposition of bills and summaries of all laws enacted or finally passed

JOINT STANDING COMMITTEE ON LABOR

August 2025

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Examining Board, to make electrical installations in an existing single-family residence owned or occupied by that person or to be owned or occupied by that person as that person's personal abode. This exception previously existed in the Maine Revised Statutes, Title 32, section 1105, former subsection 5. The installation must conform with the National Electrical Code and other standards adopted by the board.

LD 576 An Act Regarding Reciprocal Licensure for Professional Engineers

ENACTED LAW SUMMARY

Public Law 2025, chapter 89 amends the provision of law regarding licensure as a professional engineer for a person holding an active national council record to make that provision consistent with other licensure provisions. The law provides that an applicant for licensure as a professional engineer, who meets the requirements of a mutual recognition agreement between this State and another state, territory or possession of the United States, the District of Columbia or any foreign country, whose licensure qualifications are, in the opinion of the State Board of Licensure for Professional Engineers and by the language of the agreement, substantially equivalent to the requirements of the laws of this State, may be licensed without further examination.

LD 589 An Act to Establish a State Minimum Hourly Wage for Agricultural Workers

ENACTED LAW SUMMARY

Public Law 2025, chapter 232 provides that, beginning January 1, 2026, the minimum hourly wage for an individual employed to perform agricultural labor may not be paid at a rate less than the state minimum hourly wage. The law provides that, on January 1, 2027 and each January 1st thereafter, the minimum hourly wage then in effect must be increased by the increase in the cost of living. The law also provides that employers that employ individuals to perform agricultural labor are required to keep a true and accurate record of the hours worked by each employee and the wages paid to each employee. The law provides remedies for employees and penalties for employers for minimum hourly wage violations. The law provides that the Department of Labor has exclusive authority to bring an action for unpaid wages on behalf of an employee for unpaid minimum hourly wages. The law also provides that the provisions of the law may not be construed to restrict or impair any existing right available to an employee under any other section of the Maine Revised Statutes, Title 26, chapter 7.

LD 598 An Act to Require Minimum Pay for Reporting to Work

ENACTED LAW SUMMARY

Public Law 2025, chapter 418 provides that, 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 two hours of pay at the employee's regular

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hourly rate of pay and the total pay for the shift for which the employee was scheduled. An employer that makes a documented good faith effort to notify an employee not to report to work is not liable to pay wages. 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 must perform whatever duties are assigned by the employer at the time the employee reports to work. The provision does not apply when an employee is not required to work due to adverse weather conditions, a natural disaster, a civil emergency, an illness or medical condition of the employee or a workplace injury of the employee. The law applies to employers who employ at least 10 employees in the usual and regular course of business for more than 120 days in a calendar year and does not apply to certain employers of seasonal employees.

LD 706 An Act Regarding the Laws Relating to Unemployment Insurance

ENACTED LAW SUMMARY

Public Law 2025, chapter 235 amends the Unemployment Security Law in the following ways.

The law amends the definition of “unemployment fraud” to include instances when an individual solicits someone else to file a fraudulent claim on the individual's behalf. The provision governing grounds for disqualifying an individual from benefits is also amended to include soliciting another person to make false statements or material omissions on behalf of the individual. That provision is also amended to escalate the progression of penalties in cases when a claim has been filed using illegally obtained identification information such that the first offense is treated as a third offense, which requires the highest penalty.

The law amends provisions governing overpayments made to individuals by the Bureau of Unemployment Compensation in the Department of Labor. The law provides that the state minimum wage must be used to calculate the maximum amount of weekly unemployment compensation benefits that may be withheld from an individual who was overpaid by the bureau as the result of the individual's nondisclosure or misrepresentation. This change increases the limitations on the amount of wages that may be withheld. The law provides that benefit overpayments recouped by reducing weekly benefits must be applied only to the principal amount owed. The law also changes the appeal time frames for overpayment decisions to provide the same appeal time frames as non-overpayment decisions.

The law recodifies the section of law that governs eligibility for unemployment compensation benefits. The law also makes substantive changes to that section, including narrowing the parameters defining an individual's availability for work to include work that aligns with the customary hours and commute of the individual before becoming unemployed; requiring that for certain training programs to qualify as approved training programs, those programs must conform with rules adopted by the Commissioner of Labor; amending the time frame during which an individual is excused from the work search requirements during a period of layoff from the individual's employer and removing the requirement that the individual stay in contact with the employer during that period; and modifying the definition of “good cause” as it applies to an