

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

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individual's failure to comply with certain provisions governing the individual's eligibility for unemployment compensation benefits.

The law amends the provision of law governing the bureau's process for determining unemployment compensation benefit eligibility by creating several new exceptions from that process. A claim is excepted from that process when an individual fails to perform a work search and is not under a work search waiver; fails to adequately respond to a request for identity verification; or is unemployed due to a stoppage of work.

The law also provides that the bureau may not withhold payment for claimants receiving benefits due to the claimant's failure to adequately respond to a written request for documentation to verify the claimant's identity unless the bureau has credible evidence that substantiates a reasonable basis for establishing an issue of potential fraud and withholding payment. If there is evidence, the bureau must issue timely notice to the claimant informing the claimant that benefit payments are withheld and instructions to the claimant on how the claimant may satisfy identity verification requirements and where to submit that documentation. The notice must include a reasonable time frame and the consequences for failing to provide that documentation. The bureau must allow individuals a reasonable time frame to submit documents that comply with an identity verification request. The bureau must also provide a list of acceptable documents and allow multiple methods to submit documents for identity verification. If the claimant fails to comply with the request for documents in the time frame provided by the bureau or if the documents are insufficient or determined to be fraudulent, the bureau must render a timely decision denying further benefits.

The law reorganizes provisions related to extended benefits for dislocated workers to conform with modern drafting standards. The law also changes those provisions to require that a dislocated worker must be in training approved by a staff member of the bureau who has been designated by the commissioner, in accordance with rules adopted by the commissioner.

It eliminates the self-employment assistance program and cross-references to that program. The law also corrects and updates other cross-references.

Finally, the law makes additional changes including changing the employer charging methodology for employee leasing companies to report and pay contributions under the client company, using the client company's contribution rate and changing the time frame for bureau staff background checks from every 10 years to every five years. The law provides that the changes made to the provision of law governing employee leasing company reports and contributions begin January 1, 2026. The law also makes a technical change in Title 32 referencing employee leasing companies.

LD 848 An Act Regarding the Retired County and Municipal Law Enforcement Officers and Municipal Firefighters Health Insurance Program

ENACTED LAW SUMMARY

Public Law 2025, chapter 147 directs the Department of Administrative and Financial Services, Office of Employee Health and Wellness to include in its required biennial report to the joint

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standing committee of the Legislature having jurisdiction over insurance and financial services matters program participation enrollment data specific to the Retired County and Municipal Law Enforcement Officers and Municipal Firefighters Health Insurance Program. The law also establishes a contribution rate for the open enrollment period of the program.

LD 894 An Act to Amend the Laws Governing Paid Family and Medical Leave

ENACTED LAW SUMMARY

Public Law 2025, chapter 277 amends the laws governing paid family and medical leave as follows.

1. The law clarifies that intermittent leave of an employee of less than one workday may not be taken unless it is agreed to by the employee and the employer.
2. The law establishes in statute the Bureau of Paid Family and Medical Leave within the Department of Labor to administer the paid family and medical leave benefits program.
3. The law establishes remedies for the Department of Labor to enforce the collection of delinquent premium contributions, penalties and assessments on employers that fail to make payments required by the program.
4. The law establishes liability for individuals or organizations with respect to premium contributions, penalties and assessments owed by employers acquired by those individuals or organizations.
5. The law establishes penalties for employers that allow private plan benefit coverage to lapse during a period of an approved private plan substitution.

LD 898 Resolve, to Support Rural Health Care Workforce Recruitment

ENACTED LAW SUMMARY

Resolve 2025, chapter 50 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.

Resolve 2025, chapter 50 was finally passed as an emergency measure effective June 9, 2025.