

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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JOINT STANDING COMMITTEE ON LABOR

LD 1554 Resolve, Directing the Department of Labor to Report on Sexual Harassment

ENACTED LAW SUMMARY

Resolve 2025, chapter 90 directs the Department of Labor to submit a report, using available data, to the Joint Standing Committee on Labor detailing compliance and noncompliance by employers with sexual harassment policies in the workplace. The department must include any recommendations, including suggested legislation, on ways to strengthen employer compliance with sexual harassment policies and strengthen sexual harassment prevention efforts in the workplace. The Joint Standing Committee on Labor may report out a bill related to the contents of the report to the Second Regular Session of the 132nd Legislature.

LD 1638 An Act Regarding Disability Retirement Benefits Under the Maine Public Employees Retirement System

ENACTED LAW SUMMARY

Public Law 2025, chapter 270 repeals the provision of law that specifies that disability retirement benefits paid by the Maine Public Employees Retirement System to a person who is disabled are reduced if that person receives benefits from the United States Social Security Act.

Public Law 2025, chapter 270 removes that reduction for persons who are disabled and were receiving disability retirement benefits from the Maine Public Employees Retirement System as of December 31, 2024. The provisions of the law retroactively apply to January 1, 2024 if those retirement benefits were reduced because the person received disability retirement benefits under the United States Social Security Act.

The law requires that a person must be paid the difference between the amount of disability retirement benefits, including any cost-of-living adjustments, the person would have received absent any reduction of such benefits due to the receipt of disability retirement benefits under the United States Social Security Act and the amount of disability retirement benefits the person actually received.

The law provides that a person must be paid the difference with interest accruing from January 1, 2024 to the date that the payment is made. The rate of interest is 6.5%.

LD 1748 An Act to Enhance Businesses' Understanding of Labor Standards and Grow Maine's Energy Economy Through Project Development Information Resources

ENACTED LAW SUMMARY

Public Law 2025, chapter 377 provides that the Department of Labor is required to partner with state entities, including the Public Utilities Commission, the Governor's Energy Office and the Office of Policy Innovation and the Future, or successor governmental departments and offices

ENACTED LAW SUMMARIES

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having jurisdiction over energy matters, to develop a fact sheet and technical resource guide that outlines the requirements, opportunities, expectations and responsibilities detailed in state labor laws, rules and priority selection opportunities for entities developing assisted projects in the State with a nameplate capacity of one megawatt or more. The responsible entity developing an assisted project and its prime contracting entity must each separately attest, under penalty of perjury, that each entity has reviewed the fact sheet and technical resource guide and that each entity is aware of resources available to assist in the entity's understanding and compliance and that all contractors and subcontractors are aware of the requirements in the fact sheet and technical resource guide.

Public Law 2025, chapter 377 also requires that the department supply an annual report to the joint standing committee of the Legislature having jurisdiction over labor matters beginning February 15, 2027.

LD 1861 An Act to Require Training on Textured Hair for Aestheticians, Barber Hair Stylists, Cosmetologists and Hair Designers

ENACTED LAW SUMMARY

Public Law 2025, chapter 257 amends the laws governing the powers and responsibilities of the Director of the Office of Professional and Occupational Regulation to adopt rules that require educational programs for aestheticians, barber hair stylists, cosmetologists and hair designers to include training on the styling and treatment of textured hair.

LD 1947 An Act to Amend the Laws Pertaining to the Maine Public Employees Retirement System

ENACTED LAW SUMMARY

Public Law 2025, chapter 221 makes the following changes to the laws governing the Maine Public Employees Retirement System.

1. The law establishes a definition of “duly acknowledged.”
2. The law establishes a definition of “survive” or “surviving.”
3. The law removes the minimum waiting period for a member to receive a refund of contributions.
4. The law removes the requirement for continuous service before a member can be eligible for disability retirement benefits without meeting preexisting condition criteria.
5. The law provides more flexibility in how overpayments of disability benefits are recovered.
6. The law clarifies the definition of “earnable compensation.”