

MAINE STATE LEGISLATURE

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ONE HUNDRED AND SEVENTH LEGISLATURE

Legislative Document

No. 1523

H. P. 1167

House of Representatives, March 26, 1975

Speaker laid before the House and on motion of Mr. Tierney of Durham, referred to the Committee on Labor. Sent up for concurrence and ordered printed.

EDWIN H. PERT, Clerk

Presented by Mr. Faucher of Solon.

STATE OF MAINE

IN THE YEAR OF OUR LORD NINETEEN HUNDRED
SEVENTY-FIVE

AN ACT Requiring Employers to Give Employees a Written Statement of
the Reason for Termination of Employment.

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

26 MRSA § 630 is enacted to read:

§ 630. Written statement of reason for termination of employment

Whenever a person, firm or corporation which employs or which has employed at any time during the preceding 12-month period, 10 or more persons in any one establishment or place of business, or the successors in interest of said person, firm or corporation, discharges an employee, the employer shall immediately give to the employee a full statement, in writing, of the actual reason for such discharge. An employee who is discharged without being given the notice required by this section shall be entitled to recover from the employer in an action at law a sum equal to 2 weeks' wages.

STATEMENT OF FACT

It is the purpose of this legislation to expand the rights of employees. By making it mandatory for employers to give written reasons for termination of employment it is hoped that arbitrary and capricious dismissals will be curtailed.