

MAINE STATE LEGISLATURE

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ONE HUNDRED AND EIGHTH LEGISLATURE

Legislative Document

No. 821

S. P. 260

In Senate, March 10, 1977

On Motion of Senator Katz of Kennebec referred to the Committee on Human Resources. Sent down for concurrence and 2,000 ordered printed.

MAY M. ROSS, Secretary

Presented by Senator Katz of Kennebec.

Cosponsor: Senator Spcers of Kennebec.

STATE OF MAINE

IN THE YEAR OF OUR LORD NINETEEN HUNDRED
SEVENTY-SEVEN

AN ACT to Clarify Sex Discrimination in the Maine Human Rights Act.

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

5 MRSA § 4572, sub-§ 1, ¶ F is enacted to read:

- F. For an employer or employment agency or labor organization, to
- (1) Refuse to hire a woman because of pregnancy;
 - (2) Terminate a woman's employment because of her pregnancy;
 - (3) Refuse to grant a woman employee a reasonable leave of absence for disability resulting from such pregnancy;
 - (4) Deny to a woman employee who is disabled as a result of pregnancy, any compensation or privileges to which she is entitled as a result of the accumulation of disability or leave benefits accrued pursuant to plans maintained by the employer, employment agency or labor organization;
 - (5) Refuse to reinstate a woman employee, after a reasonable leave of absence consistent with subparagraph (3), to her original job or to an equivalent position with equivalent pay and accumulated seniority, retirement, fringe benefits and other service credits unless, in the case of a private employer, the employer's circumstances have so changed as to make it impossible or unreasonable to do so.

STATEMENT OF FACT

The purpose of this bill is to clarify the intent of the law that it is unlawful sex discrimination to discriminate against pregnant women in the terms and conditions of employment.