

# MAINE STATE LEGISLATURE

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ONE HUNDRED AND EIGHTH LEGISLATURE

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Legislative Document

No. 1309

H. P. 1085

House of Representatives, March 28, 1977

Referred to Committee on Labor. Sent up for concurrence and ordered printed.

EDWIN H. PERT, Clerk

Presented by Mr. Nadeau of Sanford.

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STATE OF MAINE

IN THE YEAR OF OUR LORD NINETEEN HUNDRED  
SEVENTY-SEVEN

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**AN ACT** Relating to Time Limitation on Providing Written Reasons for  
Termination of Employment.

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

**Sec. 1.** 26 MRSA § 626-A, 1st ¶, as enacted by PL 1975, c. 113, § 5, is amended to read:

Whoever violates any of the provisions of sections 621 to 623 ~~or~~, section 626 ~~or~~ section 630 shall be punished by a fine of not less than \$100 nor more than \$500 for each violation.

**Sec. 2.** 26 MRSA § 630, as enacted by PL 1975, c. 420, is amended to read:  
§ 630. **Written statement of reason for termination of employment**

An employer shall, upon written request of the affected employee, **within 5 working days**, give that employee the written reasons for the termination of his employment.

STATEMENT OF FACT

This bill would provide a 5-day limit on the furnishing of reason for termination and would provide a fine for failure to comply with the requirements of section 630.

Section 630 does not state a time period within which the employer shall provide the written reasons for termination to the affected employee. The Bureau of Labor has encountered some problems with employers who refuse to comply with this section within a reasonable length of time. This information is also necessary in numerous instances when the employee files a request for unemployment compensation.