

MAINE STATE LEGISLATURE

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FIRST REGULAR SESSION

ONE HUNDRED AND NINTH LEGISLATURE

Legislative Document

No. 210

H. P. 176

House of Representatives, January 30, 1979

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

EDWIN H. PERT, Clerk

Presented by Mr. Nadeau of Lewiston.

Cosponsor: Mr. Wyman of Pittsfield.

STATE OF MAINE

IN THE YEAR OF OUR LORD NINETEEN HUNDRED
SEVENTY-NINE

AN ACT to Provide an Effective Penalty Under the Labor Laws for Violation of the Statute Requiring a Written Statement of Reason for Termination of Employment.

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

26 MRSA § 630, as enacted by PL 1975, c. 420, is amended by adding at the end a new sentence to read:

Any employer who fails to give an employee who has requested the written reasons for termination of employment within 15 days of receipt of that request shall be subject to a fine of \$50 for each day that failure continues, the fine shall be payable to the affected employee.

STATEMENT OF FACT

The current law requires that all employers shall, upon written request, give employees a reason for termination. There is, however, no penalty if this is not done. This bill would provide that if the failure to provide the reasons continues more than 15 days, the employer will be liable for a penalty of \$50 per day as long as the failure continues. The penalty will be payable to the employee involved.