

MAINE STATE LEGISLATURE

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1 FIRST REGULAR SESSION
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3 ONE HUNDRED AND TWELFTH LEGISLATURE
4

5 Legislative Document

No. 69

6
7 S.P. 51

In Senate, January 15, 1985

8 Submitted by the Human Rights Commission pursuant to Joint Rule 24.
9 Reference to the Committee on Judiciary suggested and ordered printed.

10 JOY J. O'BRIEN, Secretary of the Senate

Presented by Senator Chalmers of Knox.

11 Cosponsored by Senator Sewall of Lincoln, Representative Lebowitz of
Bangor and Representative Priest of Brunswick.

12 STATE OF MAINE
13

14 IN THE YEAR OF OUR LORD
15 NINETEEN HUNDRED AND EIGHTY-FIVE
16

17 AN ACT to Remove the Small Business Exception
18 Regarding Medical Benefits because of
19 Pregnancy under the Maine Human Rights
20 Act.
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22 Be it enacted by the People of the State of Maine as
23 follows:

24 5 MRSA §4572-A, sub-§5, as enacted by PL 1979, c.
25 79, is repealed.

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STATEMENT OF FACT

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The Maine Human Rights Act provides that an employer is not required to provide sick leave, leaves of absence, medical benefits or other benefits to a woman because of pregnancy, if the employer does not provide sick leaves, leaves of absences, medical benefits or other benefits for other employees.

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The Revised Statutes, Title 5, section 4572-A, subsection 5, which is deleted, made it legal for employers, with 15 or fewer employees, to not provide medical benefits for pregnancy, even if they provided medical benefits for all other conditions that are temporarily disabling.

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This new bill still allows employers not to provide medical benefits for pregnancy if they did not provide medical benefits for other temporary disability conditions. If an employer provides medical benefits for its other employees, then medical benefits for pregnancy must also be provided.

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