

MAINE STATE LEGISLATURE

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1 FIRST REGULAR SESSION
2

3 ONE HUNDRED AND THIRTEENTH LEGISLATURE
4

5 Legislative Document

No. 123

6
7 S.P. 56 In Senate, January 28, 1987
8

9 Reference to the Committee on Labor suggested and ordered
10 printed.

11 JOY J. O'BRIEN, Secretary of the Senate
12 Presented by Senator CLARK of Cumberland.

13 Cosponsored by Senator SEWALL of Lincoln, Representative
14 JOSEPH of Waterville, Representative HICKEY of Augusta.
15

16 STATE OF MAINE
17

18 IN THE YEAR OF OUR LORD
19 NINETEEN HUNDRED AND EIGHTY-SEVEN
20

21 AN ACT to Remove the Age Limitation for
22 Apprenticeship Programs in the Maine
23 Human Rights Act.
24

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

27 5 MRSA §4572, sub-§1, ¶C, as amended by PL 1977,
28 c. 565, is further amended to read:

29 C. For any labor organization to exclude from
30 apprenticeship or membership, or to deny full and
31 equal membership rights, to any applicant for
32 membership, because of race or color, sex, physical
33 or mental handicap, religion, age, ancestry
or national origin, or because of any such reason
to deny a member full and equal membership
rights, expel from membership, penalize or other-
wise discriminate in any manner with respect to

1 hire, tenure, promotion, transfer, compensation,
2 terms, conditions or privileges of employment,
3 representation, grievances or any other matter
4 directly or indirectly related to membership or
5 employment, whether or not authorized or required
6 by the constitution or bylaws of such labor orga-
7 nization or by a collective labor agreement or
8 other contract, or to fail or refuse to classify
9 properly or refer for employment, or otherwise to
10 discriminate against any member because of race
11 or color, sex, physical or mental handicap, reli-
12 gion, age, ancestry or national origin or to
13 cause or attempt to cause an employer to discrim-
14 inate against an individual in violation of this
15 section, except that it shall be lawful for labor
16 organizations and employers to adopt a maximum
17 age limitation in apprenticeship programs;

18

STATEMENT OF FACT

19 This bill removes the exception to the Maine Hu-
20 man Rights Act that makes it lawful to adopt maximum
21 limitations based on age in apprenticeship programs.

22 The maximum age limitation discriminates not only
23 against older employees or applicants, but also has a
24 significant impact on women, as a class, who enter or
25 reenter the work force or change career fields later
26 in life.

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