



## 114th MAINE LEGISLATURE

## **FIRST REGULAR SESSION - 1989**

**Legislative Document** 

No. 227

H.P. 162

House of Representatives, February 16, 1989

Reference to the Committee on Labor suggested and ordered printed.

EDWIN H. PERT, Clerk

Presented by Representative LUTHER of Mexico. Cosponsored by Representative TRACY of Rome, Representative PINEAU of Jay and Representative RUHLIN of Brewer.

**STATE OF MAINE** 

IN THE YEAR OF OUR LORD NINETEEN HUNDRED AND EIGHTY-NINE

An Act to Allow All Employees to Observe Religious Holidays.

- 1 Be it enacted by the People of the State of Maine as follows:
- 3 26 MRSA §603 is enacted to read:

9

11

13

15

17

19

5 <u>1. Prohibition. No employer may require an employee to</u> work on any day which is an established religious holiday to that 7 <u>person.</u>

2. Exception. This section does not apply to any place of employment set out in section 601, subsection 1.

3. Compensation. An employer is not required to compensate an employee for the time that employee is absent from work to observe a religious holiday.

## STATEMENT OF FACT

The purpose of this bill is to prohibit employers from requiring that employees work on their own religion's holidays.
The bill exempts certain small businesses. Employers would not be obligated to compensate employees who are absent from work due
to observance of religious holidays. Enforcement of this bill is covered under the Maine Revised Statutes, Title 26, section 602.