

MAINE STATE LEGISLATURE

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114th MAINE LEGISLATURE

FIRST REGULAR SESSION - 1989

Legislative Document

No. 1451

H.P. 1040

House of Representatives, May 3, 1989

Reference to the Committee on Labor suggested and ordered printed.

A handwritten signature in cursive script that reads "Ed Pert".

EDWIN H. PERT, Clerk

Presented by Representative McHENRY of Madawaska.

Cosponsored by Representative CLARK of Millinocket and Representative RAND of Portland.

STATE OF MAINE

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

An Act Concerning Compensation for Sunday Employment.



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

3 26 MRSA c. 7, sub-c. III-A is enacted to read:

5 SUBCHAPTER III-A

7 SUNDAY COMPENSATION

9 §681. Compensation for Sunday employment

11 1. Employee defined. For the purposes of this section,
13 "employee" means any individual employed or permitted to work by
any private employer. The term does not include a public
employee.

15 2. Sunday pay rate. Any employer who requires or permits
17 an employee to work on a Sunday shall:

19 A. If the employee is compensated at an hourly rate, pay
21 that employee 2 times the regular weekday hourly rate for
every hour worked by that employee; or

23 B. If the employee is compensated at a set salary, provide
25 2 hours vacation time to that employee for every hour worked.

27 3. Enforcement; penalty; damages. Any employer who
violates this section commits a civil violation, enforceable by
the Attorney General, the Department of Labor or any aggrieved
29 employee, and shall be punished by a forfeiture of not less than
\$100 nor more than \$500 for each violation. A court shall also
31 order an employer who violates this section to pay to the
aggrieved employee as liquidated damages, an amount equal to
33 double the wages otherwise due to the employee under this section.

35 STATEMENT OF FACT

37
39 This bill requires an employer, other than a public
41 employer, to pay double wages to any employee who is required or
permitted to work on a Sunday. If the employee is compensated on
43 a salary basis, the employer must provide the employee with
vacation time equal to twice the time worked on a Sunday. This
45 bill requires employers to appropriately compensate their
employees for requiring them to work on days normally reserved
for personal use or recreation with their families.
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