

# MAINE STATE LEGISLATURE

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STATE OF MAINE  
HOUSE OF REPRESENTATIVES  
114TH LEGISLATURE  
SECOND REGULAR SESSION

COMMITTEE AMENDMENT "A" to H.P. 1577, L.D. 2184, Bill, "An Act Regarding Written Notice to Employees of Layoff or Termination"

Amend the bill in that part designated "§630." in subsection 1 in the 6th and 7th lines (page 1, lines 13 and 14 in L.D.) by striking out the following: "employee's last day of employment with that employer" and inserting in its place the following: 'last day for which the employee is compensated by that employer'

Further amend the bill in that part designated "§630." in subsection 1 in paragraph A in the first and 2nd lines (page 1, lines 16 and 17 in L.D.) by striking out the following: "employee's last day of employment" and inserting in its place the following: 'last day for which the employee is compensated by that employer'

Further amend the bill in that part designated "§630." in subsection 2 in the 5th line (page 1, line 32 in L.D.) by striking out the underlined word "shall" and inserting in its place the following: 'must'

Further amend the bill by inserting before the statement of fact the following:

FISCAL NOTE

This bill will allow employees who have not received proper notice of discharge or layoff to file civil actions to recover fines and litigation costs. The Judicial Department anticipates an increase in the number of cases filed throughout the state court system and will be able to absorb the costs of additional cases within its existing resources.'

STATEMENT OF FACT

This amendment clarifies that an employer need not attempt to provide written notice of discharge or layoff to an

COMMITTEE AMENDMENT "A" to H.P. 1577, L.D. 2184

2 employee on the employee's final day at work, but may wait until  
the final day for which that employee is to receive compensation  
4 from the employer. This is not the day on which the employee  
receives the employee's last paycheck, but is the last day for  
6 which compensation is due. For example, this provision permits  
but does not require an employer to deliver the notice up to 2  
8 weeks after an employee's last day of work if the employee is due  
2 weeks' vacation pay when discharged. In most situations,  
10 however, the last day of work will also be the last day for which  
an employee is compensated. The amendment also makes a technical  
12 language change and adds a fiscal note to the bill.

Reported by the Committee on Labor  
Reproduced and distributed under the direction of the Clerk of the  
House  
2/26/90 (Filing No. H-827)