

MAINE STATE LEGISLATURE

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2
4
6
8
10
12
14
16
18
20
22
24
26
28
30
32
34
36
38

**STATE OF MAINE
HOUSE OF REPRESENTATIVES
115TH LEGISLATURE
FIRST REGULAR SESSION**

HOUSE AMENDMENT "A" to COMMITTEE AMENDMENT "A" to H.P. 486,
L.D. 680, Bill, "An Act to Amend the Maine Human Rights Act
Regarding Pregnancy"

Amend the amendment by inserting at the end before the
statement of fact the following:

'Further amend the bill in section 2 in subsection 6 in the
last line by inserting after the following: "available." the
following: 'For the purposes of this subsection, termination of
such an employee is presumed to be justified by business
necessity if the employer has fewer than 15 employees. An
employee may rebut this presumption by proving that the
termination was not justified by business necessity.'

STATEMENT OF FACT

This amendment includes in the bill a rebuttable presumption
that termination of an employee who is temporarily disabled
because of a disability or illness resulting from pregnancy or
from a medical condition that resulted from pregnancy is
justified by business necessity if the employer has fewer than 15
employees.

Filed by Rep. Hanley of Paris
Reproduced and distributed under the direction of the Clerk of the
House
(5/8/91) (Filing No. H-283)