

MAINE STATE LEGISLATURE

The following document is provided by the
LAW AND LEGISLATIVE DIGITAL LIBRARY
at the Maine State Law and Legislative Reference Library
<http://legislature.maine.gov/lawlib>



Reproduced from scanned originals with text recognition applied
(searchable text may contain some errors and/or omissions)

2
4
6
8
10
12
14
16
18
20
22
24
26
28
30
32
34
36
38
40
42

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

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

Amend the bill in section 2 in subsection 6 in the first line (page 1, line 29 in L.D.) by striking out the following: "It" and inserting in its place the following: 'Except when justified by business necessity, it'

Further amend the bill in section 2 in subsection 6 in the 3rd line from the end (page 1, line 33 in L.D.) by striking out the following: "pursuant to" and inserting in its place the following: 'if the termination is caused by'

STATEMENT OF FACT

This amendment amends section 2 of the bill. It clarifies that termination of an employee temporarily disabled by pregnancy is illegal discrimination under the Maine Human Rights Act if the termination is caused by an employment policy that provides insufficient or no leave. There is no requirement that the temporarily disabled employee be given paid leave, unless other employees are entitled to and receive paid leave for temporary disabilities. This amendment makes state law consistent with federal law by adding the same language, including the exception for business necessity, found in 29 Code of Federal Regulations, Section 1604.11(c). The difference is that the Maine Human Rights Act applies to all employers.

Reported by the Majority of the Committee on Judiciary
Reproduced and distributed under the direction of the Clerk of the House
(5/2/91) (Filing No. H-224)

C
O
M
M
I
T
T
E
E
A
M
E
N
D
M
E
N
T