

# MAINE STATE LEGISLATURE

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# 115th MAINE LEGISLATURE

## FIRST REGULAR SESSION-1991

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Legislative Document

No. 1073

S.P. 397

Received by the Secretary, March 11, 1991

Referred to the Committee on Labor and 1400 ordered printed pursuant to Joint Rule 14.

A handwritten signature in cursive script that reads "Joy J. O'Brien".

JOY J. O'BRIEN  
Secretary of the Senate

Presented by Senator CONLEY of Cumberland  
Cosponsored by Representative RUHLIN of Brewer.

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STATE OF MAINE

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IN THE YEAR OF OUR LORD  
NINETEEN HUNDRED AND NINETY-ONE

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**An Act to Protect Private Sector Workers against Unjust Discharge.**

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

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4 26 MRSA §597 is enacted to read:

6 §597. Protection from unjust discharge

8 A worker employed by an employer in the State may not be  
10 terminated except for just cause. If the employee contends that  
12 the employee was discharged or released from employment without  
14 just cause and the employer denies the claim and it is found  
16 after hearing before the District Court that the termination was  
not for just cause, the employer is liable through an order from  
the court for the restoration of employment with back pay and  
fringe benefits. This section may not operate so as to conflict  
with any collective bargaining agreement negotiated with a bona  
fide union by an employer under the National Labor Relations Act.

18 STATEMENT OF FACT

20 This bill prohibits employers from terminating employees  
22 except for just cause.