MAINE STATE LEGISLATURE

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| | L.D. 309 |
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| 2 | (÷1-1 - 70) |
| 4 | (Filing No. S- 79) |
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| 6 | STATE OF MAINE |
| 8 | SENATE |
| 10 | 116TH LEGISLATURE FIRST REGULAR SESSION |
| 12 | |
| 14 | COMMITTEE AMENDMENT "A" to S.P. 106, L.D. 309, Bill, "Ar Act to Require Written Reason for Discharge, Demotion of Discipline" |
| 16 | Amend the bill by striking out the title and substituting |
| 18 | the following: |
| 20 | 'An Act to Require Written Reason for Discharge or Demotion' |
| 22 | Further amend the bill in section 1 by striking out all of that part designated "§630." and inserting in its place the |
| 24 | following: |
| 26 | '§630. Written statement of reason for demotion or termination of employment |
| 28 | An employer shall, upon written request of the affected |
| 30 | employee, give that employee the <u>a</u> written <u>statement of the</u> reasons for the termination of his <u>that person's</u> employment <u>or</u> |
| 32 | the demotion of that employee. For the purposes of this section, a demotion occurs only if the employee is subject to a reduction |
| 34 | in the employee's hourly wage or base salary. An employer who fails to satisfy this written request within 15 days of receiving |
| 36 | it <u>commits a civil violation and</u> may be subject to a forfeiture of not less than \$50 nor more than \$500.' |
| 38 | |
| 40 | Further amend the bill by inserting at the end before the statement of fact the following: |
| 42 | FISCAL NOTE |
| | |

The additional workload and administrative costs associated with the minimal number of new cases filed in the court system can be absorbed within the budgeted resources of the Judicial Department. The collection of additional fines may increase General Fund revenues by a minor amount.

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COMMITTEE AMENDMENT

The Department of Labor will incur some minor additional costs to administer new requirements regarding demotion or termination of employment. These costs can be absorbed within the department's existing budgeted resources.'

STATEMENT OF FACT

Under current law, an employer is required to respond to an employee's request for a written statement of the reasons for termination. The original bill would have required the employer to provide written reasons for termination, discharge or discipline of an employee, whether or not the employee requested it. This amendment replaces the original bill and provides that an employer must, upon request, give an employee a written statement of the reason for the demotion or discharge of that employee. The amendment defines demotion as a reduction in hourly wage or base salary. The amendment also changes the bill title and adds a fiscal note.

Reported by the Majority for the Committee on Labor. Reproduced and Distributed Pursuant to Senate Rule 12. (4/16/93) (Filing No. S-79)