

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)



116th MAINE LEGISLATURE

FIRST REGULAR SESSION-1993

Legislative Document

No. 309

S.P. 106

In Senate, February 4, 1993

An Act to Require Written Reason for Discharge, Demotion or Discipline.

Reference to the Committee on Labor suggested and ordered printed.

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

JOY J. O'BRIEN
Secretary of the Senate

Presented by Senator PARADIS of Aroostook.
Cosponsored by Senators: HANDY of Androscoggin, LUTHER of Oxford, Representatives:
GRAY of Sedgwick, KILKELLY of Wiscasset, PINETTE of Fort Kent, RUHLIN of Brewer,
ST. ONGE of Greene, WENTWORTH of Arundel.

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

4 Sec. 1. 26 MRSA §630, as amended by PL 1979, c. 175, is
further amended to read:

6 **§630. Written statement of reason for termination of
8 employment**

10 An employer shall, ~~upon written request of the affected~~
12 ~~employee,~~ give that to the affected employee the a written
14 statement of the reasons for the termination of his that
16 employee's employment or the demotion or discipline of that
employee. An employer who fails to ~~satisfy this request~~ provide
18 the written reasons within 15 days of ~~receiving~~ it the
20 termination, demotion or discipline commits a civil violation and
may be subject to a forfeiture of not less than \$50 nor more than
\$500.

22 **STATEMENT OF FACT**

24 This bill requires that employers provide an affected
employee with a written statement of the reasons for the
26 employee's termination, demotion or discipline. Current law
requires only that an employer respond to a request from an
employee for written reasons for that employee's termination.