

# MAINE STATE LEGISLATURE

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# 117th MAINE LEGISLATURE

## FIRST REGULAR SESSION-1995

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Legislative Document

No. 678

H.P. 497

House of Representatives, February 28, 1995

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### An Act to Allow Employees to Observe Holidays.

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Reference to the Committee on Labor suggested and ordered printed.

A handwritten signature in cursive script that reads "Joseph W. Mayo".

JOSEPH W. MAYO, Clerk

Presented by Representative BOUFFARD of Lewiston.

Cosponsored by Representatives: AHEARNE of Madawaska, BENEDIKT of Brunswick, BERRY of Livermore, CHASE of China, CHIZMAR of Lisbon, CLARK of Millinocket, HATCH of Skowhegan, JONES of Bar Harbor, LEMAIRE of Lewiston, LEMKE of Westbrook, LUTHER of Mexico, POULIOT of Lewiston, RICKER of Lewiston, SAMSON of Jay, SHIAH of Bowdoinham, TRUMAN of Biddeford, TUTTLE of Sanford, WINSOR of Norway, YACKOBITZ of Hermon.

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

Sec. 1. 26 MRSA §603 is enacted to read:

**§603. Holiday work prohibited**

1. Prohibition; compensation. An employer may not require an employee to work, except as otherwise provided in subchapter III, on any Christmas Day, New Year's Day, Memorial Day, Fourth of July, Labor Day, Veterans Day and Thanksgiving Day unless the employer pays the employee 3 times the employee's regular hourly rate.

2. Exception. This section does not apply to any place of employment set out in section 601, subsection 1, nor does it apply to restaurants, hotels or any emergency services, which include but are not limited to fire, police, ambulance and rescue services.

3. Penalty. An employer who violates this section commits a civil violation and is subject to a penalty of \$5,000 for each violation.

**STATEMENT OF FACT**

This bill prohibits an employer from requiring an employee to work on holidays unless the employer pays the employee 3 times the employee's regular hourly rate. The bill also penalizes an employer who requires an employee to work on a holiday without triple-time pay with a \$5,000 penalty for each violation.