

MAINE STATE LEGISLATURE

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R. & S.

L.D. 2116

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DATE: *March 26, 1998*

(Filing No. S-619)

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STATE OF MAINE
SENATE
118TH LEGISLATURE
SECOND REGULAR SESSION

SENATE AMENDMENT "A" to COMMITTEE AMENDMENT "A" to S.P. 789, L.D. 2116, Bill, "An Act to Limit Mandatory Overtime"

Amend the amendment in section 1 in that part designated "§603." in subsection 3 in paragraph C in the last line (page 2, line 3 in amendment) by striking out the following: "; or" and inserting in its place the following: ';'

Further amend the amendment in section 1 in that part designated "§603." in subsection 3 in paragraph D in the last line (page 2, line 6 in amendment) by striking out the following: "." and inserting in its place the following: '; or'

Further amend the amendment in section 1 in that part designated "§603." in subsection 3 by inserting at the end the following:

'E. Employees of a seasonal employer. For purposes of this paragraph, a "seasonal employer" is an employer in an industry that operates in a regularly recurring period or periods of less than 26 weeks in a calendar year.

4. Emergency waiver. An employer may request that the commissioner grant an emergency waiver from the limit in subsection 1. The commissioner may grant the waiver if unforeseen or uncontrollable events have occurred that, without the waiver, will result in significant adverse harm to that employer's business and if the commission determines that the waiver is not sought for the purpose of circumventing subsection 1. If the commissioner grants an emergency waiver:

A. The commissioner shall establish the duration of the waiver, not to exceed 3 weeks;

SENATE AMENDMENT "A" to COMMITTEE AMENDMENT "A" to S.P. 789,
L.D. 2116

2 B. The commissioner shall provide to the employer a written
4 notice of the emergency waiver. The notice must include
findings of fact and the specific dates for which the waiver
is granted; and

6 C. The employer shall post the notice and findings of fact
8 immediately in the same place and manner as all other
employment-related notices that are required to be posted.'

10 **FISCAL NOTE**

12 The Department of Labor will incur some minor additional
14 costs to administer a waiver process regarding mandatory overtime
16 limitations. These costs can be absorbed within the department's
existing budgeted resources.

18 **SUMMARY**

20 This amendment excludes employees of seasonal employers from
22 the limitation on mandatory overtime. A seasonal employer is
24 defined as one in an industry that operates in a regularly
recurring period or periods of less than 26 weeks in a calendar
year.

26 This amendment provides for temporary relief from the
28 mandatory overtime limit in emergency situations. An employer
may apply for an emergency waiver to the Commissioner of Labor.
30 The commissioner may grant the waiver if unforeseen or
uncontrollable events have occurred that, without the waiver,
32 will result in significant adverse harm to the employer's
business and if the commissioner determines that the waiver is
34 not sought to circumvent the limits on mandatory overtime. The
commissioner shall determine the duration of the waiver, which
36 may be in effect for up to 3 weeks. If the commissioner grants
the waiver, the commissioner must send a written notice of the
38 waiver to the employer seeking the waiver. The notice must
include findings of fact and the dates for which the waiver is in
40 effect. The employer must immediately post the notice in the
same place and manner as other employment-related notices are
42 required to be posted.

44 SPONSORED BY: John J. Cleveland
46 (Senator CLEVELAND)

48 COUNTY: Androscoggin

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