

# MAINE STATE LEGISLATURE

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# 119th MAINE LEGISLATURE

## FIRST REGULAR SESSION-1999

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Legislative Document

No. 1019

H.P. 729

House of Representatives, February 9, 1999

### **An Act to Limit Mandatory Overtime.**

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Reference to the Committee on Labor suggested and ordered printed.

A handwritten signature in black ink that reads "Joseph W. Mayo".

JOSEPH W. MAYO, Clerk

Presented by Representative HATCH of Skowhegan.  
Cosponsored by Senator RUHLIN of Penobscot and  
Representatives: CLARK of Millinocket, DUPLESSIE of Westbrook, GOODWIN of  
Pembroke, MATTHEWS of Winslow, O'NEAL of Limestone, SAMSON of Jay, SAXL of  
Bangor, STANLEY of Medway.

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

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

4           §603. Limits on mandatory overtime

6           1. Definitions. As used in this section, unless the  
8 context otherwise indicates, the following terms have the  
10 following meanings.

12           A. "Employee" does not include a person who is a seasonal  
14 employee.

16           B. "Overtime" means the hours worked in excess of 8 hours  
18 in a day or the hours worked in excess of 40 hours in a  
20 calendar week.

22           2. Limits on overtime. An employer may not require an  
24 employee to work overtime in violation of the following  
26 limitations:

28           A. An employer may not require an employee to work more  
30 than 40 overtime hours in any period of 2 calendar weeks; and

32           B. An employer may not retaliate against an employee who  
34 does not consent to work more than 40 overtime hours in any  
36 period of 2 calendar weeks.

SUMMARY

This bill prohibits an employer from requiring an employee, except a seasonal employee, to work more than 40 overtime hours in any period of 2 calendar weeks and prevents the employer from retaliating against an employee who does not consent to work those hours.