

MAINE STATE LEGISLATURE

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R 28

L.D. 2147

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DATE: 4-5-00

(Filing No. H-1059)

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**STATE OF MAINE
HOUSE OF REPRESENTATIVES
119TH LEGISLATURE
SECOND REGULAR SESSION**

14
16 HOUSE AMENDMENT "A" to H.P. 1503, L.D. 2147, Bill, "An Act
to Ensure Just Cause Termination in Employment"

18 Amend the bill by striking out the title and substituting
the following:

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22 **'An Act to Provide Notice of Termination Status'**

24 Further amend the bill by striking out everything after the
enacting clause and before the summary and inserting in its place
the following:

26
28 **'Sec. 1. 26 MRSA c. 7, sub-c. X is enacted to read:**

30 **SUBCHAPTER X**

32 **EMPLOYMENT TERMINATION**

34 **§875. Notice of termination status**

36 **1. Definitions.** As used in this subchapter, "employer"
means a person, excluding the State and any political
subdivision, agency or instrumentality of the State, who employs
38 5 or more employees.

40 **2. Conspicuously post.** An employer shall post in a
conspicuous place in the work area the following:

42
44 **"Under Maine law, if you are an at-will employee, you may be
terminated for any reason not specifically prohibited by
law, unless you are covered by a collective bargaining**

HOUSE AMENDMENT

agreement or other contract or your employee handbook calls for termination only for cause. In your case, you may be terminated. If you have questions about at-will employment, contact your human resources department or the Maine Department of Labor."

§876. Posting and notice requirements

An employer shall post a copy of the notice in section 875, subsection 2 as printed on the next reprint of the Regulation of Employment poster in a conspicuous place in the work area. If an employer issues an employee handbook, the employer shall provide a copy to each employee and shall promptly provide notice to each employee of any changes in the handbook.

§877. Retaliation prohibited

An employer may not terminate or otherwise discriminate against an employee because the employee signed or filed any affidavit, petition or complaint or gave any information or testimony pursuant to this subchapter.

Sec. 2. Regulation of Employment poster. The Department of Labor shall include notice of the requirements of this Act in its next reprinting of the Regulation of Employment poster.'

SUMMARY

This amendment replaces the bill. It requires an employer to post in a conspicuous place the terms under which an employee may be terminated. The amendment prohibits an employer from retaliating against an employee if the employee signs or files an affidavit, petition or complaint or gives information or testimony against the employer. The amendment also requires the Department of Labor to include the at-will employee notice in the next reprinting of the Regulation of Employment poster.

SPONSORED BY: CROZIER
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TOWN: Saco