

# MAINE STATE LEGISLATURE

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LABOR

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STATE OF MAINE
SENATE
120TH LEGISLATURE
FIRST REGULAR SESSION

COMMITTEE AMENDMENT 'A' to S.P. 145, L.D. 489, Bill, "An Act to Provide Pay Equity"

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

'An Act to Designate Equal Pay Day and to Require the Department of Labor to Report on Progress'

Further amend the bill by inserting after the enacting clause the following:

'Sec. 1. 1 MRSA §140 is enacted to read:

§140. Equal Pay Day

The first Tuesday in April is designated as Equal Pay Day, and the Governor shall annually issue a proclamation inviting and urging the people of the State to observe this day with appropriate activity.

Sec. 2. 26 MRSA §628, as amended by PL 1983, c. 652, §4, is further amended to read:

§628. Equal pay

COMMITTEE AMENDMENT "A" to S.P. 145, L.D. 489

2 An employer shall ~~may~~ not discriminate between employees in  
the same establishment on the basis of sex, by paying wages to  
4 any employee in any occupation in this State at a rate less than  
the rate at which he the employer pays any employee of the  
6 opposite sex for comparable work on jobs which that have  
comparable requirements relating to skill, effort and  
8 responsibility. Differentials which that are paid pursuant to  
established seniority systems or merit increase systems, or  
10 difference in the shift or time of the day worked, ~~which that~~ do  
not discriminate on the basis of sex, are not within this  
12 prohibition. No An employer may not discharge or discriminate,  
against any employee by reason of any action taken by such  
14 employee to invoke or assist in any manner the enforcement of  
this section.

16 The Department of Labor shall annually report to the joint  
standing committee of the Legislature having jurisdiction over  
18 labor matters on progress made in the State to comply with this  
section. The report must be issued annually on Equal Pay Day as  
20 designated pursuant to Title 1, section 140.'

22 Further amend the bill by inserting at the end before the  
summary the following:

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**FISCAL NOTE**

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The additional costs associated with submission of a certain  
annual report to the Legislature and with the annual proclamation  
30 by the Governor inviting people to observe Equal Pay Day can be  
absorbed by the Department of Labor and the Executive Department  
32 utilizing existing budgeted resources.'

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**SUMMARY**

This amendment designates the first Tuesday in April as  
38 Equal Pay Day and requires the Department of Labor to annually  
report the progress made in achieving equal pay to the  
40 Legislature's committee on labor. This amendment also adds a  
fiscal note to the bill.