

MAINE STATE LEGISLATURE

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177
R 018

L.D. 1117

DATE: 5-5-03

(Filing No. H-265)

MAJORITY
LABOR

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STATE OF MAINE
HOUSE OF REPRESENTATIVES
121ST LEGISLATURE
FIRST REGULAR SESSION

COMMITTEE AMENDMENT "A" to H.P. 820, L.D. 1117, Bill, "An Act Regarding Wrongful Discharge"

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

'Sec. 1. 26 MRSA §600 is enacted to read:

§600. Personnel policy to include notice of at-will status

An employer that provides a written personnel policy to its employees may not treat those employees as at-will employees unless the personnel policy contains a clear and conspicuous statement that employees are at-will employees and that at-will employment means that the employer can terminate an employee's employment at any time for any reason not specifically prohibited by law. An employer whose personnel policy fails to contain the statements required by this section may terminate an employee's employment only pursuant to procedures and standards set forth in the personnel policy.

Sec. 2. Appropriations and allocations. The following appropriations and allocations are made.

LABOR, DEPARTMENT OF

Administration - Bur Labor Stds 0158

COMMITTEE AMENDMENT

COMMITTEE AMENDMENT "A" to H.P. 820, L.D. 1117

Initiative: Provides funds for the printing and mailing costs associated with the revision of the regulation of employment poster.

General Fund	2003-04	2004-05
All Other	\$13,000	\$0
General Fund Total	\$13,000	\$0'

SUMMARY

This amendment replaces the bill and is the majority report of the Joint Standing Committee on Labor. It provides that an employer that provides a written personnel policy to its employees must provide certain information regarding the employees' at-will status if the employer wishes to treat the employees as at-will employees. If the employer provides a written personnel policy to its employees but does not include the proper notice, the employer must comply with the procedures and standards set forth in the personnel policy for employment termination. The amendment also includes a General Fund appropriation to cover the costs associated with the regulation of employment posters distributed by the Department of Labor.

FISCAL NOTE REQUIRED
(See attached)



**121st Maine Legislature
Office of Fiscal and Program Review**

**LD 1117
An Act Regarding Wrongful Discharge**

**LR 0535(02)
Fiscal Note for Bill as Amended by Committee Amendment " "
Committee: Labor
Fiscal Note Required: Yes
Majority Report**

Fiscal Note

	2003-04	2004-05	Projections 2005-06	Projections 2006-07
Net Cost (Savings)				
General Fund	\$13,000	\$0	\$0	\$0
Appropriations/Allocations				
General Fund	\$13,000	\$0	\$0	\$0

Fiscal Detail and Notes

This bill includes a General Fund appropriation of \$13,000 to the Bureau of Labor Standards within the Department of Labor for the printing and mailing costs associated with the revision of the Regulation of Enforcement poster. If other bills are enacted that also require changes to this poster, the cost properly allocated to this bill can be reduced.