

MAINE STATE LEGISLATURE

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121st MAINE LEGISLATURE

FIRST REGULAR SESSION-2003

Legislative Document

No. 1117

H.P. 820

House of Representatives, March 4, 2003

An Act Regarding Wrongful Discharge

Reference to the Committee on Labor suggested and ordered printed.

Millicent M. MacFarland
MILLICENT M. MacFARLAND
Clerk

Presented by Representative HUTTON of Bowdoinham.
Cosponsored by Senator BRYANT of Oxford and
Representatives: HATCH of Skowhegan, NORTON of Bangor, PATRICK of Rumford,
PINEAU of Jay, SMITH of Van Buren, WATSON of Bath, Senators: HATCH of Somerset,
STANLEY of Penobscot.

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

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

6 **§600. Wrongful discharge**

8 **1. Elements of wrongful discharge.** A discharge of an
employee is wrongful if the employer violates the provisions of
its own written personnel policy.

10 **2. Remedies.** If an employer violates this section, the
employee is entitled to remedies available under the law,
including reinstatement and compensatory damages.

14 **SUMMARY**

16
18 This bill defines a discharge of an employee as wrongful if
it was in violation of the employer's own written personnel
20 policy.