MAINE STATE LEGISLATURE

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123rd MAINE LEGISLATURE

FIRST REGULAR SESSION-2007

Legislative Document	No. 1086
H.P. 804	House of Representatives, March 6, 2007

An Act To Clarify Worker Payment for Clothing and Equipment

Submitted by the Department of Labor pursuant to Joint Rule 204.
Reference to the Committee on Labor suggested and ordered printed.

Millicent M. MacFarland
MILLICENT M. MacFARLAND
Clerk

Presented by Representative SMITH of Monmouth.
Cosponsored by Senator SCHNEIDER of Penobscot and
Representatives: BLANCHETTE of Bangor, GROSE of Woolwich, MIRAMANT of Camden, RINES of Wiscasset, VALENTINO of Saco, Senators: BRYANT of Oxford, DOW of Lincoln, NUTTING of Androscoggin.

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

2   **Sec. 1. 26 MRSA §629, 2nd ¶,** as enacted by PL 1981, c. 285, is amended to
3 read:

4   For purposes of this subchapter, the word "debt" means a benefit to the employee.
5 "Debt" does not include items incurred by the employee in the course of the employee's
6 work or dealing with the customers on ~~his~~ the employer's behalf, such as cash shortages,
7 inventory shortages, dishonored checks, dishonored credit cards, damages to the
8 employer's property in any form or any merchandise purchased by a customer. Uniforms,
9 personal protective equipment or other tools of the trade that are considered to be
10 primarily for the benefit or convenience of the employer may not be considered a "debt."
11 For purposes of this paragraph, "uniforms" includes shirts or other items of clothing
12 bearing the company name or logo. The employer may not mandate that an employee
13 pay for the cleaning and maintenance of a uniform, but may have a written agreement
14 whereby the employee chooses to have a payroll deduction for the cost of cleaning and
15 maintenance.

16 <div align="center">**SUMMARY**</div>

17   This bill provides that an employer may not charge an employee for uniforms,
18 personal protective equipment or other tools of the trade that are considered to be
19 primarily for the benefit or convenience of the employer.