

MAINE STATE LEGISLATURE

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128th MAINE LEGISLATURE

FIRST REGULAR SESSION-2017

Legislative Document

No. 714

H.P. 505

House of Representatives, February 28, 2017

An Act To Create an Award Program for Maine's Veteran-friendly Workplaces

Reference to the Committee on Veterans and Legal Affairs suggested and ordered printed.

A handwritten signature in cursive script that reads "R B. Hunt".

ROBERT B. HUNT
Clerk

Presented by Representative DEVIN of Newcastle.
Cosponsored by Senator CARSON of Cumberland and
Representatives: BATTLE of South Portland, CASÁS of Rockport, HANINGTON of Lincoln,
KINNEY of Limington, STANLEY of Medway, STROM of Pittsfield, Senators:
CARPENTER of Aroostook, WHITTEMORE of Somerset.

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

2 **Sec. 1. 37-B MRSA §516** is enacted to read:

3 **§516. Veteran-friendly workplace award**

4 **1. Award program established.** The veteran-friendly workplace award program is
5 established to recognize veteran-friendly employers that employ veterans and support
6 those veterans by making accommodations for the veterans in the workplace. The
7 program is administered by the bureau as set out in this section.

8 **2. Award criteria.** The bureau shall present an award under subsection 1 to an
9 employer that:

10 **A.** Makes accommodations for veterans employed by the employer to access or
11 attend medical treatments and appointments or other veteran-related services during
12 the work day, including flexible scheduling, shift changes and any other measure that
13 does not cause the veteran to lose pay, compensation time or full-time employment
14 status;

15 **B.** On an annual basis conducts an approved military culture and mental health
16 awareness training for the employees of the employer and allows a flexible schedule
17 for the employees to access or participate in military culture and mental health
18 awareness training, including an online course provided by the bureau or another
19 source approved by the bureau; and

20 **C.** In making hiring decisions about and determining proper roles and duties for
21 veterans employed by the employer, gives consideration to military education,
22 training and experience.

23 **3. Rules.** The bureau shall adopt routine technical rules as defined in Title 5, chapter
24 375, subchapter 2-A to carry out the purposes of this section.

25 **SUMMARY**

26 This bill creates a veteran-friendly workplace award program through which the
27 Department of Defense, Veterans and Emergency Management, Bureau of Maine
28 Veterans' Services recognizes employers that employ veterans and that support those
29 veterans by making accommodations to allow the veterans to access or attend medical
30 treatments and appointments and other veteran-related services during the work day.