

# MAINE STATE LEGISLATURE

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STATE OF MAINE  
117TH LEGISLATURE

FIRST REGULAR SESSION

BILL SUMMARIES  
JOINT STANDING COMMITTEE  
ON  
LABOR

AUGUST 1995

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*\*Denotes Chair*



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**ONE HUNDRED AND SEVENTEENTH LEGISLATURE  
FIRST REGULAR SESSION**

**SUMMARY OF LEGISLATION BEFORE  
THE JOINT STANDING COMMITTEES**

**AUGUST 1995**

This document is a compilation of the bill summaries prepared by this office for the Joint Standing Committees of the Maine Legislature. The volume is organized alphabetically by committee; within each committee, the summaries are arranged by LD number. A subject index is provided at the beginning of each committee's summaries. The publication, History and Final Disposition of Legislative Documents, is helpful in determining to which committee any particular bill was referred.

In this document, the committee report or reports, the prime sponsor for each bill and the lead co-sponsor in each house if one has been designated are listed below each bill title. All adopted amendments are listed, by paper number, together with the sponsor for floor amendments. Final action on each bill is listed to the right of the title. Various categories of final action are abbreviated as follows:

<i>CARRIED OVER</i>	<i>Bill carried over to Second Session</i>
<i>CON RES XXX</i>	<i>Chapter # of Constitutional Resolution passed by both Houses</i>
<i>CONF CMTE UNABLE TO AGREE</i>	<i>Committee of Conference unable to agree; bill died</i>
<i>DIED BETWEEN BODIES</i>	<i>House &amp; Senate disagree; bill died</i>
<i>DIED ON ADJOURNMENT</i>	<i>Action incomplete when session ended; bill died</i>
<i>EMERGENCY</i>	<i>Enacted law takes effect sooner than 90 days</i>
<i>FAILED EMERGENCY ENACTMENT</i>	<i>Emergency bill failed to get 2/3 vote</i>
<i>FAILED ENACTMENT</i>	<i>Bill failed to get majority vote</i>
<i>FAILED MANDATE ENACTMENT</i>	<i>Bill imposing local mandate failed to get 2/3 vote</i>
<i>INDEF PP</i>	<i>Bill Indefinitely Postponed</i>
<i>ONTP</i>	<i>Ought Not to Pass report accepted</i>
<i>P&amp;S XXX</i>	<i>Chapter # of enacted Private &amp; Special Law</i>
<i>PUBLIC XXX</i>	<i>Chapter # of enacted Public Law</i>
<i>RESOLVE XXX</i>	<i>Chapter # of enacted Resolve</i>
<i>UNSIGNED</i>	<i>Not signed by Governor within 10 days</i>
<i>VETO SUSTAINED</i>	<i>Legislature failed to override Governor's Veto</i>

These summaries were prepared by the analyst or analysts assigned to the committee. If more detailed information is needed on a bill, contact the committee analyst.

5581LHS

**LD 704 An Act to Provide Limited Immunity to Former Employers Who Provide References**

PUBLIC 335

**SPONSOR(S)**  
HARRIMAN

**COMMITTEE REPORT**  
OTP-AM

**AMENDMENTS ADOPTED**  
S-218

**SUMMARY**

The original bill created immunity from civil liability for an employer providing employment references for a former employee unless the employer knowingly and maliciously provides false or misleading information or discloses confidential information.

COMMITTEE AMENDMENT "A" (S-218) replaced the original bill with language that reflects the case law regarding employment references. The amendment codifies the common law principle that an employer has a defense of qualified privilege in communicating work-related information about a former employee to a prospective employer if the communication is made in good faith. The amendment is not intended to create a new cause of action for former employees or to remove or change any defenses now available to a former employer.

**LD 728 An Act to Facilitate Employment for Maine High School Students Participating in a Co-op Program**

ONTP

**SPONSOR(S)**  
AULT

**COMMITTEE REPORT**  
ONTP

**AMENDMENTS ADOPTED**

**SUMMARY**

This bill would have permitted students in an approved vocational cooperative education program to work unsupervised in stores licensed to sell wine and malt liquor at a younger age than permitted by current law.

**LD 745 An Act to Allow Employees of Local Districts to Decline Membership in the Maine State Retirement System and Choose Other Alternatives**

ONTP

**SPONSOR(S)**  
STONE

**COMMITTEE REPORT**  
ONTP

**AMENDMENTS ADOPTED**

**SUMMARY**

This bill would have allowed participating local districts who do not have social security coverage for their employees to make participation in the Maine State Retirement System elective. The election becomes irrevocable 2 years from the date of election or when the district enters the consolidated retirement plan, whichever comes first. If an employee does change the election, the employee is not entitled to purchase service for time during which the employee was not a member. Once the district joins the consolidated retirement plan, elective membership would no longer be available.

**LD 768 An Act to Permit the Buyback of Retirement Time**

PUBLIC 180

**SPONSOR(S)**  
MITCHELL EH  
ADAMS

**COMMITTEE REPORT**  
OTP-AM MAJ  
ONTP MIN

**AMENDMENTS ADOPTED**  
H-196