

MAINE STATE LEGISLATURE

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*State Of Maine
122nd Legislature*

Second Regular Session

Bill Summaries

*Joint Standing Committee
on
Labor*

July 2006

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Sen. Philip L. Bartlett, II
Sen. Lois A. Snowe-Mello*

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Maine State Legislature



Office of Policy and Legal Analysis Office of Fiscal and Program Review

122nd Maine Legislature Second Regular Session

Summary of Legislation Before The Joint Standing Committees

Enclosed please find a summary of all bills, resolves, joint study orders, joint resolutions and Constitutional resolutions that were considered by the joint standing committees of the Maine Legislature this past session. The document is a compilation of bill summaries which describe each bill and relevant amendments, as well as the final action taken. Also included are statistical summaries of bill activity this session for the Legislature and each of its joint standing committees.

The document is organized for convenient reference to information on bills considered by the committees. It is arranged alphabetically by committee name and within committees by bill (LD) number. The committee report(s), prime sponsor for each bill and the lead co-sponsor(s), if designated, are listed below each bill title. All adopted amendments are listed by paper number. Two indices, a subject index and a numerical index by LD number are provided for easy reference to bills. They are located at the back of the document. A separate publication, History and Final Disposition of Legislative Documents, may also be helpful in providing information on the disposition of bills. These bill summaries also are available at the Law and Legislative Reference Library and on the Internet (www.state.me.us/legis/opla/billsumm.htm).

Final action on each bill is noted to the right of the bill title. The abbreviations used for various categories of final action are as follows:

CON RES XXX.....	Chapter # of Constitutional Resolution passed by both Houses
CONF CMTE UNABLE TO AGREE.....	Committee of Conference unable to agree; bill died
DIED BETWEEN BODIES.....	House & Senate disagree; bill died
DIED IN CONCURRENCE.....	One body accepts ONTP report; the other indefinitely postpones the bill
DIED ON ADJOURNMENT.....	Action incomplete when session ended; bill died
EMERGENCY.....	Enacted law takes effect sooner than 90 days
FAILED EMERGENCY ENACTMENT/FINAL PASSAGE.....	Emergency bill failed to get 2/3 vote
FAILED ENACTMENT/FINAL PASSAGE.....	Bill failed to get majority vote
FAILED MANDATE ENACTMENT.....	Bill imposing local mandate failed to get 2/3 vote
NOT PROPERLY BEFORE THE BODY.....	Ruled out of order by the presiding officers; bill died
INDEF PP.....	Bill Indefinitely Postponed
ONTP.....	Ought Not To Pass report accepted
OTP-ND.....	Committee report Ought To Pass In New Draft
P&S XXX.....	Chapter # of enacted Private & Special Law
PASSED.....	Joint Order passed in both bodies
PUBLIC XXX.....	Chapter # of enacted Public Law
RESOLVE XXX.....	Chapter # of finally passed Resolve
UNSIGNED (Pocket Veto).....	Bill held by Governor
VETO SUSTAINED.....	Legislature failed to override Governor's Veto

Please note that the effective date for all non-emergency legislation enacted in the Second Regular Session (unless otherwise specified in a particular law) is August 23, 2006.

Joint Standing Committee on Labor

affecting individuals with disabilities and an employer outreach campaign designed to engage employers in discussions and information exchange about issues, services and support systems related to the employment of individuals with disabilities.

LD 1921

An Act To Enable Local Adult Education Programs To Play a Greater Role in Helping Dislocated Workers

ONTP

<u>Sponsor(s)</u>	<u>Committee Report</u>	<u>Amendments Adopted</u>
CLARK	ONTP	

LD 1921, a concept draft pursuant to Joint Rule 208, proposed to require the Department of Labor to include representatives of local adult education programs in planning and executing initiatives to assist dislocated workers in a community.

LD 1924

An Act To Protect Workers from Political or Religious Intimidation

ONTP

<u>Sponsor(s)</u>	<u>Committee Report</u>	<u>Amendments Adopted</u>
EDMONDS	ONTP MAJ OTP-AM MIN	

LD 1924 proposed that an employer may not, directly or indirectly, appoint, demote, suspend, lay off, discharge, or in any manner change the official rank or compensation of an employee, or promise or threaten to take any such action, or harass, discipline, or coerce an employee because the employee gives support to or refuses to give support to any view or position on a religious or political matter, attends or refuses to attend an employer-sponsored meeting, the primary purpose of which is to communicate the employer's opinion about a religious or political matter, or participates in or refuses to participate in any communication, the primary purpose of which is to communicate the employer's opinion about a religious or political matter. The bill would prohibit an employer from retaliating against an employee for reporting violations in good faith. It would provide an exception when religious or political beliefs or communications are a bona fide part of the employee's job responsibilities. Finally, the bill proposed to create a civil violation and provide remedies to aggrieved employees, including treble damages and reasonable attorney's fees and costs.

Committee Amendment "A" (S-582), the minority report of the Joint Standing Committee on Labor, proposed to remove a reference to joining lawful social or community organizations as part of the bill's definition of a political matter. The amendment also proposed to remove the prohibition on employment actions based on religious views. It would delete subsections providing for a violation and enforcement and substitutes for them a subsection authorizing employee complaints to the Maine Human Rights Commission for violations of the section. Finally the amendment proposed to clarify that an employer may restrict political speech in the workplace during work hours and that the bill is not intended to infringe on rights under the National Labor Relations Act. This amendment was not adopted.