

MAINE STATE LEGISLATURE

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STATE OF MAINE
130TH LEGISLATURE
SECOND REGULAR SESSION



Disposition of bills and summaries of all laws enacted or finally passed

**JOINT STANDING COMMITTEE ON
LABOR AND HOUSING**

July 2022

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JOINT STANDING COMMITTEE ON LABOR AND HOUSING

LD 912 An Act To Extend Family Medical Leave to Hourly School Employees

ENACTED LAW SUMMARY

Public Law 2021, chapter 690 allows an employee of a school administrative unit who has worked at least 900 hours in the previous 12-month period to be eligible for family medical leave under the same terms and conditions as leave provided to eligible employees under the federal Family and Medical Leave Act of 1993.

LD 965 An Act Concerning Nondisclosure Agreements in Employment

ENACTED LAW SUMMARY

Public Law 2021, chapter 760 provides that an employer may not require an employee, intern or applicant for employment to enter into a contract or agreement that waives or limits any right to report or discuss unlawful employment discrimination occurring in the workplace or at work-related events.

The law also provides that an employer may not require an employee, intern or applicant for employment to enter into a settlement, separation or severance agreement that includes a provision that:

1. Limits an individual's right to report, testify or provide evidence to a federal or state agency that enforces employment or discrimination laws;
2. Prevents an individual from testifying or providing evidence in federal and state court proceedings in response to legal process; or
3. Prohibits an individual from reporting conduct to a law enforcement agency.

The law provides that a settlement, separation or severance agreement may include a provision that prevents the subsequent disclosure of factual information relating to a claim of unlawful employment discrimination if:

1. The agreement expressly provides for separate monetary consideration for the provision in addition to anything of value to which the employee, intern or applicant for employment is already entitled;
2. The provision applies to all parties to the agreement to the extent otherwise permitted by law;
3. The agreement clearly states that the individual retains the right to report, testify or provide evidence to federal and state agencies that enforce employment or discrimination laws and to testify and provide evidence in federal and state court proceedings; and