

# MAINE STATE LEGISLATURE

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**STATE OF MAINE**  
131<sup>ST</sup> LEGISLATURE  
FIRST REGULAR AND FIRST SPECIAL SESSIONS



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

**JOINT STANDING COMMITTEE ON  
LABOR AND HOUSING**

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**STATE OF MAINE**  
131<sup>ST</sup> LEGISLATURE  
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**LEGISLATIVE DIGEST OF BILLS AND  
SUMMARIES OF ENACTED LAWS**

This *Legislative Digest of Bills and Summaries of Enacted Laws* provides the disposition of all LDs and summaries of all laws enacted or finally passed during the First Regular and First Special Sessions of the 131st Maine Legislature. Please note that all LDs and proposed amendments may be found through the Legislature’s webpage, and each includes a summary of what the bill or amendment proposed.

The *Legislative Digest of Bills and Summaries of Enacted Laws* is arranged alphabetically by committee. Within each committee section is a subject index of all LDs considered by that committee as well as a digest of the LDs, arranged by LD number. Also included are enacted law summaries of the LDs enacted or finally passed. Brief analyst notes on certain LDs are also included: a committee digest will indicate if additional notes are provided for an LD. These notes add information staff found useful and may provide useful information to users of this *Digest*; please note that most LDs do not have a note and lack of a note should not be interpreted as having any significance. A separate section of the *Digest* provides a digest of the relatively few LDs that were not referred to a committee or reported from a committee as a committee bill; enacted law summaries of the LDs enacted or finally passed are provided. Finally, an appendix provides a summary of relevant session statistics.

The final disposition of each LD is noted in the relevant summary digest and index. The following describes the various final actions.

*CARRIED OVER*..... carried over to a subsequent session of the Legislature  
*CON RES XXX*..... chapter # of constitutional resolution passed by both houses  
*CONF CMTE UNABLE TO AGREE*..... Committee of Conference unable to agree; legislation died  
*DIED BETWEEN HOUSES*..... House & Senate disagreed; legislation died  
*DIED IN CONCURRENCE*..... defeated in each house, but on different motions; legislation died  
*DIED ON ADJOURNMENT*..... action incomplete when session ended; legislation died  
*EMERGENCY*..... enacted law takes effect sooner than 90 days after session adjournment  
*FAILED, EMERGENCY ENACTMENT or FINAL PASSAGE*..... emergency failed to receive required 2/3 vote  
*FAILED, ENACTMENT or FINAL PASSAGE*..... failed to receive final majority vote  
*FAILED, MANDATE ENACTMENT*..... legislation proposing local mandate failed required 2/3 vote  
*HELD BY GOVERNOR*..... Governor has not signed; final disposition to be determined at subsequent session  
*LEAVE TO WITHDRAW*..... sponsor’s request to withdraw legislation granted  
*NOT PROPERLY BEFORE THE BODY*..... ruled out of order by the presiding officer; legislation died  
*INDEF PP*..... indefinitely postponed; legislation died  
*ONTP, ACCEPTED, MAJORITY, MINORITY or REPORT X*..... ought-not-to-pass report accepted; legislation died  
*P&S XXX*..... chapter # of enacted private & special law  
*PUBLIC XXX*..... chapter # of enacted public law  
*RESOLVE XXX*..... chapter # of finally passed resolve  
*VETO SUSTAINED*..... Legislature failed to override Governor’s veto

The effective date for non-emergency legislation enacted in the First Regular and First Special Sessions of the 131st Legislature is Thursday, June 29, 2023 and Wednesday, October 25, 2023, respectively. The effective date for legislation enacted as an emergency measure may be found in the enacted law summary for that legislation.

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### **LD 1419 An Act to Inform Fair Minimum Rates of Wages and Benefits in Bids for Public Contracts Using State and Federal Data**

#### **ENACTED LAW SUMMARY**

Public Law 2023, chapter 333 requires that, in addition to other determinations, the Department of Labor, Bureau of Labor Standards investigate and determine the prevailing hourly wage and benefits rate paid in the construction industry in the State by collecting a 3rd set of data for the job classification under the federal Davis-Bacon Act.

### **LD 1539 An Act to Promote a Diverse, More Experienced Workforce and Ensure High-quality Careers by Increasing Registered Apprenticeship Programs**

#### **ENACTED LAW SUMMARY**

Public Law 2023, chapter 318 makes the following changes to the laws governing the Maine Apprenticeship Program.

1. It requires the standards of an apprenticeship program to include the dollar value of employer-paid health insurance and the dollar value of employer-paid retirement contribution benefits.
2. It requires the Maine Apprenticeship Program to consider the total package value as a factor in evaluating the performance of a registered apprenticeship program.
3. It directs the Department of Labor to identify and remedy registered apprenticeship programs that are:
  - A. Not in compliance with quality assurance assessments;
  - B. Experiencing low rates of retention or completion; or
  - C. Not providing an adequate total package value to graduates.
4. It requires the Department of Labor to perform an annual assessment of the Maine Apprenticeship Program beginning January 1, 2024.
5. It requires the Maine Apprenticeship Council to submit, as part of its annual report to the Governor and to the Legislature, data on wages and benefits, actions taken by the council to ensure apprenticeships are leading to well-paying jobs and careers and the annual assessment of the Maine Apprenticeship Program by the Department of Labor.
6. It specifies that the Maine Apprenticeship Council must establish a financial incentive program for registered apprenticeships to recruit historically underrepresented populations in all industries, to the extent that funding is available.

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7. It requires the Department of Labor and the Maine Apprenticeship Council to establish criteria for funding all registered apprenticeship programs. The criteria must establish benchmarks and consider the total package value that a registered apprentice graduate earns upon transitioning to journeyman status.

### **LD 1588 An Act to Provide Public Sector Labor Unions Reasonable Access to Information Regarding Employees**

#### **ENACTED LAW SUMMARY**

Public Law 2023, chapter 467 expands the rights of bargaining agents of public sector unions for access to personal contact information about members of a bargaining unit that the bargaining agent exclusively represents from personal contact information regarding newly hired employees to, upon request but not more often than quarterly, personal contact information regarding all other employees. The law also specifies that it is subject to the dispute resolution process specified in an applicable collective bargaining agreement for a public employee.

### **LD 1703 An Act to Amend the Maine Equal Pay Law by Prohibiting Pay Discrimination Based on Race**

#### **ENACTED LAW SUMMARY**

Public Law 2023, chapter 266 enacts the “Maine Equal Pay Law.” Prior to enactment of Public Law 2023, chapter 266, the law provided that an employer may not discriminate between employees in the same establishment on the basis of sex by paying wages to any employee in any occupation at a rate less than the rate at which the employer pays any employee of the opposite sex for comparable work on jobs that have comparable requirements relating to skill, effort and responsibility. Public Law 2023, chapter 266 adds to that law a provision that an employer may not discriminate between employees in the same establishment on the basis of race.

### **LD 1756 An Act to An Act to Protect Employee Freedom of Speech**

#### **ENACTED LAW SUMMARY**

Public Law 2023, chapter 414 prohibits an employer from discharging, disciplining or otherwise penalizing or threatening to discharge, discipline or otherwise penalize or taking any adverse employment action against an employee because the employee declines to attend or participate in an employer-sponsored meeting or declines to receive or listen to a communication from the employer if the meeting or communication is to communicate the opinion of the employer about religious or political matters. The law exempts religious employers.