

MAINE STATE LEGISLATURE

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STATE OF MAINE
132ND LEGISLATURE
SECOND REGULAR SESSION



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

**JOINT STANDING COMMITTEE ON
LABOR**

May 2026

STAFF:

STEVE LANGLIN, LEGISLATIVE ANALYST
SOPHIA PADDON, LEGISLATIVE ANALYST
OFFICE OF POLICY AND LEGAL ANALYSIS
13 STATE HOUSE STATION
AUGUSTA, ME 04333
(207) 287-1670
<http://legislature.maine.gov/opla>

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LD 2110 An Act to Update Employer Substance Use Testing Policy Requirements

Public Law 2025, chapter 666 amends the sections of law governing employer substance use testing programs by doing the following.

1. It clarifies that authorization from the Department of Labor is required for any substance use testing program.
2. It clarifies that an employer who is subject to federal substance use testing requirements must test any nonfederally mandated employees in the same manner as its federally mandated employees.
3. It replaces the term “arbitrary” with “criteria-based testing.”
4. It clarifies the definitions of “legitimate medical explanation” and “observable behavior.”
5. It provides a definition of “random testing.”
6. It clarifies that an employer may not perform a substance use test on its employees unless its facilities comply with the requirements for a qualified testing laboratory.
7. It makes a number of technical changes to the existing areas of law governing employer substance use testing programs.

LD 2169 An Act to Improve the Public Employees Disability Retirement Program by Modifying Provisions Controlling the Reduction of Benefits and Clarifying Terminology

Public Law 2025, chapter 598 makes changes to the provisions of the Maine Revised Statutes governing disability retirement benefits for state employees and teachers and for participating local districts.

The law increases the amount of income that is considered substantially gainful activity and increases the limit on income a person may earn from employment or gainful activity before the person’s disability retirement benefit is reduced. It also removes the distinction between the effect on the reduction of benefits of compensation earned from an employer covered under the disability retirement program and from an employer that is not covered, instead establishing one formula and set of requirements applying to earnings from any employer.

The law changes the consequence for exceeding earning limitations to a waivable, prorated reduction of benefits for one year. The new provisions do not include a requirement that a person reimburse the retirement system for any excess payments not deducted by the retirement system, as in current law. The law provides definitions for “final annual compensation” and “substantially gainful activity.”