

STATE OF MAINE
131ST LEGISLATURE
SECOND REGULAR SESSION



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

**JOINT STANDING COMMITTEE ON
LABOR AND HOUSING**

June 2024

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Joint Standing Committee on Labor and Housing

SUBJECT INDEX

Collective Bargaining

Enacted	LD 2032	An Act to Improve Maine's Labor Laws by Changing the Laws Governing Elections of Collective Bargaining Agents for Certain Public Employees	PUBLIC 541
Not Enacted	LD 2079	An Act to Strengthen Firefighters' Collective Bargaining Rights	Leave to Withdraw Pursuant to Joint Rule 310

Department of Labor

Enacted	LD 372	An Act to Increase Enforcement and Accountability for Wage Violations	PUBLIC 651
	LD 2184	Resolve, Regarding Legislative Review of Chapter 9: Rules Governing Administrative Civil Money Penalties for Labor Law Violations, a Major Substantive Rule of the Department of Labor, Bureau of Labor Standards	RESOLVE 152

Employee Benefits

Not Enacted	LD 111	An Act Requiring the State to Pay a Share of a Retired State Employee's or Retired Teacher's Premium for Medicare Part B Under Medicare Advantage	CARRIED OVER
	LD 550	An Act to Increase Correctional Officer Salary and Benefits	ONTP
	LD 591	An Act to Require the State to Pay Medicare Premiums for Certain Retired State Employees	CARRIED OVER
	LD 738	An Act to Establish a Paid Family and Medical Leave System	ONTP
	LD 999	An Act to Support Family Caregivers by Expanding Family Medical Leave	CARRIED OVER

Employment Contracts/Agreements

Not Enacted	LD 741	An Act to Prohibit Certain Training Repayment Agreements by Employers	CARRIED OVER
	LD 1496	An Act to Restrict Noncompete Clauses	Veto Sustained

Housing

Not Enacted	LD 1107	Resolve, to Establish a Pilot Project to Improve Access to Credit for Low-income Individuals	CARRIED OVER
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Insurance

Not Enacted	LD 738	An Act to Establish a Paid Family and Medical Leave System	ONTP
	LD 1107	Resolve, to Establish a Pilot Project to Improve Access to Credit for Low-income Individuals	CARRIED OVER

Minimum Wage

Not Enacted	LD 1376	An Act to Increase the State Minimum Wage to \$15 per Hour	CARRIED OVER
	LD 2273	An Act to Establish a State Minimum Hourly Wage for Agricultural Workers	Veto Sustained

Miscellaneous

Not Enacted	LD 321	An Act to Create a Bill of Rights for Temporary Workers	Leave to Withdraw Pursuant to Joint Rule 310
	LD 324	An Act to Prevent the Wrongful Firing of Maine Workers	Leave to Withdraw Pursuant to Joint Rule 310

Retirement

Not Enacted	LD 426	An Act to Amend the Eligibility Criteria for Creditable Service in the Armed Forces of the United States Under the State Retirement System and to Require Specific Reporting	CARRIED OVER
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State Retirement System

Not Enacted	LD 70	An Act to Raise the Cap on Retirement Benefits for State Employees and Teachers to Which a Cost-of-living Adjustment Is Made	CARRIED OVER
	LD 185	An Act to Reduce the Benefit Penalty Imposed on Teachers Who Retire After 35 Years of Service	CARRIED OVER
	LD 426	An Act to Amend the Eligibility Criteria for Creditable Service in the Armed Forces of the United States Under the State Retirement System and to Require Specific Reporting	CARRIED OVER
	LD 610	An Act to Expand the 1998 Special Retirement Plan to Include Employees Who Work for the Office of Chief Medical Examiner	CARRIED OVER
	LD 926	An Act to Improve Maine Public Employees Retirement System Representation	Leave to Withdraw Pursuant to Joint Rule 310
	LD 1096	An Act to Provide a Cost-of-living Increase to State Retirees	CARRIED OVER
	LD 1152	An Act to Require Public Employers to Provide Long-term Disability Insurance Coverage	HELD BY GOVERNOR
	LD 1424	An Act to Establish a Special Retirement Plan for Department of Corrections Employees and Other Correctional Staff	CARRIED OVER
	LD 1760	An Act to Include Certain Crisis Outreach and Crisis Services Workers Under the 1998 Special Plan for Retirement	CARRIED OVER
	LD 1761	An Act to Include Certain Mental Health Workers Under the 1998 Special Plan for Retirement	CARRIED OVER

Unemployment Compensation

Not Enacted	LD 322	An Act to Improve the Unemployment Insurance System	Leave to Withdraw Pursuant to Joint Rule 310
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LD 1464 An Act to Remove the Waiting Period for Benefits Under Maine's Unemployment Insurance System CARRIED OVER

Wages

Enacted LD 372 An Act to Increase Enforcement and Accountability for Wage Violations PUBLIC 651

Not Enacted LD 513 An Act Regarding Overtime Protections for Certain Salaried Employees CARRIED OVER

LD 550 An Act to Increase Correctional Officer Salary and Benefits ONTP

LD 936 An Act to Require Employers to Disclose Pay Ranges and Maintain Records of Employees' Pay History CARRIED OVER

LD 1190 An Act to Require Minimum Pay for Reporting to Work CARRIED OVER

LD 2149 An Act to Exempt Seasonal Volunteer Ski Patrollers and Seasonal Volunteer Ski Ambassadors and Hosts at Ski Areas from the Minimum Wage Laws Majority (ONTP) Report

Workers' Compensation

Enacted LD 1896 Resolve, Directing the Workers' Compensation Board to Analyze Data on the Adequacy of Certain Maine Workers' Compensation Benefits RESOLVE 139

Not Enacted LD 2176 An Act to Ensure the Workers' Compensation Board's Allocations Are Properly Funded HELD BY GOVERNOR

Workforce Investment and Development

Not Enacted LD 1935 An Act to Promote Workforce Development by Establishing a Workforce Development Program CARRIED OVER

LD 2280 An Act to Strengthen Maine's Workforce Through Preapprenticeship Training Programs CARRIED OVER

Working Conditions

**Not
Enacted**

LD 373	An Act to Ensure Employer and Employee Harmony in Clean Energy Development Projects	Veto Sustained
LD 525	An Act to Enact the Agricultural Employees Concerted Activity Protection Act	Veto Sustained
LD 827	An Act to Allow Employees to Request Flexible Work Schedules	CARRIED OVER
LD 949	An Act to Protect Workers from Employer Surveillance	CARRIED OVER
LD 1483	An Act to Protect the Rights of Agricultural Workers	ONTP
LD 1639	An Act to Address Unsafe Staffing of Nurses and Improve Patient Care	CARRIED OVER
LD 1794	Resolve, to Establish the Commission on Predictability of Mandated Overtime for Pulp or Paper Manufacturing Facility Employees	HELD BY GOVERNOR

DIGEST OF BILLS
131ST LEGISLATURE SECOND REGULAR SESSION - 2024

Joint Standing Committee on Labor and Housing

Comm	LD	Title	Committee Action	Date of last Comm Action	Disposition upon R2 Adjournment	Law	Ch	Analyst Note?
LBHS	70	An Act to Raise the Cap on Retirement Benefits for State Employees and Teachers to Which a Cost-of-living Adjustment Is Made	OTP-AM	4/6/2023				
LBHS	111	An Act Requiring the State to Pay a Share of a Retired State Employee's or Retired Teacher's Premium for Medicare Part B Under Medicare Advantage	OTP-AM/ONTP	6/21/2023				
LBHS	185	An Act to Reduce the Benefit Penalty Imposed on Teachers Who Retire After 35 Years of Service	OTP-AM/ONTP	6/6/2023				
LBHS	321	An Act to Create a Bill of Rights for Temporary Workers	LTW	1/30/2024	Leave to Withdraw Pursuant to Joint Rule 310			
LBHS	322	An Act to Improve the Unemployment Insurance System	LTW	1/30/2024	Leave to Withdraw Pursuant to Joint Rule 310			
LBHS	324	An Act to Prevent the Wrongful Firing of Maine Workers	LTW	1/30/2024	Leave to Withdraw Pursuant to Joint Rule 310			
LBHS	372	An Act to Increase Enforcement and Accountability for Wage Violations	OTP-AM/OTP-AM	4/11/2024	Enacted	PL	651	
LBHS	373	An Act to Ensure Employer and Employee Harmony in Clean Energy Development Projects	OTP-AM/ONTP	3/28/2024	Veto Sustained			
LBHS	426	An Act to Amend the Eligibility Criteria for Creditable Service in the Armed Forces of the United States Under the State Retirement System and to Require Specific Reporting	OTP-AM	6/13/2023				
LBHS	513	An Act Regarding Overtime Protections for Certain Salaried Employees	OTP-AM/ONTP	4/5/2024				

DIGEST OF BILLS
131ST LEGISLATURE SECOND REGULAR SESSION - 2024

Comm	LD	Title	Committee Action	Date of last Comm Action	Disposition upon R2 Adjournment	Law	Ch	Analyst Note?
LBHS	525	An Act to Enact the Agricultural Employees Concerted Activity Protection Act	OTP-AM/ONTP	4/8/2024	Veto Sustained			
LBHS	550	An Act to Increase Correctional Officer Salary and Benefits	ONTP	2/2/2024	Ought Not to Pass Pursuant to Joint Rule 310			
LBHS	591	An Act to Require the State to Pay Medicare Premiums for Certain Retired State Employees	OTP-AM/ONTP	6/20/2023				
LBHS	610	An Act to Expand the 1998 Special Retirement Plan to Include Employees Who Work for the Office of Chief Medical Examiner	OTP-AM/ONTP	6/7/2023				
LBHS	738	An Act to Establish a Paid Family and Medical Leave System	ONTP	4/2/2024	Ought Not to Pass Pursuant to Joint Rule 310			
LBHS	741	An Act to Prohibit Certain Training Repayment Agreements by Employers	OTP-AM/ONTP	6/6/2023				
LBHS	827	An Act to Allow Employees to Request Flexible Work Schedules	OTP-AM/ONTP	6/2/2023				
LBHS	926	An Act to Improve Maine Public Employees Retirement System Representation	LTW	1/30/2024	Leave to Withdraw Pursuant to Joint Rule 310			
LBHS	936	An Act to Require Employers to Disclose Pay Ranges and Maintain Records of Employees' Pay History	OTP-AM/ONTP	5/26/2023				
LBHS	949	An Act to Protect Workers from Employer Surveillance	OTP-AM/ONTP	5/17/2023				
LBHS	999	An Act to Support Family Caregivers by Expanding Family Medical Leave	OTP-AM	6/13/2023				
LBHS	1096	An Act to Provide a Cost-of-living Increase to State Retirees	OTP-AM	6/2/2023				
LBHS	1107	Resolve, to Establish a Pilot Project to Improve Access to Credit for Low-income Individuals	OTP-AM/ONTP	5/12/2023				

DIGEST OF BILLS
131ST LEGISLATURE SECOND REGULAR SESSION - 2024

Comm	LD	Title	Committee Action	Date of last Comm Action	Disposition upon R2 Adjournment	Law	Ch	Analyst Note?
LBHS	1152	An Act to Require Public Employers to Provide Long-term Disability Insurance Coverage	OTP-AM/ONTP	3/20/2024	Held by Governor			
LBHS	1190	An Act to Require Minimum Pay for Reporting to Work	OTP-AM/OTP-AM	6/20/2023				
LBHS	1376	An Act to Increase the State Minimum Wage to \$15 per Hour	OTP-AM/ONTP	5/18/2023				
LBHS	1424	An Act to Establish a Special Retirement Plan for Department of Corrections Employees and Other Correctional Staff	OTP-AM	2/26/2024				
LBHS	1464	An Act to Remove the Waiting Period for Benefits Under Maine's Unemployment Insurance System	OTP-AM/ONTP	4/3/2024				
LBHS	1483	An Act to Protect the Rights of Agricultural Workers	ONTP	4/2/2024	Ought Not to Pass Pursuant to Joint Rule 310			
LBHS	1496	An Act to Restrict Noncompete Clauses	OTP-AM/ONTP	2/26/2024	Veto Sustained			
LBHS	1639	An Act to Address Unsafe Staffing of Nurses and Improve Patient Care	OTP-AM/ONTP	6/21/2023				
LBHS	1760	An Act to Include Certain Crisis Outreach and Crisis Services Workers Under the 1998 Special Plan for Retirement	OTP-AM/ONTP	6/6/2023				
LBHS	1761	An Act to Include Certain Mental Health Workers Under the 1998 Special Plan for Retirement	OTP-AM/ONTP	6/6/2023				
LBHS	1794	Resolve, to Establish the Commission on Predictability of Mandated Overtime for Pulp or Paper Manufacturing Facility Employees	OTP-AM/OTP-AM/ONTP	4/9/2024	Held by Governor			
LBHS	1896	Resolve, Directing the Workers' Compensation Board to Analyze Data on the Adequacy of Certain Maine Workers' Compensation Benefits	OTP-AM/ONTP	2/16/2024	Finally Passed	RESLV	139	
LBHS	1935	An Act to Promote Workforce Development by Establishing a Workforce Development Program	OTP-AM/ONTP	6/6/2023				
LBHS	2032	An Act to Improve Maine's Labor Laws by Changing the Laws Governing Elections of Collective Bargaining Agents for Certain Public Employees	OTP/ONTP	2/26/2024	Enacted	PL	541	

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Comm	LD	Title	Committee Action	Date of last Comm Action	Disposition upon R2 Adjournment	Law	Ch	Analyst Note?
LBHS	2079	An Act to Strengthen Firefighters' Collective Bargaining Rights	LTW	1/11/2024	Leave to Withdraw Pursuant to Joint Rule 310			
LBHS	2149	An Act to Exempt Seasonal Volunteer Ski Patrollers and Seasonal Volunteer Ski Ambassadors and Hosts at Ski Areas from the Minimum Wage Laws	ONTP/OTP-AM	3/15/2024	Accepted Majority (ONTP) Report			
LBHS	2176	An Act to Ensure the Workers' Compensation Board's Allocations Are Properly Funded	OTP-AM/OTP-AM	3/13/2024	Held by Governor			
LBHS	2184	Resolve, Regarding Legislative Review of Chapter 9: Rules Governing Administrative Civil Money Penalties for Labor Law Violations, a Major Substantive Rule of the Department of Labor, Bureau of Labor Standards	OTP/OTP-AM	3/5/2024	Finally Passed	RESLV	152	
LBHS	2273	An Act to Establish a State Minimum Hourly Wage for Agricultural Workers	OTP-AM/OTP-AM	4/3/2024	Veto Sustained			
LBHS	2280	An Act to Strengthen Maine's Workforce Through Preapprenticeship Training Programs	OTP-AM	4/3/2024				

JOINT STANDING COMMITTEE ON LABOR AND HOUSING

LD 372 An Act to Increase Enforcement and Accountability for Wage Violations

ENACTED LAW SUMMARY

Public Law 2023, chapter 651 allows the Director of the Bureau of Labor Standards within the Department of Labor to order an employer, officer, agent or other person to pay unpaid wages determined to be due as well as an additional amount equal to twice the amount of unpaid wages as liquidated damages and a reasonable rate of interest. The law requires the Attorney General to institute a civil action to recover any unpaid wages, liquidated damages and interest, along with the fine as in current law. It clarifies that an employee may not receive payment more than once for the same unpaid wages and liquidated damages owed to the employee. The law also provides that the Department of Labor is authorized to receive the unpaid wages, liquidated damages and interest on behalf of an employee, which the director must pay to the employee.

LD 1896 Resolve, Directing the Workers' Compensation Board to Analyze Data on the Adequacy of Certain Maine Workers' Compensation Benefits

ENACTED LAW SUMMARY

Resolve 2023, chapter 139 directs the Workers' Compensation Board to collect data from insurers, third-party administrators, group self-insurers and self-insured employers and to analyze that data to make recommendations to the joint standing committee of the Legislature having jurisdiction over workers' compensation matters on the adequacy of workers' compensation benefits to claimants under the Maine Revised Statutes, Title 39-A, sections 212, 213 and 215. The resolve also requires the board to provide monthly updates to the joint standing committee of the Legislature having jurisdiction over workers' compensation matters and submit a final report no later than August 16, 2025.

LD 2032 An Act to Improve Maine's Labor Laws by Changing the Laws Governing Elections of Collective Bargaining Agents for Certain Public Employees

ENACTED LAW SUMMARY

Public Law 2023, chapter 541 amends the labor relations laws governing state employees, judicial employees and university, academy and community college employees. In current law, when such employees in a collective bargaining unit file a request with their public employer to be represented by a certain organization as their collective bargaining agent, the public employer is authorized to request an election from the Maine Labor Relations Board in order to determine whether the organization indeed represents a majority of the members in the collective bargaining unit. As in the laws governing municipal employees, this law requires an election in such cases only if, after examining the demonstration of majority support, the Maine Labor Relations Board finds majority support for the organization to be in question.

JOINT STANDING COMMITTEE ON LABOR AND HOUSING

LD 2184 Resolve, Regarding Legislative Review of Chapter 9: Rules Governing Administrative Civil Money Penalties for Labor Law Violations, a Major Substantive Rule of the Department of Labor, Bureau of Labor Standards

ENACTED LAW SUMMARY

Resolve 2023, chapter 152 authorizes final adoption of Chapter 9: Rules Governing Administrative Civil Money Penalties for Labor Law Violations, a major substantive rule of the Department of Labor, Bureau of Labor Standards.