



131st MAINE LEGISLATURE

FIRST REGULAR SESSION-2023

Legislative Document

No. 973

H.P. 620

House of Representatives, March 2, 2023

An Act to Create the Recovery Friendly Workplace Program

Reference to the Committee on Health and Human Services suggested and ordered printed.

A handwritten signature in cursive script that reads "R B. Hunt".

ROBERT B. HUNT
Clerk

Presented by Representative CRAFTS of Newcastle.
Cosponsored by Senator BEEBE-CENTER of Knox and
Representatives: KUHN of Falmouth, LaROCHELLE of Augusta, MADIGAN of Waterville,
O'CONNELL of Brewer, Senator: CARNEY of Cumberland.

1 **Be it enacted by the People of the State of Maine as follows:**

2 **Sec. 1. 22 MRSA c. 253-A** is enacted to read:

3 **CHAPTER 253-A**

4 **RECOVERY FRIENDLY WORKPLACE PROGRAM**

5 **§1360. Recovery Friendly Workplace Program**

6 **1. Definition.** As used in this chapter, unless the context otherwise indicates,
7 "dependency-related drug" means alcohol or any substance controlled under chapter 558
8 or Title 32, chapter 117.

9 **2. Program required.** The department, in cooperation with the Department of Labor,
10 shall establish the Recovery Friendly Workplace Program to encourage employers to adopt
11 practices that support employees who are in recovery for use of a dependency-related drug.

12 **3. Program requirements.** The Recovery Friendly Workplace Program must include:

13 A. Cooperation with community organizations serving persons in recovery;

14 B. The establishment of best practices in hiring, training and supporting employees in
15 recovery;

16 C. Education and training for employers regarding recovery in the workplace;

17 D. A certification process following completion of the training described by paragraph
18 C; and

19 E. Support for employers, including professional development and the provision of
20 naloxone hydrochloride or its therapeutic equivalent.

21 **Sec. 2. Program inception date.** The Department of Health and Human Services
22 shall establish the Recovery Friendly Workplace Program pursuant to the Maine Revised
23 Statutes, Title 22, chapter 253-A no later than January 1, 2024.

24 **SUMMARY**

25 This bill requires the Department of Health and Human Services to cooperate with the
26 Department of Labor to establish the Recovery Friendly Workplace Program to encourage
27 employers to adopt practices that support employees who are in recovery for use of a
28 dependency-related drug.