



# 132nd MAINE LEGISLATURE

## FIRST REGULAR SESSION-2025

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Legislative Document

No. 1048

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H.P. 677

House of Representatives, March 14, 2025

### **An Act to Require Certain Notice Requirements for Whistleblower Protections**

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Received by the Clerk of the House on March 12, 2025. Referred to the Committee on Energy, Utilities and Technology pursuant to Joint Rule 308.2 and ordered printed pursuant to Joint Rule 401.

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

ROBERT B. HUNT  
Clerk

Presented by Representative WARREN of Scarborough.  
Cosponsored by Representative: KESSLER of South Portland.

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

2 **Sec. 1. 35-A MRSA §1316-B** is enacted to read:

3 **§1316-B. Notice of rights, protections and remedies**

4 **1. Definitions.** As used in this section, unless the context otherwise indicates, the  
5 following terms have the following meanings.

6 A. "Employee" means a person who performs or formerly performed a service for  
7 wages or other remuneration under a contract of hire, expressed or implied, for a public  
8 utility, competitive electricity provider or utility contractor.

9 B. "Employer" means a public utility, competitive electricity provider or utility  
10 contractor licensed to do business in this State with one or more employees.

11 C. "Utility contractor" means a person that provides goods or services to a public utility  
12 or competitive electricity provider.

13 **2. Notice required.** An employer shall provide a written notice each year to each  
14 employee advising the employee of the rights, protections and remedies guaranteed under  
15 section 1316.

16 **3. Notice requirements.** The notice provided under this section must:

17 A. Be published using at least a 12-point font;

18 B. Be written in plain language, in English;

19 C. Contain a statement advising the employee that speech outside of working hours  
20 may not be restricted by the employer under the law of this State; and

21 D. Be sent separately from any other communication to the employee.

22 **SUMMARY**

23 This bill requires a public utility, competitive electricity provider or utility contractor  
24 licensed to do business in this State with one or more employees to provide a written notice  
25 each year to each employee advising the employee of the rights, protections and remedies  
26 guaranteed under state law relating to testimony presented by employees of public utilities,  
27 competitive electricity providers or utility contractors to legislative committees, to the  
28 Public Utilities Commission and to the Public Advocate.