

STATE OF MAINE
132ND LEGISLATURE
FIRST REGULAR AND FIRST SPECIAL SESSIONS



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

JOINT STANDING COMMITTEE ON LABOR

August 2025

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REP. LAUREL D. LIBBY
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Joint Standing Committee on Labor

SUBJECT INDEX

Agricultural Workers

Enacted	LD 589	An Act to Establish a State Minimum Hourly Wage for Agricultural Workers	PUBLIC 232
Not Enacted	LD 357	An Act to Establish a State Minimum Hourly Wage for Agricultural Workers	ONTP
	LD 588	An Act to Enact the Agricultural Employees Concerted Activity Protection Act	Veto Sustained
	LD 655	An Act Establishing a State Minimum Hourly Wage for Agricultural Workers	Leave to Withdraw Pursuant to Joint Rule 310

Department of Labor

Enacted	LD 1407	Resolve, Directing the Department of Labor to Report the Findings of the Indoor Air Quality Advisory Group	RESOLVE 79
Not Enacted	LD 1267	Resolve, Directing the Department of Labor to Convene a Task Force to Examine and Study Issues Relating to the Gap Between the Economic Output and Wages of Workers in the State	ONTP

Earned Paid Leave

Enacted	LD 55	An Act to Amend the Law Governing the Accrual of Earned Paid Leave	PUBLIC 438
Not Enacted	LD 833	An Act to Expand the Earned Paid Leave Exception	ONTP

Employment Practices

Enacted	LD 598	An Act to Require Minimum Pay for Reporting to Work	PUBLIC 418
Not Enacted	LD 54	An Act to Require Employers to Disclose Pay Ranges and Maintain Records of Employees' Pay Histories	CARRIED OVER
	LD 60	An Act to Allow Employees to Request Flexible Work Schedules	CARRIED OVER

LD 61	An Act to Regulate Employer Surveillance to Protect Workers	HELD BY GOVERNOR
LD 618	An Act to Allow Minors Under 16 Years of Age to Work Until 9 p.m. During the School Year and Until 10 p.m. During Summer Vacation	Majority (ONTP) Report
LD 941	An Act Requiring Employers to Disclose Wage Ranges in Job Postings	ONTP

Energy Projects

Enacted	LD 1748	An Act to Enhance Businesses' Understanding of Labor Standards and Grow Maine's Energy Economy Through Project Development Information Resources	PUBLIC 377
Not Enacted	LD 725	An Act to Advance Equitable Energy Policy in Maine	CARRIED OVER

Labor - General

Not Enacted	LD 573	An Act to Improve Penalty Collection for Labor Protection Violations	Leave to Withdraw Pursuant to Joint Rule 310
	LD 644	An Act to Expand Employment Opportunities for Minor Students by Eliminating Certain Work Limitations	Majority (ONTP) Report
	LD 669	An Act Regarding Labor	CARRIED OVER
	LD 799	An Act to Report Gender Wage Gaps	CARRIED OVER
	LD 1587	An Act to Establish Greater Alignment of Penalties for Certain Labor Law Violations	CARRIED OVER

Labor Unions

Not Enacted	LD 187	An Act to Prohibit Labor Organizations from Imposing Mandatory Service Fees on Nonmembers	Majority (ONTP) Report
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Maine Public Employees Retirement System

Enacted	LD 89	Resolve, Regarding Legislative Review of Chapter 201: Employer Reporting and Payments, a Major Substantive Rule of the Maine Public Employees Retirement System	RESOLVE 109
	LD 1947	An Act to Amend the Laws Pertaining to the Maine Public Employees Retirement System	PUBLIC 221

Miscellaneous

Enacted

LD 848	An Act Regarding the Retired County and Municipal Law Enforcement Officers and Municipal Firefighters Health Insurance Program	PUBLIC 147
LD 1407	Resolve, Directing the Department of Labor to Report the Findings of the Indoor Air Quality Advisory Group	RESOLVE 79

Occupational Regulation

Enacted

LD 545	An Act to Exempt a Person Making Electrical Installations in the Person's Existing Bona Fide Personal Abode from Licensing and Permitting Requirements	PUBLIC 88
LD 576	An Act Regarding Reciprocal Licensure for Professional Engineers	PUBLIC 89
LD 1117	An Act to Strengthen Maine's Workforce Through Certified Preapprenticeship Training Programs	PUBLIC 306
LD 1393	An Act to Require Continuing Education for Licensed Architects	PUBLIC 318
LD 1514	An Act to Change the Laws Regarding Real Estate Appraisers	PUBLIC 359
LD 1861	An Act to Require Training on Textured Hair for Aestheticians, Barber Hair Stylists, Cosmetologists and Hair Designers	PUBLIC 257

**Not
Enacted**

LD 578	An Act to Improve Occupational Regulation	Leave to Withdraw Pursuant to Joint Rule 310
LD 1935	An Act to Increase Penalties for Violations Related to Water Well Drilling	Majority (ONTP) Report

Overtime Pay

**Not
Enacted**

LD 599	An Act to Raise the Salary Threshold for Overtime Pay	CARRIED OVER
LD 653	An Act to Allow Teachers to Qualify for Overtime Pay	CARRIED OVER
LD 1492	An Act to Fairly Compensate Teachers for Overtime Hours	Leave to Withdraw Pursuant to Joint Rule 310

Paid Family and Medical Leave Benefits Program

Enacted	LD 894	An Act to Amend the Laws Governing Paid Family and Medical Leave	PUBLIC 277
	LD 1221	Resolve, Directing the Department of Labor to Study Protection of Paid Family and Medical Leave Benefits Program Funds	RESOLVE 63
Not Enacted	LD 406	An Act to Repeal the Laws Providing for Paid Family and Medical Leave and to Reimburse Taxpayers	Majority (ONTP) Report
	LD 539	An Act to Repeal the Paid Family and Medical Leave Benefits Program	ONTP
	LD 575	An Act to Ensure Equitable Access to the Paid Family and Medical Leave Benefits Program by Removing the Requirement That Leave Must Be Scheduled to Prevent Undue Hardship on the Employer	ONTP
	LD 952	An Act to Exempt Agricultural Employers and Employees from the Maine Paid Family and Medical Leave Benefits Program	Majority (ONTP) Report
	LD 1169	An Act Regarding Employer Payments for the Paid Family and Medical Leave Benefits Program	Majority (ONTP) Report
	LD 1249	An Act to Delay Payment of Benefits Under the Paid Family and Medical Leave Benefits Program	ONTP
	LD 1273	An Act to Make Paid Family and Medical Leave Voluntary	Majority (ONTP) Report
	LD 1307	An Act to Suspend the Remittance Obligation for Paid Family and Medical Leave Private Plan Users	Majority (ONTP) Report
	LD 1333	An Act to Make Changes to the Paid Family and Medical Leave Benefits Program	Majority (ONTP) Report
	LD 1400	An Act to Exempt Certain Public School Districts and Their Employees from the Paid Family and Medical Leave Benefits Program	Majority (ONTP) Report
	LD 1712	An Act to Amend the Paid Family and Medical Leave Benefits Program to Balance Support of Businesses and Employees	Majority (ONTP) Report

Retiree Health Insurance

Not Enacted	LD 111	An Act to Increase the State's Share of Retired Teacher Health Insurance	CARRIED OVER
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LD 328	An Act Requiring the State to Pay a Retired State Employee's or Retired Teacher's Premium for Medicare Part B Under Medicare Advantage	CARRIED OVER
LD 467	An Act to Require the State to Pay Medicare Part B Premiums for Certain Retired State Employees	CARRIED OVER

Retirement Benefits

Enacted

LD 240	An Act to Create Consistency in Retirement Service Benefits Deferral Under the Maine Public Employees Retirement System	PUBLIC 12
LD 848	An Act Regarding the Retired County and Municipal Law Enforcement Officers and Municipal Firefighters Health Insurance Program	PUBLIC 147
LD 1025	An Act to Allow Federal Civil Service to Count for Purposes of Maine Public Employees Retirement System Benefits	PUBLIC 206
LD 1638	An Act Regarding Disability Retirement Benefits Under the Maine Public Employees Retirement System	PUBLIC 270

Not Enacted

LD 137	An Act to Expand the 1998 Special Retirement Plan to Include Employees Who Work for the Office of Chief Medical Examiner	CARRIED OVER
LD 462	An Act to Amend the Eligibility Criteria for Creditable Service in the Armed Forces of the United States Under the Maine Public Employees Retirement System	CARRIED OVER
LD 579	An Act to Include Certain Mental Health Workers Under the 1998 Special Plan for Retirement	CARRIED OVER
LD 794	An Act to Include Judicial Marshals in the 1998 Special Plan for Retirement	CARRIED OVER
LD 900	An Act to Protect State Retiree Pensions from Inflation	CARRIED OVER
LD 1003	An Act Establishing the Retirement Benefit Improvement Fund	CARRIED OVER
LD 1021	An Act to Remove Certain Cost-of-living Adjustment Restrictions for Retired Members of the Law Enforcement Bargaining Unit Who Are 65 Years of Age or Older	CARRIED OVER
LD 1040	An Act to Raise the Cap on Retirement Benefits for Certain State Employees and Teachers to Which a Cost-of-living Adjustment Is Made	CARRIED OVER

LD 1124	An Act Regarding Retirement Benefits and Salary Adjustments for Judicial Employees	ONTP
LD 1218	An Act to Allow Certain County Commissioners Who Are Maine Public Employees Retirement System Members to Switch to the Legislative Retirement Program	ONTP
LD 1236	An Act to Address Employee Retention of State Employees Who Are Firefighters at Bangor International Airport	CARRIED OVER
LD 1611	An Act to Decrease the Retirement Contributions Required for Teachers and State Employees	CARRIED OVER
LD 1670	An Act to Establish the Maine Public Employees Retirement System Home Repair and Energy Upgrade Loan Program and Fund	ONTP
LD 1791	Resolve, to Direct State Agencies to Implement the Social Security Fairness Act	ONTP
LD 1872	An Act to Reinvest in the Pension Funds of the Maine Public Employees Retirement System	CARRIED OVER

Unemployment Insurance

Enacted	LD 706	An Act Regarding the Laws Relating to Unemployment Insurance	PUBLIC 235
Not Enacted	LD 664	An Act to Improve Unemployment Insurance	Leave to Withdraw Pursuant to Joint Rule 310
	LD 797	An Act to Amend the Laws Regarding Work Search Efforts for Unemployment Benefits and to Eliminate Benefits for Temporary Unemployment	ONTP
	LD 1538	An Act to Index Unemployment Benefits to the Unemployment Rate	Majority (ONTP) Report

Wages

Enacted	LD 66	An Act to Expand Access to the Maine Wage Assurance Fund	PUBLIC 192
	LD 898	Resolve, to Support Rural Health Care Workforce Recruitment	RESOLVE 50
Not Enacted	LD 112	An Act to Promote Opportunities by Establishing a Student Wage	Majority (ONTP) Report
	LD 206	An Act to Protect Maine Businesses by Eliminating the Automatic Cost-of-living Adjustment to the Minimum Hourly Wage	Majority (ONTP) Report

Labor

LD 853	An Act to Replace the Minimum Hourly Wage with a Regionally Based Living Wage	Report B (ONTP)
LD 941	An Act Requiring Employers to Disclose Wage Ranges in Job Postings	ONTP

Workers' Compensation

Enacted	LD 82	An Act to Amend the Workers' Compensation Laws by Extending Indefinitely the Presumption Applying to Law Enforcement Officers, Corrections Officers, E-9-1-1 Dispatchers, Firefighters and Emergency Medical Services Persons Diagnosed with Post-traumatic Stress Disorder	PUBLIC 433
Not Enacted	LD 572	An Act to Improve Maine's Workers' Compensation Laws	Leave to Withdraw Pursuant to Joint Rule 310

Workforce

Enacted	LD 87	An Act Regarding the State Workforce Board	PUBLIC 154
	LD 898	Resolve, to Support Rural Health Care Workforce Recruitment	RESOLVE 50
	LD 1105	An Act Concerning Displaced Civilian Federal Firefighters in Maine	PUBLIC 371
	LD 1956	An Act to Amend the Law Governing the Competitive Skills Scholarship Program and Establish the Community Workforce Connections Program	PUBLIC 396
Not Enacted	LD 509	An Act to Allow a Journeyman Electrician to Supervise 3 Helper Electricians	Majority (ONTP) Report
	LD 522	Resolve, Directing the Permanent Commission on the Status of Women to Study the Extent of Workforce Gender Segregation in the State	HELD BY GOVERNOR
	LD 644	An Act to Expand Employment Opportunities for Minor Students by Eliminating Certain Work Limitations	Majority (ONTP) Report
	LD 703	An Act to Establish a Health Care Gap Year Program for Recent College Graduates	CARRIED OVER
	LD 1839	An Act to Strengthen the So-called Maine Hire-a-Vet Program	ONTP

Labor

Working Conditions

Enacted	LD 1554	Resolve, Directing the Department of Labor to Report on Sexual Harassment	RESOLVE 90
Not Enacted	LD 571	An Act to Improve Conditions for Maine Workers and Retirees	CARRIED OVER
	LD 574	An Act to Improve Labor Conditions for Workers in the State	CARRIED OVER
	LD 618	An Act to Allow Minors Under 16 Years of Age to Work Until 9 p.m. During the School Year and Until 10 p.m. During Summer Vacation	Majority (ONTP) Report
	LD 877	An Act to Require Transportation Network Companies to Provide Fair Wages to Drivers	CARRIED OVER
	LD 1774	An Act to Protect Domestic Workers	CARRIED OVER

DIGEST OF BILLS
132ND LEGISLATURE, FIRST REGULAR AND FIRST SPECIAL SESSIONS - 2025

Joint Standing Committee on Labor

Comm	LD	Title	Sponsor	Committee Vote	Date of Last Committee Action	Carried Over?	Disposition	Law	Ch #	Analyst note?	Session
LAB	54	An Act to Require Employers to Disclose Pay Ranges and Maintain Records of Employees' Pay Histories	Roeder, Amy	OTP-AM/ONTP	5/9/2025	Carried On Approps Table					S1
LAB	55	An Act to Amend the Law Governing the Accrual of Earned Paid Leave	Lemelin, Michael	OTP-AM	5/9/2025		Enacted	ACTPUB	438		S1
LAB	60	An Act to Allow Employees to Request Flexible Work Schedules	Roeder, Amy	OTP-AM/ONTP	5/22/2025	Carried On Approps Table					S1
LAB	61	An Act to Regulate Employer Surveillance to Protect Workers	Roeder, Amy	OTP-AM/ONTP	5/20/2025		Held by Governor				S1
LAB	66	An Act to Expand Access to the Maine Wage Assurance Fund	Skold, Charles	OTP-AM/ONTP	5/22/2025		Enacted	ACTPUB	192		S1
LAB	82	An Act to Amend the Workers' Compensation Laws by Extending Indefinitely the Presumption Applying to Law Enforcement Officers, Corrections Officers, E-9-1-1 Dispatchers, Firefighters and Emergency Medical Services Persons Diagnosed with Post-traumatic Stress Disorder	Mathieson, Kristi	OTP-AM	5/9/2025		Emergency Enacted	ACTPUB	433		S1
LAB	87	An Act Regarding the State Workforce Board	Roeder, Amy	OTP-AM/ONTP	5/20/2025		Enacted	ACTPUB	154		S1
LAB	89	Resolve, Regarding Legislative Review of Chapter 201: Employer Reporting and Payments, a Major Substantive Rule of the Maine Public Employees Retirement System		OTP-AM/OTP-AM	4/24/2025		Finally Passed	RESLV	109		S1
LAB	111	An Act to Increase the State's Share of Retired Teacher Health Insurance	Dodge, Jan	OTP-AM	5/5/2025	Carried On Approps Table					S1
LAB	112	An Act to Promote Opportunities by Establishing a Student Wage	McIntyre, Mathew	ONTP/OTP-AM	5/22/2025		Accepted Majority (ONTP) Report				S1
LAB	137	An Act to Expand the 1998 Special Retirement Plan to Include Employees Who Work for the Office of Chief Medical Examiner	Hickman, Craig	OTP-AM/ONTP	5/29/2025	Carried On Approps Table					S1
LAB	187	An Act to Prohibit Labor Organizations from Imposing Mandatory Service Fees on Nonmembers	Morris, Joshua	ONTP/OTP-AM	5/5/2025		Accepted Majority (ONTP) Report				S1

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132ND LEGISLATURE, FIRST REGULAR AND FIRST SPECIAL SESSIONS - 2025

Comm	LD	Title	Sponsor	Committee Vote	Date of Last Committee Action	Carried Over?	Disposition	Law	Ch #	Analyst note?	Session
LAB	206	An Act to Protect Maine Businesses by Eliminating the Automatic Cost-of-living Adjustment to the Minimum Hourly Wage	Timberlake, Jeff	ONTP/OTP-AM	5/5/2025		Accepted Majority (ONTP) Report				S1
LAB	240	An Act to Create Consistency in Retirement Service Benefits Deferral Under the Maine Public Employees Retirement System	Hickman, Craig	OTP	3/12/2025		Enacted	ACTPUB	12		R1
LAB	328	An Act Requiring the State to Pay a Retired State Employee's or Retired Teacher's Premium for Medicare Part B Under Medicare Advantage	Shagoury, Daniel	OTP-AM/ONTP	5/5/2025	Carried On Approps Table					S1
LAB	357	An Act to Establish a State Minimum Hourly Wage for Agricultural Workers	Bennett, Richard	ONTP	5/14/2025		Ought Not to Pass Pursuant to Joint Rule 310				S1
LAB	406	An Act to Repeal the Laws Providing for Paid Family and Medical Leave and to Reimburse Taxpayers	Morris, Joshua	ONTP/OTP-AM	5/29/2025		Accepted Majority (ONTP) Report				S1
LAB	462	An Act to Amend the Eligibility Criteria for Creditable Service in the Armed Forces of the United States Under the Maine Public Employees Retirement System	Stewart, Trey	OTP-AM	4/17/2025	Carried On Approps Table					S1
LAB	467	An Act to Require the State to Pay Medicare Part B Premiums for Certain Retired State Employees	Hickman, Craig	OTP-AM/ONTP	5/20/2025	Carried On Approps Table					S1
LAB	509	An Act to Allow a Journeyman Electrician to Supervise 3 Helper Electricians	Timberlake, Jeff	ONTP/OTP-AM	5/30/2025		Accepted Majority (ONTP) Report				S1
LAB	522	Resolve, Directing the Permanent Commission on the Status of Women to Study the Extent of Workforce Gender Segregation in the State	Copeland, Lynn	OTP-AM/ONTP	4/10/2025		Held by Governor				S1
LAB	539	An Act to Repeal the Paid Family and Medical Leave Benefits Program	Rudnicki, Shelley	ONTP	5/14/2025		Ought Not to Pass Pursuant to Joint Rule 310				S1

DIGEST OF BILLS
132ND LEGISLATURE, FIRST REGULAR AND FIRST SPECIAL SESSIONS - 2025

Comm	LD	Title	Sponsor	Committee Vote	Date of Last Committee Action	Carried Over?	Disposition	Law	Ch #	Analyst note?	Session
LAB	545	An Act to Exempt a Person Making Electrical Installations in the Person's Existing Bona Fide Personal Abode from Licensing and Permitting Requirements	Roberts, Tiffany	OTP-AM	5/5/2025		Enacted	ACTPUB	88		S1
LAB	571	An Act to Improve Conditions for Maine Workers and Retirees	Tipping, Michael		5/19/2025	Carried Over					S1
LAB	572	An Act to Improve Maine's Workers' Compensation Laws	Tipping, Michael	LTW	5/14/2025		Leave to Withdraw Pursuant to Joint Rule 310				S1
LAB	573	An Act to Improve Penalty Collection for Labor Protection Violations	Tipping, Michael	LTW	5/14/2025		Leave to Withdraw Pursuant to Joint Rule 310				S1
LAB	574	An Act to Improve Labor Conditions for Workers in the State	Tipping, Michael		5/19/2025	Carried Over					S1
LAB	575	An Act to Ensure Equitable Access to the Paid Family and Medical Leave Benefits Program by Removing the Requirement That Leave Must Be Scheduled to Prevent Undue Hardship on the Employer	Tipping, Michael	ONTP	5/14/2025		Ought Not to Pass Pursuant to Joint Rule 310				S1
LAB	576	An Act Regarding Reciprocal Licensure for Professional Engineers	Tipping, Michael	OTP	5/9/2025		Enacted	ACTPUB	89		S1
LAB	578	An Act to Improve Occupational Regulation	Tipping, Michael	LTW	5/14/2025		Leave to Withdraw Pursuant to Joint Rule 310				S1
LAB	579	An Act to Include Certain Mental Health Workers Under the 1998 Special Plan for Retirement	Tipping, Michael	OTP-AM/ONTP	6/11/2025	Carried On Approps Table				√	S1
LAB	588	An Act to Enact the Agricultural Employees Concerted Activity Protection Act	Talbot Ross, Rachel	OTP/ONTP	4/29/2025		Veto Sustained				S1
LAB	589	An Act to Establish a State Minimum Hourly Wage for Agricultural Workers	Talbot Ross, Rachel	OTP-AM/ONTP	5/29/2025		Enacted	ACTPUB	232		S1
LAB	598	An Act to Require Minimum Pay for Reporting to Work	Tipping, Michael	OTP-AM/ONTP	5/29/2025		Enacted	ACTPUB	418		S1
LAB	599	An Act to Raise the Salary Threshold for Overtime Pay	Tipping, Michael	OTP-AM/ONTP	5/20/2025	Carried On Approps Table					S1

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Comm	LD	Title	Sponsor	Committee Vote	Date of Last Committee Action	Carried Over?	Disposition	Law	Ch #	Analyst note?	Session
LAB	618	An Act to Allow Minors Under 16 Years of Age to Work Until 9 p.m. During the School Year and Until 10 p.m. During Summer Vacation	Boyer, Jr., David	ONTP/OTP	5/9/2025		Accepted Majority (ONTP) Report				S1
LAB	644	An Act to Expand Employment Opportunities for Minor Students by Eliminating Certain Work Limitations	Collins, Alicia	ONTP/OTP	5/9/2025		Accepted Majority (ONTP) Report				S1
LAB	653	An Act to Allow Teachers to Qualify for Overtime Pay	Roeder, Amy		6/12/2025	Carried Over					S1
LAB	655	An Act Establishing a State Minimum Hourly Wage for Agricultural Workers	Brennan, Michael	LTW	5/14/2025		Leave to Withdraw Pursuant to Joint Rule 310				S1
LAB	664	An Act to Improve Unemployment Insurance	Roeder, Amy	LTW	5/14/2025		Leave to Withdraw Pursuant to Joint Rule 310				S1
LAB	669	An Act Regarding Labor	Roeder, Amy		5/19/2025	Carried Over					S1
LAB	703	An Act to Establish a Health Care Gap Year Program for Recent College Graduates	Rana, Ambureen	OTP-AM/ONTP	4/17/2025	Carried On Approps Table					S1
LAB	706	An Act Regarding the Laws Relating to Unemployment Insurance	Archer, Marshall	OTP-AM	5/30/2025		Enacted	ACTPUB	235		S1
LAB	725	An Act to Advance Equitable Energy Policy in Maine	Warren, Sophia		5/19/2025	Carried Over					S1
LAB	794	An Act to Include Judicial Marshals in the 1998 Special Plan for Retirement	Hickman, Craig	OTP-AM/ONTP	5/5/2025	Carried On Approps Table					S1
LAB	797	An Act to Amend the Laws Regarding Work Search Efforts for Unemployment Benefits and to Eliminate Benefits for Temporary Unemployment	Stewart, Trey	ONTP	4/2/2025		Ought Not to Pass Pursuant to Joint Rule 310				S1
LAB	799	An Act to Report Gender Wage Gaps	Roeder, Amy	OTP-AM/ONTP	5/29/2025	Carried On Approps Table					S1
LAB	833	An Act to Expand the Earned Paid Leave Exception	Bradstreet, Dick	ONTP	5/8/2025		Ought Not to Pass Pursuant to Joint Rule 310				S1

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Comm	LD	Title	Sponsor	Committee Vote	Date of Last Committee Action	Carried Over?	Disposition	Law	Ch #	Analyst note?	Session
LAB	848	An Act Regarding the Retired County and Municipal Law Enforcement Officers and Municipal Firefighters Health Insurance Program	Henderson, Rachel	OTP-AM	5/20/2025		Enacted	ACTPUB	147		S1
LAB	853	An Act to Replace the Minimum Hourly Wage with a Regionally Based Living Wage	Geiger, Valli	OTP-AM/ONTP	5/19/2025		Accepted Report B (ONTP)				S1
LAB	877	An Act to Require Transportation Network Companies to Provide Fair Wages to Drivers	Sato, Ellie		5/19/2025	Carried Over					S1
LAB	894	An Act to Amend the Laws Governing Paid Family and Medical Leave	Daughtry, Matthea	OTP/OTP-AM/ONTP	5/29/2025		Enacted	ACTPUB	277		S1
LAB	898	Resolve, to Support Rural Health Care Workforce Recruitment	Stewart, Trey	OTP-AM	5/22/2025		Emergency Finally Passed	RESLV	50		S1
LAB	900	An Act to Protect State Retiree Pensions from Inflation	Baldacci, Joseph	OTP-AM/ONTP	5/22/2025	Carried On Approps Table					S1
LAB	941	An Act Requiring Employers to Disclose Wage Ranges in Job Postings	Archer, Marshall	ONTP	4/4/2025		Ought Not to Pass Pursuant to Joint Rule 310				S1
LAB	952	An Act to Exempt Agricultural Employers and Employees from the Maine Paid Family and Medical Leave Benefits Program	Black, Russell	ONTP/OTP-AM	5/29/2025		Accepted Majority (ONTP) Report				S1
LAB	1003	An Act Establishing the Retirement Benefit Improvement Fund	Dodge, Jan	OTP-AM/ONTP	5/29/2025	Carried On Approps Table					S1
LAB	1021	An Act to Remove Certain Cost-of-living Adjustment Restrictions for Retired Members of the Law Enforcement Bargaining Unit Who Are 65 Years of Age or Older	Brenner, Stacy	OTP-AM/ONTP	6/3/2025	Carried On Approps Table					S1
LAB	1025	An Act to Allow Federal Civil Service to Count for Purposes of Maine Public Employees Retirement System Benefits	Harrington, Matthew	OTP-AM	5/22/2025		Enacted	ACTPUB	206		S1
LAB	1040	An Act to Raise the Cap on Retirement Benefits for Certain State Employees and Teachers to Which a Cost-of-living Adjustment Is Made	Dodge, Jan	OTP-AM/ONTP	5/5/2025	Carried On Approps Table					S1
LAB	1105	An Act Concerning Displaced Civilian Federal Firefighters in Maine	Mathieson, Kristi	OTP-AM/ONTP	5/29/2025		Enacted	ACTPUB	371		S1

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LAB	1117	An Act to Strengthen Maine's Workforce Through Certified Preapprenticeship Training Programs	Webb, Kilton	OTP-AM/ONTP	5/30/2025		Enacted	ACTPUB	306		S1
LAB	1124	An Act Regarding Retirement Benefits and Salary Adjustments for Judicial Employees	Fredette, Kenneth	ONTP	5/8/2025		Ought Not to Pass Pursuant to Joint Rule 310				S1
LAB	1169	An Act Regarding Employer Payments for the Paid Family and Medical Leave Benefits Program	Soboleski, Mike	ONTP/OTP	6/4/2025		Accepted Majority (ONTP) Report				S1
LAB	1218	An Act to Allow Certain County Commissioners Who Are Maine Public Employees Retirement System Members to Switch to the Legislative Retirement Program	Timberlake, Jeff	ONTP	4/25/2025		Ought Not to Pass Pursuant to Joint Rule 310				S1
LAB	1221	Resolve, Directing the Department of Labor to Study Protection of Paid Family and Medical Leave Benefits Program Funds	Drinkwater, Gary	OTP-AM/ONTP	5/29/2025		Finally Passed	RESLV	63		S1
LAB	1236	An Act to Address Employee Retention of State Employees Who Are Firefighters at Bangor International Airport	Roeder, Amy	OTP-AM/ONTP	5/20/2025	Carried On Approps Table					S1
LAB	1249	An Act to Delay Payment of Benefits Under the Paid Family and Medical Leave Benefits Program	Faulkingham, Billy Bob	ONTP	5/14/2025		Ought Not to Pass Pursuant to Joint Rule 310				S1
LAB	1267	Resolve, Directing the Department of Labor to Convene a Task Force to Examine and Study Issues Relating to the Gap Between the Economic Output and Wages of Workers in the State	Pugh, Dylan	ONTP	5/6/2025		Ought Not to Pass Pursuant to Joint Rule 310				S1
LAB	1273	An Act to Make Paid Family and Medical Leave Voluntary	Faulkingham, Billy Bob	ONTP/OTP-AM	5/29/2025		Accepted Majority (ONTP) Report				S1
LAB	1307	An Act to Suspend the Remittance Obligation for Paid Family and Medical Leave Private Plan Users	Bradstreet, Dick	ONTP/OTP-AM	5/29/2025		Accepted Majority (ONTP) Report				S1

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Comm	LD	Title	Sponsor	Committee Vote	Date of Last Committee Action	Carried Over?	Disposition	Law	Ch #	Analyst note?	Session
LAB	1333	An Act to Make Changes to the Paid Family and Medical Leave Benefits Program	Poirier, Jennifer	ONTP/OTP-AM	5/29/2025		Accepted Majority (ONTP) Report				S1
LAB	1393	An Act to Require Continuing Education for Licensed Architects	Roberts, Tiffany	OTP-AM/ONTP	5/20/2025		Enacted	ACTPUB	318		S1
LAB	1400	An Act to Exempt Certain Public School Districts and Their Employees from the Paid Family and Medical Leave Benefits Program	Carlow, Nathan	ONTP/OTP-AM	6/4/2025		Accepted Majority (ONTP) Report				S1
LAB	1407	Resolve, Directing the Department of Labor to Report the Findings of the Indoor Air Quality Advisory Group	Montell, Karen	OTP-AM/ONTP	5/22/2025		Finally Passed	RESLV	79		S1
LAB	1492	An Act to Fairly Compensate Teachers for Overtime Hours	Tipping, Michael	LTW	4/14/2025		Leave to Withdraw Pursuant to Joint Rule 310				S1
LAB	1514	An Act to Change the Laws Regarding Real Estate Appraisers	Roberts, Tiffany	OTP-AM	5/29/2025		Enacted	ACTPUB	359		S1
LAB	1538	An Act to Index Unemployment Benefits to the Unemployment Rate	Stewart, Trey	ONTP/OTP-AM	5/29/2025		Accepted Majority (ONTP) Report				S1
LAB	1554	Resolve, Directing the Department of Labor to Report on Sexual Harassment	Sato, Ellie	OTP-AM/ONTP	5/29/2025		Finally Passed	RESLV	90		S1
LAB	1587	An Act to Establish Greater Alignment of Penalties for Certain Labor Law Violations	Beck, Matthew		5/19/2025	Carried Over					S1
LAB	1611	An Act to Decrease the Retirement Contributions Required for Teachers and State Employees	McCabe, Julie	OTP-AM/ONTP	5/29/2025	Carried On Approps Table					S1
LAB	1638	An Act Regarding Disability Retirement Benefits Under the Maine Public Employees Retirement System	Duson, Jill	OTP-AM	6/3/2025		Enacted	ACTPUB	270		S1
LAB	1670	An Act to Establish the Maine Public Employees Retirement System Home Repair and Energy Upgrade Loan Program and Fund	Kessler, Christopher	ONTP	5/8/2025		Ought Not to Pass Pursuant to Joint Rule 310				S1

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Comm	LD	Title	Sponsor	Committee Vote	Date of Last Committee Action	Carried Over?	Disposition	Law	Ch #	Analyst note?	Session
LAB	1712	An Act to Amend the Paid Family and Medical Leave Benefits Program to Balance Support of Businesses and Employees	Roberts, Tiffany	ONTP/OTP-AM	5/29/2025		Accepted Majority (ONTP) Report				S1
LAB	1748	An Act to Enhance Businesses' Understanding of Labor Standards and Grow Maine's Energy Economy Through Project Development Information Resources	Beck, Matthew	OTP-AM/ONTP	6/12/2025		Enacted	ACTPUB	377		S1
LAB	1774	An Act to Protect Domestic Workers	Talbot Ross, Rachel		5/19/2025	Carried Over					S1
LAB	1791	Resolve, to Direct State Agencies to Implement the Social Security Fairness Act	Fredette, Kenneth	ONTP	5/8/2025		Ought Not to Pass Pursuant to Joint Rule 310				S1
LAB	1839	An Act to Strengthen the So-called Maine Hire-a-Vet Program	Hickman, Craig	ONTP	5/28/2025		Ought Not to Pass Pursuant to Joint Rule 310				S1
LAB	1861	An Act to Require Training on Textured Hair for Aestheticians, Barber Hair Stylists, Cosmetologists and Hair Designers	Talbot Ross, Rachel	OTP-AM	5/29/2025		Enacted	ACTPUB	257		S1
LAB	1872	An Act to Reinvest in the Pension Funds of the Maine Public Employees Retirement System	Skold, Charles		6/12/2025	Carried Over					S1
LAB	1935	An Act to Increase Penalties for Violations Related to Water Well Drilling	Fredette, Kenneth	ONTP/OTP-AM	6/3/2025		Accepted Majority (ONTP) Report				S1
LAB	1947	An Act to Amend the Laws Pertaining to the Maine Public Employees Retirement System	Roeder, Amy	OTP	5/22/2025		Enacted	ACTPUB	221		S1
LAB	1956	An Act to Amend the Law Governing the Competitive Skills Scholarship Program and Establish the Community Workforce Connections Program	Rotundo, Margaret	OTP-AM/ONTP	6/6/2025		Enacted	ACTPUB	396		S1

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LD 55 An Act to Amend the Law Governing the Accrual of Earned Paid Leave

ENACTED LAW SUMMARY

Public Law 2025, chapter 438 provides that accrued and unused hours of earned paid leave from the previous year of employment must be available for use by an employee in the year of employment immediately following the previous year. Accrued and unused hours of earned paid leave carried forward from the previous year of employment may not reduce the total amount of hours of paid leave an employee is entitled to earn in the year of employment immediately following the previous year, up to 40 hours or the accrual limit specified in the employer's policy governing paid leave, whichever is higher.

LD 66 An Act to Expand Access to the Maine Wage Assurance Fund

ENACTED LAW SUMMARY

Public Law 2025, chapter 192 amends the laws governing the Maine Wage Assurance Fund to increase the number of weeks for which payment may be made from two to four and to include an equal amount of liquidated damages payable to the employee.

LD 82 An Act to Amend the Workers' Compensation Laws by Extending Indefinitely the Presumption Applying to Law Enforcement Officers, Corrections Officers, E-9-1-1 Dispatchers, Firefighters and Emergency Medical Services Persons Diagnosed with Post-traumatic Stress Disorder

ENACTED LAW SUMMARY

Prior to enactment of Public Law 2025, chapter 433, within the provisions governing entitlement to receive compensation and services under the Maine Workers' Compensation Act of 1992, there was a rebuttable presumption that the condition of post-traumatic stress disorder arose out of and in the course of a worker's employment if that worker is a law enforcement officer, corrections officer, E-9-1-1 dispatcher, firefighter or emergency medical services person diagnosed as having post-traumatic stress disorder that resulted from work stress, as long as certain specified conditions are met. This rebuttable presumption was scheduled to be repealed on October 1, 2025. Public Law 2025, chapter 433 repeals that repeal, continuing the rebuttable presumption indefinitely.

Public Law 2025, chapter 433 was enacted as an emergency measure effective July 1, 2025.

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LD 87 An Act Regarding the State Workforce Board

ENACTED LAW SUMMARY

Public Law 2025, chapter 154 changes the name of the State Workforce Board within the Department of Labor to the State Workforce Development Board for consistency with the federal Workforce Innovation and Opportunity Act. The law amends the membership of the board by limiting membership to the members listed and by removing legislative review of member appointments, with the exception of the chair of the board, who is appointed by the Governor, subject to review and confirmation by the Legislature. The law authorizes the Governor to appoint an interim board chair for up to 6 months without legislative confirmation.

Public Law 2025, chapter 154 clarifies that the recipient of an annual report from the board is the joint standing committee of the Legislature having jurisdiction over labor matters instead of the joint standing committee of the Legislature having jurisdiction over labor, business, research and economic development matters and changes rules related to industry partnerships for workforce development from major substantive to routine technical rules.

LD 89 Resolve, Regarding Legislative Review of Chapter 201: Employer Reporting and Payments, a Major Substantive Rule of the Maine Public Employees Retirement System

ENACTED LAW SUMMARY

Resolve 2025, chapter 109 authorizes the Maine Public Employees Retirement System to adopt the major substantive rule of Chapter 201: Employer Reporting and Payments.

LD 240 An Act to Create Consistency in Retirement Service Benefits Deferral Under the Maine Public Employees Retirement System

ENACTED LAW SUMMARY

Public Law 2025, chapter 12 allows a member of a participating local district of the Maine Public Employees Retirement System to defer initiation of service retirement benefits from any plan in which the benefits would be reduced because the member has not reached normal retirement age under the plan if the member retires under the State Employee and Teacher Retirement Program.

LD 545 An Act to Exempt a Person Making Electrical Installations in the Person's Existing Bona Fide Personal Abode from Licensing and Permitting Requirements

ENACTED LAW SUMMARY

Public Law 2025, chapter 88 reinstates the exception, inadvertently omitted from Public Law 2017, chapter 198, allowing a person, without first obtaining a license or a permit from the Electricians'

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Examining Board, to make electrical installations in an existing single-family residence owned or occupied by that person or to be owned or occupied by that person as that person's personal abode. This exception previously existed in the Maine Revised Statutes, Title 32, section 1105, former subsection 5. The installation must conform with the National Electrical Code and other standards adopted by the board.

LD 576 An Act Regarding Reciprocal Licensure for Professional Engineers

ENACTED LAW SUMMARY

Public Law 2025, chapter 89 amends the provision of law regarding licensure as a professional engineer for a person holding an active national council record to make that provision consistent with other licensure provisions. The law provides that an applicant for licensure as a professional engineer, who meets the requirements of a mutual recognition agreement between this State and another state, territory or possession of the United States, the District of Columbia or any foreign country, whose licensure qualifications are, in the opinion of the State Board of Licensure for Professional Engineers and by the language of the agreement, substantially equivalent to the requirements of the laws of this State, may be licensed without further examination.

LD 589 An Act to Establish a State Minimum Hourly Wage for Agricultural Workers

ENACTED LAW SUMMARY

Public Law 2025, chapter 232 provides that, beginning January 1, 2026, the minimum hourly wage for an individual employed to perform agricultural labor may not be paid at a rate less than the state minimum hourly wage. The law provides that, on January 1, 2027 and each January 1st thereafter, the minimum hourly wage then in effect must be increased by the increase in the cost of living. The law also provides that employers that employ individuals to perform agricultural labor are required to keep a true and accurate record of the hours worked by each employee and the wages paid to each employee. The law provides remedies for employees and penalties for employers for minimum hourly wage violations. The law provides that the Department of Labor has exclusive authority to bring an action for unpaid wages on behalf of an employee for unpaid minimum hourly wages. The law also provides that the provisions of the law may not be construed to restrict or impair any existing right available to an employee under any other section of the Maine Revised Statutes, Title 26, chapter 7.

LD 598 An Act to Require Minimum Pay for Reporting to Work

ENACTED LAW SUMMARY

Public Law 2025, chapter 418 provides that, on any day an employee reports to work at the request of an employer and the employer cancels or reduces the number of hours in an employee's scheduled shift, the employee must be paid the lesser of two hours of pay at the employee's regular

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hourly rate of pay and the total pay for the shift for which the employee was scheduled. An employer that makes a documented good faith effort to notify an employee not to report to work is not liable to pay wages. If the employee reports to work after the employer's attempt to notify the employee has been unsuccessful or if the employer is prevented from making notification for any reason, the employee must perform whatever duties are assigned by the employer at the time the employee reports to work. The provision does not apply when an employee is not required to work due to adverse weather conditions, a natural disaster, a civil emergency, an illness or medical condition of the employee or a workplace injury of the employee. The law applies to employers who employ at least 10 employees in the usual and regular course of business for more than 120 days in a calendar year and does not apply to certain employers of seasonal employees.

LD 706 An Act Regarding the Laws Relating to Unemployment Insurance

ENACTED LAW SUMMARY

Public Law 2025, chapter 235 amends the Unemployment Security Law in the following ways.

The law amends the definition of “unemployment fraud” to include instances when an individual solicits someone else to file a fraudulent claim on the individual's behalf. The provision governing grounds for disqualifying an individual from benefits is also amended to include soliciting another person to make false statements or material omissions on behalf of the individual. That provision is also amended to escalate the progression of penalties in cases when a claim has been filed using illegally obtained identification information such that the first offense is treated as a third offense, which requires the highest penalty.

The law amends provisions governing overpayments made to individuals by the Bureau of Unemployment Compensation in the Department of Labor. The law provides that the state minimum wage must be used to calculate the maximum amount of weekly unemployment compensation benefits that may be withheld from an individual who was overpaid by the bureau as the result of the individual's nondisclosure or misrepresentation. This change increases the limitations on the amount of wages that may be withheld. The law provides that benefit overpayments recouped by reducing weekly benefits must be applied only to the principal amount owed. The law also changes the appeal time frames for overpayment decisions to provide the same appeal time frames as non-overpayment decisions.

The law recodifies the section of law that governs eligibility for unemployment compensation benefits. The law also makes substantive changes to that section, including narrowing the parameters defining an individual's availability for work to include work that aligns with the customary hours and commute of the individual before becoming unemployed; requiring that for certain training programs to qualify as approved training programs, those programs must conform with rules adopted by the Commissioner of Labor; amending the time frame during which an individual is excused from the work search requirements during a period of layoff from the individual's employer and removing the requirement that the individual stay in contact with the employer during that period; and modifying the definition of “good cause” as it applies to an

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individual's failure to comply with certain provisions governing the individual's eligibility for unemployment compensation benefits.

The law amends the provision of law governing the bureau's process for determining unemployment compensation benefit eligibility by creating several new exceptions from that process. A claim is excepted from that process when an individual fails to perform a work search and is not under a work search waiver; fails to adequately respond to a request for identity verification; or is unemployed due to a stoppage of work.

The law also provides that the bureau may not withhold payment for claimants receiving benefits due to the claimant's failure to adequately respond to a written request for documentation to verify the claimant's identity unless the bureau has credible evidence that substantiates a reasonable basis for establishing an issue of potential fraud and withholding payment. If there is evidence, the bureau must issue timely notice to the claimant informing the claimant that benefit payments are withheld and instructions to the claimant on how the claimant may satisfy identity verification requirements and where to submit that documentation. The notice must include a reasonable time frame and the consequences for failing to provide that documentation. The bureau must allow individuals a reasonable time frame to submit documents that comply with an identity verification request. The bureau must also provide a list of acceptable documents and allow multiple methods to submit documents for identity verification. If the claimant fails to comply with the request for documents in the time frame provided by the bureau or if the documents are insufficient or determined to be fraudulent, the bureau must render a timely decision denying further benefits.

The law reorganizes provisions related to extended benefits for dislocated workers to conform with modern drafting standards. The law also changes those provisions to require that a dislocated worker must be in training approved by a staff member of the bureau who has been designated by the commissioner, in accordance with rules adopted by the commissioner.

It eliminates the self-employment assistance program and cross-references to that program. The law also corrects and updates other cross-references.

Finally, the law makes additional changes including changing the employer charging methodology for employee leasing companies to report and pay contributions under the client company, using the client company's contribution rate and changing the time frame for bureau staff background checks from every 10 years to every five years. The law provides that the changes made to the provision of law governing employee leasing company reports and contributions begin January 1, 2026. The law also makes a technical change in Title 32 referencing employee leasing companies.

LD 848 An Act Regarding the Retired County and Municipal Law Enforcement Officers and Municipal Firefighters Health Insurance Program

ENACTED LAW SUMMARY

Public Law 2025, chapter 147 directs the Department of Administrative and Financial Services, Office of Employee Health and Wellness to include in its required biennial report to the joint

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standing committee of the Legislature having jurisdiction over insurance and financial services matters program participation enrollment data specific to the Retired County and Municipal Law Enforcement Officers and Municipal Firefighters Health Insurance Program. The law also establishes a contribution rate for the open enrollment period of the program.

LD 894 An Act to Amend the Laws Governing Paid Family and Medical Leave

ENACTED LAW SUMMARY

Public Law 2025, chapter 277 amends the laws governing paid family and medical leave as follows.

1. The law clarifies that intermittent leave of an employee of less than one workday may not be taken unless it is agreed to by the employee and the employer.
2. The law establishes in statute the Bureau of Paid Family and Medical Leave within the Department of Labor to administer the paid family and medical leave benefits program.
3. The law establishes remedies for the Department of Labor to enforce the collection of delinquent premium contributions, penalties and assessments on employers that fail to make payments required by the program.
4. The law establishes liability for individuals or organizations with respect to premium contributions, penalties and assessments owed by employers acquired by those individuals or organizations.
5. The law establishes penalties for employers that allow private plan benefit coverage to lapse during a period of an approved private plan substitution.

LD 898 Resolve, to Support Rural Health Care Workforce Recruitment

ENACTED LAW SUMMARY

Resolve 2025, chapter 50 directs the Department of Labor to amend its Bureau of Labor Standards rule Chapter 12: Rules Relating to Equal Pay to make clarifications under that rule to the definitions of "establishment" and "seniority system." Those rule changes must be accomplished through routine technical rulemaking and must be finally adopted by the department no later than October 1, 2025.

Resolve 2025, chapter 50 was finally passed as an emergency measure effective June 9, 2025.

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LD 1025 An Act to Allow Federal Civil Service to Count for Purposes of Maine Public Employees Retirement System Benefits

ENACTED LAW SUMMARY

Public Law 2025, chapter 206 allows a member of the Maine Public Employees Retirement System with service as a nonmilitary public employee of the United States Government before becoming a member to purchase service credit up to five years for the period of time that the member served as a nonmilitary public employee of the United States Government.

LD 1105 An Act Concerning Displaced Civilian Federal Firefighters in Maine

ENACTED LAW SUMMARY

Public Law 2025, chapter 371 requires the Department of Labor to establish and maintain a database of displaced civilian federal firefighters in Maine.

LD 1117 An Act to Strengthen Maine's Workforce Through Certified Preapprenticeship Training Programs

ENACTED LAW SUMMARY

Public Law 2025, chapter 306 amends the laws governing the preapprenticeship training programs by clarifying that the Maine Apprenticeship Program may consult on funding matters with the Maine Apprenticeship Council as the Department of Labor considers appropriate and permissible. It also provides that at least 51% of funding provided by the Maine Apprenticeship Program must be given to certified preapprenticeship training that demonstrate the provision of strong, comprehensive support services, either through the use of program funds or through outside workforce funds. Public Law 2025, chapter 306 also directs the department to conduct a study that reviews similar programs in the State and in other states. The department must submit a report on its findings to the Joint Standing Committee on Labor by December 3, 2025, and the committee may report out a bill to the Second Regular Session of the 132nd Legislature.

LD 1221 Resolve, Directing the Department of Labor to Study Protection of Paid Family and Medical Leave Benefits Program Funds

ENACTED LAW SUMMARY

Resolve 2025, chapter 63 requires the Department of Labor to study methods to protect paid family and medical leave benefits program funds from being expended for any purpose other than the paid family and medical leave benefits program.

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LD 1393 An Act to Require Continuing Education for Licensed Architects

ENACTED LAW SUMMARY

Public Law 2025, chapter 318 amends the laws governing the regulation of architects, landscape architects and interior designers by establishing a start date for the Maine State Board for Licensure of Architects, Landscape Architects and Interior Designers to begin requiring continuing education prerequisites for the renewal of architect licenses. The law provides a two-year exemption from the continuing education requirement for an architect who receives an initial license to practice architecture from any jurisdiction, including a foreign jurisdiction, and who has not been previously licensed by any jurisdiction, including a foreign jurisdiction, for a period of two or more years. It also directs the Board of Licensure to adopt rules necessary to implement the continuing education requirement.

LD 1407 Resolve, Directing the Department of Labor to Report the Findings of the Indoor Air Quality Advisory Group

ENACTED LAW SUMMARY

Resolve 2025, chapter 79 directs the Department of Labor to submit a report to the Joint Standing Committee on Labor containing the findings of the indoor air quality advisory group, which was convened by the Department of Labor, Bureau of Labor Standards. After reviewing the report, the committee may report out legislation relating to the report to the Second Regular Session of the 132nd Legislature.

LD 1514 An Act to Change the Laws Regarding Real Estate Appraisers

ENACTED LAW SUMMARY

Public Law 2025, chapter 359 modifies the provision of law governing membership of the Board of Real Estate Appraisers within the Department of Professional and Financial Regulation by increasing membership from seven to nine members and by amending the qualification of board members to include one member who holds a certified residential real property appraiser license and one member who is actively engaged in the business of banking, including lending for the purposes of buying real property, or who is actively engaged in the mortgaging of real property. Public Law 2025, chapter 359 also amends the scope of license provisions for residential real property appraisers by providing that a license holder may appraise certain residential property as specified in criteria adopted by the appraiser qualifications board.

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LD 1554 Resolve, Directing the Department of Labor to Report on Sexual Harassment

ENACTED LAW SUMMARY

Resolve 2025, chapter 90 directs the Department of Labor to submit a report, using available data, to the Joint Standing Committee on Labor detailing compliance and noncompliance by employers with sexual harassment policies in the workplace. The department must include any recommendations, including suggested legislation, on ways to strengthen employer compliance with sexual harassment policies and strengthen sexual harassment prevention efforts in the workplace. The Joint Standing Committee on Labor may report out a bill related to the contents of the report to the Second Regular Session of the 132nd Legislature.

LD 1638 An Act Regarding Disability Retirement Benefits Under the Maine Public Employees Retirement System

ENACTED LAW SUMMARY

Public Law 2025, chapter 270 repeals the provision of law that specifies that disability retirement benefits paid by the Maine Public Employees Retirement System to a person who is disabled are reduced if that person receives benefits from the United States Social Security Act.

Public Law 2025, chapter 270 removes that reduction for persons who are disabled and were receiving disability retirement benefits from the Maine Public Employees Retirement System as of December 31, 2024. The provisions of the law retroactively apply to January 1, 2024 if those retirement benefits were reduced because the person received disability retirement benefits under the United States Social Security Act.

The law requires that a person must be paid the difference between the amount of disability retirement benefits, including any cost-of-living adjustments, the person would have received absent any reduction of such benefits due to the receipt of disability retirement benefits under the United States Social Security Act and the amount of disability retirement benefits the person actually received.

The law provides that a person must be paid the difference with interest accruing from January 1, 2024 to the date that the payment is made. The rate of interest is 6.5%.

LD 1748 An Act to Enhance Businesses' Understanding of Labor Standards and Grow Maine's Energy Economy Through Project Development Information Resources

ENACTED LAW SUMMARY

Public Law 2025, chapter 377 provides that the Department of Labor is required to partner with state entities, including the Public Utilities Commission, the Governor's Energy Office and the Office of Policy Innovation and the Future, or successor governmental departments and offices

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having jurisdiction over energy matters, to develop a fact sheet and technical resource guide that outlines the requirements, opportunities, expectations and responsibilities detailed in state labor laws, rules and priority selection opportunities for entities developing assisted projects in the State with a nameplate capacity of one megawatt or more. The responsible entity developing an assisted project and its prime contracting entity must each separately attest, under penalty of perjury, that each entity has reviewed the fact sheet and technical resource guide and that each entity is aware of resources available to assist in the entity's understanding and compliance and that all contractors and subcontractors are aware of the requirements in the fact sheet and technical resource guide.

Public Law 2025, chapter 377 also requires that the department supply an annual report to the joint standing committee of the Legislature having jurisdiction over labor matters beginning February 15, 2027.

LD 1861 An Act to Require Training on Textured Hair for Aestheticians, Barber Hair Stylists, Cosmetologists and Hair Designers

ENACTED LAW SUMMARY

Public Law 2025, chapter 257 amends the laws governing the powers and responsibilities of the Director of the Office of Professional and Occupational Regulation to adopt rules that require educational programs for aestheticians, barber hair stylists, cosmetologists and hair designers to include training on the styling and treatment of textured hair.

LD 1947 An Act to Amend the Laws Pertaining to the Maine Public Employees Retirement System

ENACTED LAW SUMMARY

Public Law 2025, chapter 221 makes the following changes to the laws governing the Maine Public Employees Retirement System.

1. The law establishes a definition of “duly acknowledged.”
2. The law establishes a definition of “survive” or “surviving.”
3. The law removes the minimum waiting period for a member to receive a refund of contributions.
4. The law removes the requirement for continuous service before a member can be eligible for disability retirement benefits without meeting preexisting condition criteria.
5. The law provides more flexibility in how overpayments of disability benefits are recovered.
6. The law clarifies the definition of “earnable compensation.”

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7. The law clarifies membership eligibility for coaches and adult education employees.
8. The law clarifies procedural requirements before initiating court action to recover overpaid benefits.
9. The law corrects a cross-reference and adds a cross-reference that was omitted from a previously enacted law.
10. The law clarifies termination of employment requirements for retirees to be restored to service.
11. The law clarifies the payment of group life insurance benefits.
12. The law permits the chief administrative officer of a participating local district to clarify ambiguities in actions taken by the governing body regarding plan participation.
13. The law changes what constitutes a quorum for the Participating Local District Advisory Committee.
14. The law repeals the requirement for a minimum percentage of members of a local district in order to participate in the group life insurance program.
15. The law removes or updates obsolete, unclear or inconsistent language.

LD 1956 An Act to Amend the Law Governing the Competitive Skills Scholarship Program and Establish the Community Workforce Connections Program

ENACTED LAW SUMMARY

Public Law 2025, chapter 396 eliminates the peer workforce navigator pilot program and establishes the Community Workforce Connections Program beginning January 1, 2026 to provide peer support and community-based workforce navigation services to unemployed and underemployed individuals facing barriers to employment to help them increase their economic security. This program is to be funded by the Competitive Skills Scholarship Fund.

Public Law 2025, chapter 396 also amends the law governing the Competitive Skills Scholarship Program to authorize an added method of service delivery through an educational cohort model targeted to assist low-income individuals and individuals who may face barriers to education or successful workforce participation participating in a shared curriculum or program; increases the ways in which individuals can qualify for the program; and changes the application, decision and appeal process. The law also requires the Commissioner of Labor to submit a financial report on the Competitive Skills Scholarship Fund to the Joint Standing Committee on Labor by November 1, 2026.

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ANALYST NOTES

This section includes additional information relating to certain LDs as noted in a committee digest. This is 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.

LD 579 An Act to Include Certain Mental Health Workers Under the 1998 Special Plan for Retirement

Though this bill was not enacted, the substance of the bill was incorporated into the budget. See Appropriations and Financial Affairs, Enacted Law Summary, LD 210, Public Law 2025, chapter 388, Part R.