



131st MAINE LEGISLATURE

FIRST REGULAR SESSION-2023

Legislative Document

No. 939

H.P. 586

House of Representatives, March 2, 2023

**An Act to Support Environmental Justice by Requiring Certain
Notice Requirements for Whistleblower Protections**

Reference to the Committee on Energy, Utilities and Technology suggested and ordered printed.

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

ROBERT B. HUNT
Clerk

Presented by Representative WARREN of Scarborough.
Cosponsored by Senator GROHOSKI of Hancock and
Representatives: ANKELES of Brunswick, GEIGER of Rockland, LaROCHELLE of Augusta,
MILLIKEN of Blue Hill, O'NEIL of Saco, OSHER of Orono, SKOLD of Portland, ZAGER of
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 currently performs or formerly performed a
7 service for wages or other remuneration under a contract of hire, expressed or implied,
8 for a public 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.