



128th MAINE LEGISLATURE

FIRST REGULAR SESSION-2017

Legislative Document

No. 1441

H.P. 996

House of Representatives, April 13, 2017

An Act To Create Veteran-friendly Workplaces

Reference to the Committee on Veterans and Legal Affairs suggested and ordered printed.

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

ROBERT B. HUNT
Clerk

Presented by Representative COLLINGS of Portland.
Cosponsored by Senator CARSON of Cumberland and
Representatives: CASÁS of Rockport, DEVIN of Newcastle, GOLDEN of Lewiston,
PICCHIOTTI of Fairfield, PRESCOTT of Waterboro, Senators: BELLOWS of Kennebec,
CARPENTER of Aroostook, DOW of Lincoln.

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

2 **Sec. 1. 26 MRSA §605** is enacted to read:

3 **§605. Veterans in the workplace**

4 An employer, as defined in section 603, subsection 1, paragraph A, shall allow an
5 employee who is a veteran, as defined in section 877, subsection 3, to take paid leave to
6 attend scheduled appointments at a medical facility operated by the United States
7 Veterans Administration. The employee shall make reasonable efforts to consult with the
8 employer before scheduling such an appointment in order to accommodate, so far as is
9 reasonable, the needs of the employer. The employer may require reasonable advance
10 notice and verification from the veteran of such an appointment. For purposes of this
11 section, "paid leave" means time away from work for which an employee receives
12 compensation, including but not limited to sick time or other paid time, and that results in
13 no economic loss to the employee.

14 **Sec. 2. 26 MRSA §1407** is enacted to read:

15 **§1407. Veteran-friendly workplace recognition**

16 The department shall recognize employers in the State whose workplaces have been
17 certified as veteran-friendly workplaces by the Department of Defense, Veterans and
18 Emergency Management, Bureau of Maine Veterans' Services pursuant to Title 37-B,
19 section 516, subsection 2.

20 **Sec. 3. 37-B MRSA §516** is enacted to read:

21 **§516. Veteran-friendly Workplace Program established**

22 The Veteran-friendly Workplace Program is established in the bureau to encourage
23 employers to establish veteran-friendly workplaces and to provide assistance and training
24 to employers in the State for that purpose. As used in this section, "veteran-friendly
25 workplace" means a place of employment that, through policies and a workplace
26 environment, recognizes the ways in which skills and training acquired through veterans'
27 military service and education are translatable into workforce productivity and that
28 accommodates challenges facing military service veterans, including, but not limited to,
29 service-connected disabilities.

30 **1. Training.** The director shall conduct regular training sessions for employers who
31 voluntarily decide to establish veteran-friendly workplaces that include but are not
32 limited to providing information regarding:

33 A. Recognizing skills acquired during military service that translate into desirable
34 skills in the workplace;

35 B. Understanding and recognizing the signs of post-traumatic stress disorder;

36 C. Understanding military culture and the challenges of entering the workforce upon
37 separation from the military; and

