

STATE OF MAINE

IN THE YEAR OF OUR LORD  
TWO THOUSAND TWENTY-FIVE

S.P. 387 - L.D. 898

**Resolve, to Support Rural Health Care Workforce Recruitment**

**Emergency preamble.** Whereas, acts and resolves of the Legislature do not become effective until 90 days after adjournment unless enacted as emergencies; and

**Whereas,** the State is experiencing a serious shortage of health care providers, particularly in rural communities; and

**Whereas,** the changes to the Department of Labor's rules relating to equal pay provided for in this legislation are designed to alleviate that health care provider shortage; and

**Whereas,** in the judgment of the Legislature, these facts create an emergency within the meaning of the Constitution of Maine and require the following legislation as immediately necessary for the preservation of the public peace, health and safety; now, therefore, be it

**Sec. 1. Department of Labor; rulemaking. Resolved:** That the Department of Labor shall initiate rulemaking to amend its Bureau of Labor Standards rule Chapter 12: Rules Relating to Equal Pay, as follows:

1. The rule must be amended in Section I(G) to clarify, for the purposes of the definition of "establishment," that different entities or facilities operated by a hospital or health care entity at different physical locations are not considered a single establishment; and

2. The rule must be amended in Section I(K) to clarify, for the purposes of the definition of "seniority system," that preference under a seniority system must be given to workers based on years of service or based on pertinent experience or credentials.

The rule changes directed under this section must be finally adopted by the department no later than October 1, 2025. Rules adopted pursuant to this section are routine technical rules as defined in the Maine Revised Statutes, Title 5, chapter 375, subchapter 2-A.

**Emergency clause.** In view of the emergency cited in the preamble, this legislation takes effect when approved.