

§42-B. Bureau to furnish poster or notice outlining state labor laws

1. Bureau to furnish poster or notice. The bureau shall produce and furnish to employers posters or notices in electronic or printed form outlining state labor laws applicable to those employers and regulating:

- A. Employment of minors; [PL 2001, c. 242, §1 (NEW).]
- B. Time of payment of wages; [PL 2001, c. 242, §1 (NEW).]
- C. Safety and health of employees; [PL 2017, c. 219, §2 (AMD).]
- D. Family medical leave; [PL 2017, c. 219, §2 (AMD).]
- E. Video display terminal safety as described in section 252, subsection 1; [PL 2019, c. 156, §1 (AMD); PL 2019, c. 156, §4 (AFF).]
- F. Minimum wage and overtime provisions as described in section 664; [PL 2023, c. 412, Pt. AAA, §4 (AMD).]
- G. Earned paid leave; and [PL 2023, c. 412, Pt. AAA, §5 (AMD).]
- H. Paid family and medical leave as provided in chapter 7, subchapter 6-C. [PL 2023, c. 412, Pt. AAA, §6 (NEW).]

The posters or notices may also include such other laws as may be required or useful. [PL 2023, c. 412, Pt. AAA, §§4-6 (AMD).]

2. Notice of cause for termination. The bureau shall include in one of the posters or notices under subsection 1 the following information regarding at-will employment:

Under Maine law, an at-will employee may be terminated for any reason not specifically prohibited by law. In most instances, you are an at-will employee unless you are covered by a collective bargaining agreement or other contract that limits termination. If you have questions about at-will employment, contact your human resources department or the State Department of Labor, Bureau of Labor Standards.

The notice must be printed in bold type of at least 24 points. [PL 2003, c. 442, §1 (AMD).]

3. Employer to post notice. An employer subject to the laws outlined in the poster or notice issued by the bureau pursuant to subsection 1 shall post and keep posted in a place accessible to the employer's employees a copy of the poster or notice furnished by the bureau. An employer who violates this section may be assessed a fine by the department payable to the State as follows:

- A. For the first violation, a fine of up to \$25 per day after being notified by the bureau of the violation, not to exceed \$1,000; [PL 2017, c. 219, §3 (NEW).]
- B. For a 2nd violation occurring within 3 years of a prior adjudication for a violation of this section, a fine of not less than \$25 per day after being notified by the bureau of the violation or more than \$50 per day, not to exceed \$2,500; or [PL 2017, c. 219, §3 (NEW).]
- C. For a 3rd or subsequent violation occurring within 3 years of 2 or more prior adjudications for a violation of this section, a fine of not less than \$25 per day after being notified by the bureau of the violation or more than \$100 per day, not to exceed \$5,000. [PL 2017, c. 219, §3 (NEW).]

[PL 2017, c. 219, §3 (AMD).]

SECTION HISTORY

PL 2001, c. 242, §1 (NEW). PL 2003, c. 442, §1 (AMD). PL 2017, c. 219, §§2, 3 (AMD). PL 2019, c. 156, §§1, 2 (AMD). PL 2019, c. 156, §4 (AFF). PL 2023, c. 412, Pt. AAA, §§4-6 (AMD).

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