**§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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