



130th MAINE LEGISLATURE

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Legislative Document

No. 938

H.P. 694

House of Representatives, March 8, 2021

**An Act To Ensure Maine Workers' Right To Request a Schedule
Change at Their Places of Employment**

Reference to the Committee on Labor and Housing suggested and ordered printed.

Robert B. Hunt
ROBERT B. HUNT
Clerk

Presented by Representative WOOD of Portland.

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

2 **Sec. 1. 26 MRSA §600-A** is enacted to read:

3 **§600-A. Right to request change of schedule**

4 **1. Right to request change of schedule.** An employee has the right to request a
5 temporary change, to last up to one year, to a previously agreed upon work schedule. The
6 request must be made in writing and must describe the reason for the request.

7 **2. Employer response to request.** An employer that receives a request to change an
8 employee's schedule as described in subsection 1 shall respond to the request in writing
9 within 7 days of receipt of the request. The employer is not required to grant the request
10 for a schedule change. If the employer denies the request, the employer shall include in the
11 written response a reason for denial of the request and offer an alternative to the request, if
12 an alternative is available.

13 **3. Exception.** The requirements of this section do not apply to an employer with 10
14 or fewer employees.

15 **4. Enforcement.** An employer that violates this section commits a civil violation for
16 which a fine of not less than \$5,000 may be adjudged. The Department of Labor shall
17 enforce this section.

18 **SUMMARY**

19 This bill creates a right of an employee to request a change of schedule. The employer
20 is not required to grant the request but must describe in writing the reason for denial if the
21 request is denied. The employee's right to request a schedule change does not apply to
22 employers with 10 or fewer employees. A violation is a civil violation for which a fine of
23 not less than \$5,000 may be adjudged.