



127th MAINE LEGISLATURE

LD 921

LR 1243(07)

An Act To Strengthen the Right of a Victim of Sexual Assault or Domestic Violence To Take Necessary Leave from Employment and To Promote Employee Social Media Privacy

Fiscal Note for Bill as Engrossed with:

C "B" (H-240)

S "A" (S-323) to C "B" (H-240)

Committee: Labor, Commerce, Research and Economic Development

Fiscal Note

Potential current biennium revenue increase - General Fund

	FY 2015-16	FY 2016-17	Projections FY 2017-18	Projections FY 2018-19
Net Cost (Savings)				
General Fund	\$46,467	\$54,972	\$56,267	\$57,614
Appropriations/Allocations				
General Fund	\$46,467	\$54,972	\$56,267	\$57,614

Fiscal Detail and Notes

This bill includes General Fund appropriations of \$46,467 in fiscal year 2015-16 and \$54,972 in fiscal year 2016-17 to the Regulation and Enforcement program within the Department of Labor for one half-time Labor and Safety Inspector position and related all other costs for the additional enforcement activity associated with the disclosure of personal social media account information and with employee rights regarding a leave of absence when the employee is a victim of violence.

According to the Department of Labor, increasing the penalty to employers that violate the employment leave for victims of violence law to include the requirement that employers pay liquidated damages or reinstate affected individuals with back wages if that individual was terminated will result in more complaints being filed that will require more enforcement activity by the Bureau of Labor Standards.

The amount of General Fund revenue to be received from penalties assessed as a result of violations associated with the disclosure of personal social media account information and employee rights regarding a leave of absence when the employee is a victim of violence can not be determined at this time.