



MAINE LAW PROTECTS WORKERS FROM HAVING TO PARTICIPATE IN EMPLOYERS' RELIGIOUS OR POLITICAL MEETINGS

Maine Law 26 MRSA §600-B prevents employers from:

- requiring employees to attend meetings about the employers' political opinions or religious beliefs;
- requiring employees to receive or listen to communications about the employers' political opinions or religious beliefs;
- retaliating against or disciplining employees who choose not to attend these meetings or receive these communications;
- retaliating against employees who report violations of this law or who file a lawsuit to enforce their rights.

Employers cannot fire, discipline, demote, threaten, or otherwise penalize workers who assert their rights under 26 MRSA §600-B. Employers must post these rights with other employee notices.

"Political matters" relate to elections for political office; political parties; proposals to change law, rules or regulations, or proposals public policy; and the decision to join or support any political party or political, civic, community, fraternal or labor organization.

"Religious matters" relate to religious belief, affiliation and practice; and the decision to join or support any religious organization or association.

26 MRSA §600-B does not apply to religious employers.

26 MRSA §600-B does not prohibit employers from having meetings or sending communications about:

- lawful job-related or legally required information;
- information employees need to do their jobs;
- holding completely voluntary meetings about religious or political matters.

IF YOUR RIGHTS ARE VIOLATED:

You may file a civil lawsuit in Maine Superior Court if your rights are violated. You have **90 days** from the date of the violation to file. A court may order that:

- you be rehired, if you were fired;
- the employer pay you back wages and/or restore your benefits/seniority;
- the employer stop the violations; and
- other remedies.

The Maine Department of Labor does not enforce these protections.