

MAINE STATE LEGISLATURE

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118th MAINE LEGISLATURE

FIRST REGULAR SESSION-1997

Legislative Document

No. 624

S.P. 196

In Senate, January 30, 1997

An Act to Expand the Family Medical Leave Laws.

Reference to the Committee on Labor suggested and ordered printed.

A handwritten signature in cursive script that reads "Joy J. O'Brien".

JOY J. O'BRIEN
Secretary of the Senate

Presented by Senator CATHCART of Penobscot.
Cosponsored by Representative HATCH of Skowhegan and
Representatives: RINES of Wiscasset, SAMSON of Jay.

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

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Sec. 1. 26 MRSA §843, sub-§4, ¶¶C and D, as enacted by PL 1987, c. 661, are amended to read:

C. The placement of a child 16 years of age or less with the employee in connection with the adoption of the child by the employee; or

D. A child, parent or spouse with a serious illness; or

Sec. 2. 26 MRSA §843, sub-§4, ¶E is enacted to read:

E. A parent-teacher conference.

Sec. 3. 26 MRSA §844, sub-§1, as amended by PL 1991, c. 277, §1, is further amended to read:

1. **Family medical leave entitlement.** Every employee who has been employed by the same employer for 12 consecutive months is entitled to up to 10 consecutive work weeks of family medical leave in any 2 years unless employed at a permanent work site with fewer than ~~25~~ 15 employees. The following conditions apply to family medical leave granted under this subchapter:

A. The employee must give at least 30 days' notice of the intended date upon which family medical leave will commence and terminate, unless prevented by medical emergency from giving that notice;

B. The employer may require certification from a physician to verify the amount of leave requested by the employee, except that an employee who in good faith relies on treatment by prayer or spiritual means, in accordance with the tenets and practice of a recognized church or religious denomination, may submit certification from an accredited practitioner of those healing methods; and

C. The employer and employee may negotiate for more or less leave, but both parties must agree.

SUMMARY

This bill requires that leave be allowed for attendance at parent-teacher conferences. The bill also expands the coverage of the family medical leave laws by reducing the threshold for covered employees from 25 employees to 15 employees.