

# MAINE STATE LEGISLATURE

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# 132nd MAINE LEGISLATURE

## FIRST REGULAR SESSION-2025

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Legislative Document

No. 55

H.P. 19

House of Representatives, January 8, 2025

### **An Act to Amend the Law Governing the Accrual of Earned Paid Leave**

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Received by the Clerk of the House on January 6, 2025. Referred to the Committee on Labor pursuant to Joint Rule 308.2 and ordered printed pursuant to Joint Rule 401.

A handwritten signature in cursive script that reads "Robert B. Hunt".

ROBERT B. HUNT  
Clerk

Presented by Representative LEMELIN of Chelsea.

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

2 **Sec. 1. 26 MRSA §637, sub-§3**, as enacted by PL 2019, c. 156, §3 and affected by  
3 §4, is amended to read:

4 **3. Accrual.** An employee is entitled to earn one hour of paid leave from a single  
5 employer for every 40 hours worked, up to ~~40 hours in~~ the accrual limit specified in the  
6 employer's policy governing paid leave for one year of employment. Accrual of leave  
7 begins at the start of employment, but the employer is not required to permit use of the  
8 leave before the employee has been employed by that employer for 120 days during a one-  
9 year period. Accrued and unused hours of earned paid leave from the previous year of  
10 employment must be available for use by an employee in the year of employment  
11 immediately following that previous year. Accrued and unused hours of earned paid leave  
12 carried forward from the previous year of employment may not reduce the total amount of  
13 hours of paid leave an employee is entitled to earn in the year of employment immediately  
14 following that previous year, up to the accrual limit specified in the employer's policy  
15 governing paid leave.

16 **SUMMARY**

17 This bill amends the law governing earned paid leave to provide that an employee is  
18 entitled to earn one hour of paid leave from a single employer for every 40 hours worked,  
19 up to the accrual limit specified in the employer's policy governing paid leave for one year  
20 of employment. The bill also provides that accrued and unused hours of earned paid leave  
21 from the previous year of employment must be available for use by an employee in the  
22 current year of employment. The bill provides that accrued and unused hours of earned  
23 paid leave from the previous year of employment may not reduce the total amount of hours  
24 of paid leave an employee is entitled to earn in the current year of employment, up to the  
25 accrual limit specified in the employer's policy governing paid leave.