

MAINE STATE LEGISLATURE

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132nd MAINE LEGISLATURE

FIRST REGULAR SESSION-2025

Legislative Document

No. 575

S.P. 256

In Senate, February 25, 2025

**An Act to Ensure Equitable Access to the Paid Family and Medical
Leave Benefits Program by Removing the Requirement That Leave
Must Be Scheduled to Prevent Undue Hardship on the Employer**

Received by the Secretary of the Senate on February 19, 2025. Referred to the Committee on Labor pursuant to Joint Rule 308.2 and ordered printed.

A handwritten signature in black ink, appearing to read 'D M Grant'.

DAREK M. GRANT
Secretary of the Senate

Presented by Senator TIPPING of Penobscot.
Cosponsored by Representative: ROEDER of Bangor.

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

2 **Sec. 1. 26 MRSA §850-B, sub-§7**, as enacted by PL 2023, c. 412, Pt. AAA, §7, is
3 amended to read:

4 **7. Notice to employer.** Absent an emergency, illness or other sudden necessity for
5 taking leave, an employee shall give reasonable notice to the employee's supervisor of the
6 employee's intent to use leave under this subchapter. ~~Use of such leave must be scheduled~~
7 ~~to prevent undue hardship on the employer as reasonably determined by the employer.~~ If
8 an employer fails to provide notice as required under section 850-I, the employee's
9 obligation to provide notice under this subsection is waived.

10 **SUMMARY**

11 This bill amends the law governing paid family and medical leave to remove the
12 provision that the leave must be scheduled to prevent undue hardship on the employer.