

# MAINE STATE LEGISLATURE

The following document is provided by the  
**LAW AND LEGISLATIVE DIGITAL LIBRARY**  
at the Maine State Law and Legislative Reference Library  
<http://legislature.maine.gov/lawlib>



Reproduced from electronic originals  
(may include minor formatting differences from printed original)



# 132nd MAINE LEGISLATURE

## FIRST SPECIAL SESSION-2025

---

Legislative Document

No. 1307

S.P. 537

In Senate, March 27, 2025

**An Act to Suspend the Remittance Obligation for Paid Family and  
Medical Leave Private Plan Users**

(EMERGENCY)

---

Reference to the Committee on Labor suggested 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 BRADSTREET of Kennebec.  
Cosponsored by Senator BICKFORD of Androscoggin and  
Senators: CYRWAY of Kennebec, MARTIN of Oxford, STEWART of Aroostook,  
Representatives: FLYNN of Albion, FOSTER of Dexter, GUERRETTE of Caribou.

1           **Emergency preamble. Whereas**, acts and resolves of the Legislature do not  
2 become effective until 90 days after adjournment unless enacted as emergencies; and

3           **Whereas**, the State began imposing premiums on employers January 1, 2025 under  
4 the State's paid family and medical leave law; and

5           **Whereas**, under the State's plan, an employer that has a substantially equivalent  
6 private plan may be excepted from participating in the State's plan; and

7           **Whereas**, under rules adopted by the Department of Labor, employers cannot apply  
8 for the exception from the State's plan until after April 1, 2025; and

9           **Whereas**, this delay in the application and approval for an exception process causes  
10 employers that have a substantially equivalent private plan to continue to pay premiums  
11 for the State's plan, essentially requiring double payment for an equivalent benefit; and

12           **Whereas**, in the judgment of the Legislature, these facts create an emergency within  
13 the meaning of the Constitution of Maine and require the following legislation as  
14 immediately necessary for the preservation of the public peace, health and safety; now,  
15 therefore,

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

17           **Sec. 1. Temporary suspension of mandatory payroll premiums for paid**  
18 **family and medical leave benefits program.** Notwithstanding the Maine Revised  
19 Statutes, Title 26, section 850-F, subsection 2, the mandatory remittance by an employer  
20 of the payroll premium imposed pursuant to Title 26, section 850-F, subsection 3 to support  
21 the paid family and medical leave benefits program established in Title 26, section 850-B  
22 is suspended until January 1, 2026. An employer that wishes to continue participation in  
23 the program may continue to pay the payroll premium required by Title 26, section 850-F,  
24 subsection 2.

25           **Sec. 2. Rules establishing expedited exemption process and waiver of**  
26 **payroll premiums.** Pursuant to its rule-making authority under the Maine Revised  
27 Statutes, Title 26, section 850-Q, the Department of Labor shall amend 12-702 C.M.R.  
28 Chapter 1: Rules governing the Maine Paid Family and Medical Leave Program to  
29 implement an expedited approval process for private plans that meet the requirements of  
30 Title 26, section 850-H. The rules must allow an employer that applies for an exemption  
31 from the plan to discontinue the payment of the payroll premium imposed pursuant to Title  
32 26, section 850-F, subsection 3 while the application is pending. The rules must be in effect  
33 no later than November 1, 2025.

34           **Emergency clause.** In view of the emergency cited in the preamble, this legislation  
35 takes effect when approved.

36 **SUMMARY**

37           This bill immediately suspends the payroll premiums imposed on employers under the  
38 paid family and medical leave benefits program until January 1, 2026, but allows an  
39 employer that wants to participate in the program to continue to pay the premiums. The  
40 bill also requires the Department of Labor to amend its rules adopted for the program to  
41 establish an expedited process for approval of an employer's substitute private plan that is

1 substantially equivalent to the program and to waive the payroll premiums during  
2 consideration of an employer's application for exemption. The rules must be in effect no  
3 later than November 1, 2025.