

# MAINE STATE LEGISLATURE

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# ONE HUNDRED AND FOURTH LEGISLATURE

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**Legislative Document**

**No. 506**

H. P. 396

House of Representatives, January 29, 1969

Referred to Committee on State Government. Sent up for concurrence and ordered printed.

BERTHA W. JOHNSON, Clerk

Presented by Mr. Tyndale of Kennebunkport.

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## STATE OF MAINE

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IN THE YEAR OF OUR LORD NINETEEN HUNDRED  
SIXTY-NINE

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### **AN ACT to Provide for Conversion of Accumulated Sick Leave for State Employees.**

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

**Sec. 1. Employees in the classified services of the State of Maine.** Employees in the classified services of the State of Maine, except temporary, intermittent, emergency or project employees, earn one work day of sick leave for each completed full month of service and such sick leave credits may be accumulated to 90 working days.

**Sec. 2. Conversion allowances :**

Any classified employee may choose to convert any days over 90 of sick leave credits to any or all of the following accounts :

1. **Vacation.** Unused sick leave accrued over 90 working days maximum may be added to vacation to a maximum of 15 days per year.

2. **Prolonged illnesses.** Unused sick leave, accrued over 90 working days maximum, may be added to each employee's sick bank to be used for prolonged illnesses.

3. **Pregnancy with complications.** Unused sick leave accrued over the 90 working days maximum may be added to the sick bank to be used for complications attributed to pregnancies.

4. **Educational leaves.** Unused sick leave accrued over the 90 working days maximum may be added to the education leave bank, to be used by an employee to further his education. Such education time need not be connected directly to his work for the State of Maine.

**Sec. 3. Unclassified employees subject to Governor and Council determination.** With respect to unclassified employees whose wage rates are subject to Governor and Council determination, the Governor and Council shall grant similar and equitable treatment.

**Sec. 4. Unclassified employees not subject to Governor and Council determination.** With respect to unclassified employees whose wage rates are not subject to determination by the Governor and Council, the authorities responsible for determining the wage rates of such employees shall grant similar and equitable treatment.

### STATEMENT OF FACTS

Many states, counties and cities have established plans whereby employees who have accumulated sick leave in substantial amounts are permitted to use part or all of such leave credits as additional vacation, sick bank or educational opportunities. Many public employers consider these plans the answer to the alleged abuse of sick leave. They believe that unless the privilege of saving is granted and its advantages are stressed, there is a greater tendency to spend one's leave perhaps unnecessarily.

The purpose of this Act is to encourage accumulation of sick leave so that it can be utilized when needed or, if not needed, to reward those employees who have compiled an excellent attendance record.