

MAINE STATE LEGISLATURE

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1 FIRST REGULAR SESSION
2

3 ONE HUNDRED AND ELEVENTH LEGISLATURE
4

5 Legislative Document

No. 1041

6
7 H.P. 801

House of Representatives, March 4, 1983

8 On Motion of Representative Beaulieu of Portland, referred to the
9 Committee on Labor. Sent up for concurrence and ordered printed.

10 EDWIN H. PERT, Clerk

11 Presented by Representative Michael of Auburn.

12 STATE OF MAINE
13

14 IN THE YEAR OF OUR LORD
15 NINETEEN HUNDRED AND EIGHTY-THREE
16

17 AN ACT to Require that Employers have a
18 Leave Policy.
19

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

22 26 MRSA §635 is enacted to read:

23 §635. Leave policy

24 All employers whose combined staff work a total
25 of 800 hours a week or more shall develop, publish
26 and implement a leave policy. This policy shall be
27 posted in the work site, and shall be made known to
28 each employee at the time of hiring. The policy
29 shall also be disclosed upon inquiry. The policy
30 shall clearly state the conditions under which leave
31 is granted.

1 STATEMENT OF FACT

2 Inequities may result among employees when there
3 is no specified leave policy. This has sometimes
4 been a problem when women are given different leave
5 conditions for pregnancy and childbirth than are men
6 with illnesses or injuries. Establishing and
7 publicizing a leave policy provides both employers
8 and employees with the protection of equal leave time
9 for all sick leave. This bill establishes that pro-
10 tection.

11 1064022283