

MAINE STATE LEGISLATURE

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120th MAINE LEGISLATURE

FIRST REGULAR SESSION-2001

Legislative Document

No. 399

S.P. 123

In Senate, January 30, 2001

An Act to Encourage Parental Involvement in Schools.

Reference to the Committee on Labor suggested and ordered printed.

A handwritten signature in cursive script that reads "Joy J. O'Brien".

JOY J. O'BRIEN
Secretary of the Senate

Presented by Senator EDMONDS of Cumberland.
Cosponsored by Representative NORTON of Bangor and
Senators: BROMLEY of Cumberland, CATHCART of Penobscot, DAGGETT of Kennebec,
Representatives: BULL of Freeport, BUNKER of Kossuth Township, HUTTON of
Bowdoinham, MATTHEWS of Winslow, RICHARDSON of Brunswick.

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

2
4 **Sec. 1. 26 MRSA §843, sub-§4, ¶C**, as enacted by PL 1987, c. 661, is amended to read:

6 C. The placement of a child 16 years of age or less with
8 the employee in connection with the adoption of the child by
 the employee; or

10 **Sec. 2. 26 MRSA §843, sub-§4, ¶D**, as amended by PL 1997, c. 546, §1, is further amended to read:

12 D. A child, parent or spouse with a serious health
14 condition; or

16 **Sec. 3. 26 MRSA §843, sub-§4, ¶E** is enacted to read:

18 E. Attending parent-teacher conferences in a child's school.

20 **Sec. 4. 26 MRSA §844, sub-§1**, as amended by PL 1997, c. 515,
22 §1, is further amended to read:

24 **1. Family medical leave entitlement.** Every employee who
26 has been employed by the same employer for 12 consecutive months
28 is entitled to up to 10 consecutive work weeks of family medical
30 leave in any 2 years unless employed at a permanent work site
32 with fewer than 15 employees and except as otherwise provided in
 this subsection. Such an employee is entitled to no more than a
 total of 24 hours of family medical leave in each calendar year
 for attending parent-teacher conferences in a child's school.
 The following conditions apply to family medical leave granted
 under this subchapter:

34 A. The employee must give at least 30 days' notice of the
36 intended date upon which family medical leave will commence
38 and terminate, unless prevented ~~by medical emergency~~ from
40 giving that notice by medical emergency or any other
 circumstances related to section 843, subsection 4,
 paragraph E for which a 30-day notice could not reasonably
 be provided;

42 B. The employer may require certification from a physician
44 to verify the amount of leave requested by the employee,
46 except that an employee who in good faith relies on
 treatment by prayer or spiritual means, in accordance with
 the tenets and practice of a recognized church or religious

2 denomination, may submit certification from an accredited
practitioner of those healing methods; and

4 C. The employer and employee may negotiate for more or less
leave, but both parties must agree.

6 **Sec. 5. Appropriation.** The following funds are appropriated
8 from the General Fund to carry out the purposes of this Act.

10 **2001-02**

12 **LABOR, DEPARTMENT OF**

14 **Administration - Bureau
of Labor Standards**

16 All Other \$12,134

18 Provides funds for the costs associated with
20 revising the regulation of employment poster.

22 **SUMMARY**

24 This bill expands the family and medical leave law to allow
26 a parent to use up to a total of 24 hours annually of the family
medical leave available for attending parent-teacher conferences
28 in that parent's child's school.

30 This bill also clarifies that the 30 days' notice of the
intended date upon which family medical leave will commence for
32 attending parent-teacher conferences in a child's school is not
necessary if the notice could not reasonably be provided within
34 the 30 days.