

MAINE STATE LEGISLATURE

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127th MAINE LEGISLATURE

FIRST REGULAR SESSION-2015

Legislative Document

No. 445

S.P. 174

In Senate, February 24, 2015

An Act Regarding the Sick Days of an Employee Who Is Terminated While on Sick Leave

Reference to the Committee on Labor, Commerce, Research and Economic Development suggested and ordered printed.

A handwritten signature in cursive script that reads "Heather J.R. Priest".

HEATHER J.R. PRIEST
Secretary of the Senate

Presented by Senator WOODSOME of York.

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

2 **Sec. 1. 26 MRSA §626, first ¶**, as amended by PL 1991, c. 162, is further
3 amended to read:

4 An employee leaving employment must be paid in full within a reasonable time after
5 demand at the office of the employer where payrolls are kept and wages are paid,
6 provided that any overcompensation may be withheld if authorized under section 635 and
7 any loan or advance against future earnings or wages may be deducted if evidenced by a
8 statement in writing signed by the employee. Whenever the terms of employment include
9 provisions for paid vacations, vacation pay on cessation of employment has the same
10 status as wages earned. When an employer terminates the employment of an employee
11 while that employee is out on compensated sick leave, sick leave accrued on cessation of
12 employment has the same status as wages earned.

13 **SUMMARY**

14 This bill requires an employer who terminates the employment of an employee while
15 that employee is out on compensated sick leave to compensate that employee for all
16 accrued sick leave.