

# MAINE STATE LEGISLATURE

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# 129th MAINE LEGISLATURE

## FIRST REGULAR SESSION-2019

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Legislative Document

No. 1654

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H.P. 1190

House of Representatives, April 30, 2019

### An Act To Create Veteran-friendly Workplaces

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Reference to the Committee on Labor and Housing suggested and ordered printed.

A handwritten signature in cursive script that reads "Robert B. Hunt".

ROBERT B. HUNT  
Clerk

Presented by Representative COLLINGS of Portland.  
Cosponsored by President JACKSON of Aroostook.

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

2 **Sec. 1. 26 MRSA §637** is enacted to read:

3 **§637. Leave for appointments for veterans**

4 **1. Definitions.** As used in this section, unless the context otherwise indicates, the  
5 following terms have the following meanings.

6 A. "Employer" means a public or private employer.

7 B. "Paid leave" has the same meaning as in section 636, subsection 1, paragraph C.

8 C. "Veteran" means an employee who is a veteran, as defined in section 877,  
9 subsection 3.

10 **2. Leave.** An employer who provides paid leave and has 10 or more employees shall  
11 allow a veteran to take paid leave to attend a scheduled appointment at a medical facility  
12 operated by the United States Department of Veterans Affairs. An employer who does  
13 not provide paid leave and has 10 or more employees shall grant unpaid leave to a veteran  
14 to attend a scheduled appointment at a medical facility operated by the United States  
15 Department of Veterans Affairs. An employer who provides paid leave and has fewer  
16 than 10 employees shall allow a veteran to take paid leave to attend a scheduled  
17 appointment at a medical facility operated by the United States Department of Veterans  
18 Affairs when the veteran provides the employer at least 2 weeks' notice of such an  
19 appointment unless the United States Department of Veterans Affairs provides the  
20 veteran less than 2 weeks' notice of an appointment, in which case the veteran shall  
21 provide the employer notice of the appointment as soon as reasonably possible. An  
22 employer who does not provide paid leave and has fewer than 10 employees shall grant  
23 unpaid leave to a veteran to attend a scheduled appointment at a medical facility operated  
24 by the United States Department of Veterans Affairs when the veteran provides the  
25 employer at least 2 weeks' notice of such an appointment unless the United States  
26 Department of Veterans Affairs provides the veteran less than 2 weeks' notice of an  
27 appointment, in which case the veteran shall provide the employer notice of the  
28 appointment as soon as reasonably possible. For an appointment for which a veteran  
29 provides less than 2 weeks' notice to an employer that has fewer than 10 employees  
30 unless the United States Department of Veterans Affairs provides the veteran less than 2  
31 weeks' notice of an appointment, in which case the veteran shall provide the employer  
32 notice of the appointment as soon as reasonably possible, the employer is not required to  
33 grant paid or unpaid leave.

34 **SUMMARY**

35 This bill requires an employer who provides paid leave and has 10 or more  
36 employees to allow a veteran to take paid leave to attend a scheduled appointment at a  
37 medical facility operated by the United States Department of Veterans Affairs. An  
38 employer who does not provide paid leave and has 10 or more employees must grant  
39 unpaid leave to a veteran to attend a scheduled appointment at a medical facility operated  
40 by the United States Department of Veterans Affairs. An employer who provides paid

1 leave and has fewer than 10 employees must allow a veteran to take paid leave to attend a  
2 scheduled appointment at a medical facility operated by the United States Department of  
3 Veterans Affairs when the veteran provides the employer at least 2 weeks' notice of such  
4 an appointment unless the United States Department of Veterans Affairs provides the  
5 veteran less than 2 weeks' notice of an appointment, in which case the veteran shall  
6 provide the employer notice of the appointment as soon as reasonably possible. An  
7 employer who does not provide paid leave and has fewer than 10 employees must grant  
8 unpaid leave to a veteran to attend a scheduled appointment at a medical facility operated  
9 by the United States Department of Veterans Affairs when the veteran provides the  
10 employer at least 2 weeks' notice of such an appointment unless the United States  
11 Department of Veterans Affairs provides the veteran less than 2 weeks' notice of an  
12 appointment, in which case the veteran shall provide the employer notice of the  
13 appointment as soon as reasonably possible.