

MAINE STATE LEGISLATURE

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131st MAINE LEGISLATURE

FIRST REGULAR SESSION-2023

Legislative Document

No. 827

H.P. 516

House of Representatives, February 21, 2023

An Act to Allow Employees to Request Flexible Work Schedules

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 ROEDER of Bangor.

Cosponsored by Representatives: CLUCHEY of Bowdoinham, GATTINE of Westbrook, GRAMLICH of Old Orchard Beach, JAUCH of Topsham, SKOLD of Portland, WARREN of Scarborough.

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

2 **Sec. 1. 26 MRSA c. 7, sub-c. 13** is enacted to read:

3 **SUBCHAPTER 13**

4 **FLEXIBLE WORK SCHEDULES**

5 **§879-A. Flexible work schedules**

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

8 A. "Flexible work schedule" means a work arrangement in which an employee works
9 completely or partially at a location other than the place of employment or works hours
10 different than the regular hours of the position.

11 B. "Private employer" has the same meaning as in section 877, subsection 2.

12 C. "Public employer" has the same meaning as in section 979-A, subsection 5.

13 **2. Request; duration.** An employee of a public employer or private employer may
14 request a flexible work schedule for up to 6 months at a time. An employer may not
15 discipline an employee who requests a flexible work schedule.

16 **3. Renewal.** If an employee's request under subsection 2 is approved by the employer,
17 the employee has a reasonable expectation of the flexible work schedule continuing in 6-
18 month increments unless the employer provides written notice to the employee that the
19 flexible work schedule will not be continued beyond the time period approved under
20 subsection 2.

21 **SUMMARY**

22 This bill provides that an employee of a public or private employer may request a
23 flexible work schedule for up to 6 months at a time and that the employer may not discipline
24 an employee who requests a flexible work schedule. The bill provides that the flexible
25 work schedule continues in 6-month increments unless the employer provides written
26 notice to the employee.