

# MAINE STATE LEGISLATURE

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# 132nd MAINE LEGISLATURE

## SECOND REGULAR SESSION-2026

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Legislative Document

No. 2018

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H.P. 1348

House of Representatives, December 5, 2025

### **An Act to Amend the Requirements Governing Self-insurance Plans in the Paid Family and Medical Leave Benefits Program**

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Submitted by the Department of Labor pursuant to Joint Rule 203.

Received by the Clerk of the House on December 3, 2025. Referred to the Committee on Labor pursuant to Joint Rule 308.2 and ordered printed pursuant to Joint Rule 401.

A handwritten signature in cursive script, reading "Robert B. Hunt".

ROBERT B. HUNT  
Clerk

Presented by Representative MATHIESON of Kittery.

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

**Sec. 1. 26 MRSA §850-H, sub-§2, ¶A**, as enacted by PL 2023, c. 412, Pt. AAA, §7, is repealed and the following enacted in its place:

A. If the private plan is in the form of self-insurance:

(1) The employer must furnish a bond to the State with a surety company authorized to transact business in the State, in the form, amount and manner required by the department; and

(2) The department may not allow the pooling of risk, financial resources or administration among multiple employers;

**Sec. 2. 26 MRSA §850-H, sub-§3, ¶E**, as enacted by PL 2023, c. 412, Pt. AAA, §7, is amended to read:

E. Failure to submit reports or comply with other requirements as required by the commissioner by rule; or

**Sec. 3. 26 MRSA §850-H, sub-§3, ¶F**, as enacted by PL 2023, c. 412, Pt. AAA, §7, is amended to read:

F. Failure to comply with this subchapter or the rules adopted pursuant to this subchapter; or

**Sec. 4. 26 MRSA §850-H, sub-§3, ¶G is enacted to read:**

G. In the case of a private plan in the form of self-insurance, the pooling of risk, financial resources or administration among multiple employers.

**Sec. 5. Retroactivity.** Notwithstanding the Maine Revised Statutes, Title 1, section 302, this Act applies retroactively to April 1, 2025.

## SUMMARY

This bill clarifies that for a private plan in the form of self-insurance, the pooling of risk, financial resources or administration among multiple employers is prohibited under the paid family and medical leave benefits program. It also provides that this provision applies retroactively to April 1, 2025.