

## §16. Vacation and sick leave accumulation

**1. Vacation time.** Classified and unclassified state employees shall be permitted to accumulate at least the vacation time listed under the following schedule:

| Longevity of employee | Rate of accumulation               |
|-----------------------|------------------------------------|
| 0-5 years             | 1 day per month of employment      |
| 6-10 years            | 1 1/4 days per month of employment |
| 11-15 years           | 1 1/2 days per month of employment |
| 16-20 years           | 1 3/4 days per month of employment |
| 20 years or more      | 2 days per month of employment     |

Classified and unclassified employees accumulating vacation time under this subsection shall be permitted to accumulate at least the number of vacation days set out under the following schedule:

| Longevity of employee | Number of Accumulated Days Permitted at Any One Time |
|-----------------------|--|
| 1-14 years            | 24 days  |
| 15 years or more      | 30 days  |

[P&SL 1975, c. 147, §E (NEW).]

**1-A. Advancement of vacation time.** A state employee who has vacation time credited in advance and who uses some or all of that advanced vacation time and subsequently leaves state service is responsible for reimbursing the State for the dollar value at that state employee's current wage for all advanced but unearned vacation time. A state employee who leaves state service may be paid only for vacation time earned and may not be paid for vacation time credited in advance.

[PL 1991, c. 9, Pt. E, §3 (NEW); PL 1991, c. 9, Pt. E, §4 (AFF).]

**2. Sick leave.** Classified and unclassified employees shall earn at least one day of sick leave per month of employment and shall be permitted to accumulate days of sick leave up to at least 90 days at any one time.

[P&SL 1975, c. 147, §E (NEW).]

**3. Regulations.** The State Human Resources Officer shall, acting under section 631, prescribe or amend rules and regulations to assure that state personnel policy conforms to the minimums set out in this section. The minimum limits contained in this section shall not be construed to be maximum limits, and the State Human Resources Officer may prescribe or amend rules permitting accumulation of vacation leave and sick leave beyond the limits set forth here for limited categories of state employees for state employees in special situations, or for all classified or unclassified state employees.

[PL 1985, c. 785, Pt. B, §8 (AMD); PL 2023, c. 412, Pt. D, §3 (REV).]

**REVISOR'S NOTE:** §16. Payroll deduction for Maine Warden Service Relief Association (As enacted by PL 1975, c. 770, §19 was REPEALED PL 1977, c. 78, §5)

### SECTION HISTORY

P&SL 1975, c. 147, §E (NEW). PL 1975, c. 770, §19 (NEW). PL 1977, c. 78, §5 (RP). PL 1981, c. 28, §1 (AMD). PL 1985, c. 785, §B8 (AMD). PL 1991, c. 9, §E3 (AMD). PL 1991, c. 9, §E4 (AFF). PL 2023, c. 412, Pt. D, §3 (REV).

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