**An Act To Require Equivalent Paid Parental Leave for All Parents Employed by Companies Offering Paid Parental Leave**

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

**Sec.** **1. 26 MRSA §843, sub-§4-C** is enacted to read:

**4-C.** **Parental leave.**  "Parental leave" means leave requested by an employee for:

A. The birth of the employee's child or the employee's domestic partner's child; or

B. The placement of a child 16 years of age or less with the employee or with the employee's domestic partner in connection with the adoption of the child by the employee or the employee's domestic partner.

**Sec.** **2. 26 MRSA §848-A** is enacted to read:

**§****848-A.** **Paid parental leave**

**1.** **Requirements.**  If an employer provides paid parental leave, the employer shall offer an equal amount of paid parental leave for the birth of a child, as specified in section 843, subsection 4-C, paragraph A, and the placement of a child, as specified in section 843, subsection 4-C, paragraph B. If an employer provides paid parental leave, the employer may not offer different amounts of paid parental leave based on the gender of the employee or employee's domestic partner.

**2.** **Penalty.**  An employer that violates this section commits a civil violation for which a fine of $10,000 for each violation must be adjudged.

**SUMMARY**

This bill requires an employer that provides paid parental leave to provide an equal amount of leave for the birth of a child and the adoption of a child. It also prohibits an employer from providing different amounts of paid parental leave based on the gender of the employee or employee's domestic partner. The bill uses the definition of "employer" under the family medical leave laws. The bill establishes a fine of $10,000 for violation of these requirements.