**An Act to Allow Employees to Request Flexible Work Schedules**

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

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

**SUBCHAPTER** **13**

**FLEXIBLE WORK SCHEDULES**

**§****879-A.** **Flexible work schedules**

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

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

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

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

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

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

**SUMMARY**

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