

## 132nd MAINE LEGISLATURE

## FIRST REGULAR SESSION-2025

**Legislative Document** 

No. 575

S.P. 256

In Senate, February 25, 2025

An Act to Ensure Equitable Access to the Paid Family and Medical Leave Benefits Program by Removing the Requirement That Leave Must Be Scheduled to Prevent Undue Hardship on the Employer

Received by the Secretary of the Senate on February 19, 2025. Referred to the Committee on Labor pursuant to Joint Rule 308.2 and ordered printed.

DAREK M. GRANT Secretary of the Senate

Presented by Senator TIPPING of Penobscot. Cosponsored by Representative: ROEDER of Bangor.

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2	Sec. 1. 26 MRSA §850-B, sub-§7, as enacted by PL 2023, c. 412, Pt. AAA, §7, is
3	amended to read:
4	7. Notice to employer. Absent an emergency, illness or other sudden necessity for
5	taking leave, an employee shall give reasonable notice to the employee's supervisor of the
6	employee's intent to use leave under this subchapter. Use of such leave must be scheduled

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

obligation to provide notice under this subsection is waived.

10 SUMMARY

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This bill amends the law governing paid family and medical leave to remove the provision that the leave must be scheduled to prevent undue hardship on the employer.

to prevent undue hardship on the employer as reasonably determined by the employer. If an employer fails to provide notice as required under section 850-I, the employee's