



132nd MAINE LEGISLATURE

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Legislative Document

No. 894

S.P. 383

In Senate, March 11, 2025

An Act to Amend the Laws Governing Paid Family and Medical Leave

Submitted by the Department of Labor pursuant to Joint Rule 204.
Received by the Secretary of the Senate on March 5, 2025. Referred to the Committee on Labor pursuant to Joint Rule 308.2 and ordered printed.

A handwritten signature in black ink, appearing to read 'D M Grant'.

DAREK M. GRANT
Secretary of the Senate

Presented by President DAUGHTRY of Cumberland.
Cosponsored by Representative CLOUTIER of Lewiston.

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

2 **Sec. 1. 26 MRSA §850-B, sub-§5**, as amended by PL 2023, c. 643, Pt. ZZZ, §4, is
3 further amended to read:

4 **5. Intermittent leave requirements.** Leave permitted by this section may be taken
5 by an employee intermittently in increments equaling not less than one work day, ~~or on a~~
6 ~~reduced leave schedule otherwise~~ unless a lesser increment is agreed to by the employee
7 and the employer, except that the employee and employer may not agree for to leave under
8 this section to be taken in increments of less than one hour. ~~The taking of leave~~
9 ~~intermittently or on a reduced leave schedule pursuant to this subsection may not result in~~
10 ~~a reduction in the total amount of leave to which the covered individual is entitled under~~
11 ~~this subchapter.~~

12 **Sec. 2. 26 MRSA §850-B, sub-§13** is enacted to read:

13 **13. Bureau of Paid Family and Medical Leave; responsibilities of commissioner.**
14 Except as otherwise provided in this subchapter, the Commissioner of Labor shall
15 administer this subchapter through the Bureau of Paid Family and Medical Leave. The
16 commissioner may employ persons, make expenditures, require reports, make
17 investigations, impose assessments, coordinate with other departments and bureaus and
18 take other actions the commissioner determines necessary or suitable to administer this
19 subchapter. The commissioner shall determine methods of operational procedures in
20 accordance with the provisions of this subchapter.

21 **Sec. 3. 26 MRSA §850-F, sub-§11** is enacted to read:

22 **11. Enforcement to collect delinquent premium contributions, penalties and**
23 **assessments.** If an employer fails to make a payment in whole or in part of premium
24 contributions, including penalties or assessments imposed, and the employer has exhausted
25 all rights to an appeal, the department may enforce collection by:

26 A. Filing a civil action to collect unpaid premium contributions, penalties and
27 assessments in the name of the commissioner, and the employer may be ordered to pay
28 the costs of that action; and

29 B. Collecting by levy on a 3rd party that has possession or control of property in which
30 the employer may have an interest the amount owed to the department for delinquent
31 premium contributions, penalties and assessments consistent with section 1233.

32 **Sec. 4. 26 MRSA §850-F, sub-§12** is enacted to read:

33 **12. Liability of successor for delinquent premium contributions, penalties and**
34 **assessments.** An individual or organization that acquires an employer's organization, trade
35 or business or a substantial part of the assets of that organization, trade or business is liable
36 to the department for any premium contributions, penalties and assessments unpaid by the
37 employer in the amount owed. The individual's or organization's liability under this
38 subsection may not exceed the reasonable value of the organization, trade or business or
39 assets acquired. Upon written request, the department shall provide the successor individual
40 or organization with information about the amount owed and other information as
41 determined necessary.

1 5. It establishes penalties for employers that allow private plan benefit coverage to
2 lapse during a period of an approved private plan substitution.