

STATE OF MAINE

—  
IN THE YEAR OF OUR LORD  
TWO THOUSAND TWENTY-FIVE

—  
H.P. 19 - L.D. 55

**An Act to Amend the Law Governing the Accrual of Earned Paid Leave**

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

**Sec. 1. 26 MRSA §637, sub-§3**, as enacted by PL 2019, c. 156, §3 and affected by §4, is amended to read:

**3. Accrual.** An employee is entitled to earn one hour of paid leave from a single employer for every 40 hours worked, up to 40 hours in one year of employment. Accrual of leave begins at the start of employment, but the employer is not required to permit use of the leave before the employee has been employed by that employer for 120 days during a one-year period. Accrued and unused hours of earned paid leave from the previous year of employment must be available for use by an employee in the year of employment immediately following the previous year. Accrued and unused hours of earned paid leave carried forward from the previous year of employment may not reduce the total amount of hours of paid leave an employee is entitled to earn in the year of employment immediately following the previous year, up to 40 hours or the accrual limit specified in the employer's policy governing paid leave, whichever is higher. The Department of Labor shall enforce this subsection within existing resources using strategic enforcement.