



HOUSE OF REPRESENTATIVES

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Michael Lemelin, Representative for House District 53

Before the Joint Standing Committee on Labor

Hearing Date: *March 19, 2025*

LD 55 'An Act to Amend the Law Governing the Accrual of Earned Paid Leave'

Senator Tipping, Representative Roeder, and members of the Labor Committee:

I am Rep. Michael Lemelin and I represent District 53, Chelsea Randolph, Pittston and Dresden. I am here to present LD 55, which was brought to me by my Chelsea town manager. This bill's intent is to enhance employee retention by giving employees an enhanced benefit.

I come before you today with a proposed amendment to Title 26 MRSA §42-B, sub-§1 that was signed by the Governor in 2019 with an effective date of January 1, 2021.

That law, allocating paid leave to workers, limited how much time the employee could accumulate from one year to the next when they carried over earned time. This proposal would amend the law to continue to earn one hour of paid time for every forty hours up to the accrual limit specified in the employer's policy governing paid leave and allow for the hours accrued and unused at the end of the year to not reduce the total amount of hours of paid leave and employee is entitled to earn in a current year as long as they don't accrue past policy limits.

So, the amendment we are proposing will not harm any business, because they have a set maximum number of total hours a person can accrue. If a company wants to change company policy to restrictor increase the number of total hours accrued, they can at their discretion.

My town manager will follow and be able to answer any questions you may have. I feel this increased benefit will enhance employee retention. Which we are all striving for.