



Richard Bradstreet
Senator, District 15

THE MAINE SENATE
132nd Legislature

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Augusta, Maine 04333

**LD 1307 "An Act to Suspend the Remittance Obligation for Paid Family and Medical Leave
Private Plan Users."**

Joint Standing Committee on Labor

Public Hearing

April 23, 2025

Senator Tipping, Representative Roeder, and Esteemed Members of the Joint Standing
Committee on Labor:

My name is Dick Bradstreet; I am the Senator Representing District 15, comprised of Augusta, Belgrade, China, Mount Vernon, Sidney, and Vassalboro. I am happy to present LD 1307 "An Act to Suspend the Remittance Obligation for Paid Family and Medical Leave Private Plan Users."

This proposal is necessary to correct the Department of Labor's (DOL) implementation of the Paid Family and Medical Leave (PFML) program and restore the legislative intent, which was not to penalize employers and employees who are covered by similar private plans.

While advocating for the Paid Family and Medical Leave Act last year, the sponsors said that employees and employers covered by a private plan would not need to pay twice. This was a key component of the Act. Unfortunately, the executive branch is not following the intent of the legislature and still requiring payments even for employees covered by private plans. The statute, which protects employers who opt for a private plan, is now nullified by the DOL rules. My proposal simply requires the DOL to return the premiums wrongly taken from employers and employees.

This is a simple principle. The law exists to encourage people to do what they should already be doing. It should not be punishing those who are offering their own plan by making them pay into a plan they will never use.

In many of the cases which prompted me to submit this proposal, the companies submitted a private plan for approval; but the DOL took longer than the beginning of the year to approve the

Labor Committee

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plan, thus the companies had to pay into the Maine PFML even though their private plan was approved. You will hear from those businesses today.

Thank you for your time. I am happy to answer any questions you may have.