

STATE OF MAINE

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

—
H.P. 668 - L.D. 912

An Act To Extend Family Medical Leave to Hourly School Employees

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

Sec. 1. 26 MRSA §844, sub-§1, as amended by PL 2007, c. 233, §2, is further amended to read:

1. Family medical leave entitlement. Every Except as provided in subsection 4, every employee who has been employed by the same employer for 12 consecutive months is entitled to up to 10 work weeks of family medical leave in any 2 years unless employed at a permanent work site with fewer than 15 employees. The following conditions apply to family medical leave granted under this subchapter:

- A. The employee must give at least 30 days' notice of the intended date upon which family medical leave will commence and terminate, unless prevented by medical emergency from giving that notice;
- B. The employer may require certification from a physician to verify the amount of leave requested by the employee, except that an employee who in good faith relies on treatment by prayer or spiritual means, in accordance with the tenets and practice of a recognized church or religious denomination, may submit certification from an accredited practitioner of those healing methods; and
- C. The employer and employee may negotiate for more or less leave, but both parties must agree.

Sec. 2. 26 MRSA §844, sub-§4 is enacted to read:

4. School employees. Notwithstanding any provision of law to the contrary, an employee of a school administrative unit who has worked at least 900 hours in the previous 12-month period is eligible for family medical leave under the same terms and conditions as leave provided to eligible employees under the federal Family and Medical Leave Act of 1993.