

Maine Paid Family and Medical Leave (ME PFML)



Your Employee Rights under Maine's Paid Family and Medical Leave (PFML) law

Your employer has engaged Standard Insurance Company to administer your ME PFML benefits through a state-approved private plan. The Standard's plan provides benefits that are substantially equivalent to the benefits provided under the state-administered plan, and will never cost employees more than coverage would cost under the state-administered plan.

What is paid leave under Maine's Paid Family and Medical Leave (PFML) law?

Maine's Paid Family and Medical Leave (PFML) law will provide up to 12 weeks of paid leave for family leave, medical leave, safe leave or leave related to a family member's impending military deployment.

A copy of the actual laws and formal interpretations may be found online at www.maine.gov/paidleave/ or by calling 207.623.7900 | TTY users call Maine Relay 711.

Benefits

- Benefits are available for the duration of your needed leave or 12 weeks, whichever is less.
- Benefit amounts will be determined based on your previous wages and are capped at Maine's annual statewide average weekly wage.

Reasons for Leave

Family leave: To care for family with a serious health condition.

Medical leave: To care for one's own serious medical needs.

Safe leave: To stay safe or to help a family member stay safe after abuse or violence.

Military leave: For emergencies related to a family member's impending military deployment.

Types of Leave

Continuous leave: Leave where you are out of work for days or weeks at a time.

Intermittent leave: Leave where you are still working and you need to take time off but it is not the same every day or every week.

Reduced leave: Leave where you are still working but you are consistently working fewer hours.

Where can I find more information?

Visit www.maine.gov/paidleave/ or contact Maine's Department of Labor, Paid Family and Medical Leave, 50 State House Station, Augusta, Maine, 04333-0050.

The Standard can be reached at 866.756.8116, Monday – Friday from 8AM to 8PM Eastern, and the address is 1100 SW Sixth Avenue, Portland, Oregon 97204. standard.com

Eligibility

- To establish a claim, you must have earned a total of six times the statewide annual average weekly wage in Maine in your base period. The base period is defined as the first four of the last five completed calendar quarters. In most cases, the Department of Labor has your wage information on file. If it is not on file, the Department will take steps to obtain it.

Payroll Deductions

- Premiums will be deducted from your pay beginning with the first pay date after January 1, 2025.
- For calendar years 2025 through 2027, the premium rate for you cannot be more than 0.5 percent of wages capped at the Social Security Administration taxable wage base. For example, an individual who earns \$600 per week will contribute no more than \$3 per week.

Other Information You Should Know

- Except in a medical emergency, an employer can claim an undue hardship in certain circumstances and request that the leave be scheduled at a mutually-agreeable time.
- Employers must restore you back to your original position or to an equivalent position with equivalent benefits, pay and other terms and conditions of employment if you have been with your employer for at least 120 consecutive days when you started your leave.