



Proposed Rules Released for Maine's Paid Family and Medical Leave Program



The Department of Labor (DOL) recently published proposed rules for Maine's new Paid Family and Medical Leave program. You can read the draft rules in entirety on the DOL website, linked [here](#). One of the key takeaways from the proposed rules is when employers can enter into a private plan.

Proposed rules indicate that beginning January 1, 2025, all employers/employees (unless employer chooses to fund 100%) are required to contribute to the state plan.

Beginning January 1, 2026, employers can apply to leave the state program and substitute an approved private plan. Private plans can have an effective date no earlier than April 1, 2026. Effectively this means that contributions to the state plan are required for at least 15 months even if a decision is made to go with an approved private plan in 2026 in lieu of the state plan.

The proposed rules are not final and the regulations are currently open to public comment until July 8th.

Comments can be submitted online [here](#).

Comments can also be submitted to the Paid Family and Medical Leave Program via mail sent to 50 State House Station, Augusta, Maine 04333-0050. The DOL will also receive comments in person on June 10, 2024 at 9 a.m. in the Maine Department of Labor's Frances Perkins Room at 45 Commerce Drive, Augusta.

We will continue to provide information as it becomes available and communicate what you need to know as we learn more. Please visit our blog for updates and contact us directly if you have any questions. Our team is here to help.



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