

# LEGAL UPDATE

# MAINE

## Maine Issues FAQs for Paid Family and Medical Leave Program

The Maine Department of Labor has published [answers to frequently asked questions](#) (FAQs) for the state's paid family and medical leave (PFML) program. The department included a caveat at the beginning of the FAQs stating that they are subject to change pending the adoption of forthcoming rules.

### Maine PFML

In 2023, Maine passed a PFML law providing eligible employees with up to 12 weeks of paid, job-protected family and medical leave. Contributions to fund the program begin in January 2025, and benefits become available in May 2026. Contributions are split between employees and employers with 15 or more employees. The program is administered by the department.

### FAQs

There are 19 FAQs in total, covering the following topic areas:

- Contributions;
- Private plans;
- Collective bargaining agreements;
- Definition of "wages" and "wages earned in Maine";
- Maine paid leave portal;
- Definition of "covered employee" and "premium liability"; and
- Reporting premiums and tax information.

Notably, payroll withholdings for PFML begin on Jan. 1, 2025, and contributions and wage reports must be made through a portal that is planned to be running in early 2025. All Maine employers must register in the portal, according to the FAQs. Quarterly contributions and wage reports will be due by the end of the month following the close of each quarter.

Also of interest to employers is that employee counts to determine employer liability for premium contributions will include part-time, full-time, temporary and intermittent employees, as well as employees on leave. With limited exceptions, all employees who earn wages in Maine are covered.

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### Important Dates

#### **July 11, 2023**

PFML program enacted as part of the Maine state budget.

#### **September 2024**

FAQs issued for the PFML program.

#### **Jan. 1, 2025**

Payroll withholding to fund the program begins. Contributions and wage reports are due quarterly.

#### **May 1, 2026**

PFML benefits begin.

***PFML regulations are expected and may supersede the FAQs.***