

Prepare for Maine's Paid Family and Medical Leave Program: Employer Contributions Begin January 2025



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Maine's Paid Family and Medical Leave (PFML) program, effective May 2026, offers up to 12 weeks of paid, job-protected leave annually for family, medical, military exigency, and abuse or violence-related reasons. Payments from employers to fund this program will begin effective January 2025. We understand that this is a complex regulation and want to provide you with an understanding of what the law requires of you as an employer.

- **All employers** must register in the Maine Paid Leave Portal by early 2025. □
- Contributions start in January 2025, split between employees and employers with 15+ employees. Employers with

fewer than 15 employees are not required to share in the cost and can require full payment by their employees. □

- Eligible employees must have earned wages in Maine during the prior four quarters before the benefit period begins of at least six times the state average weekly wage. □
- Self-employed individuals can opt-in for at least three years. □
- Public employees under existing collective bargaining agreements as of October 25, 2023, are exempt until the agreement expires.
- Leave reasons include serious health conditions, bonding with a new child, caring for a family member, military exigency, and safe leave for victims of violence.
- □ Employees receive partial wage replacement after a seven-day waiting period, with compensation rates of 90% for wages up to 50% of the state average weekly wage and 66% for wages above that. □
- Employers must provide notice of PFML benefits to employees and restore them to their positions after leave.
- □ Private plans can be used if they offer equivalent benefits. □
- PFML runs concurrently with federal FMLA and Maine family and medical leave. □

[This PDF](#) provides links and resources to assist you with administration and understanding of your responsibilities as an employer.

As this law evolves, we will endeavor to keep you updated. If you have questions, please contact your benefits account team at Allen.