


| <div>  <div>Maine</div> </div> | | | | | | |
|---|---------------|--|-------------------|--|--|--------------------------------------|
| Leave Law | Law Type | Covered Employer | Handbook Required | New Hire | Employer Poster | Larkin Enclosures (poster or notice) |
| Maine Family and Medical Leave Act (MFMLA) | Leave | 15 or more employees (ME - one worksite) | N/A | N/A | Yes - See Regulation of Employment Posters. | N/A |
| Maine Paid Family and Medical Leave (ME PFML)* | Leave and Pay | 1 employee (ME) | N/A | Yes - Provide to employees within 30 days of hire. | Yes - Provide to employees within 30 days of hire. | N/A |

*Upcoming law (not active) - final details of the ME PFML law are pending. Contributions to the program began January 1, 2025, the law and its associated benefits become available to employees effective May 1, 2026.

ADDITIONAL INSIGHTS

The above handbook, new hire and employer poster requirements, if applicable (see above the requirements for each state), only apply if you are considered a Covered Employer under each law (see "Covered Employer" field).

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