



Local Government Center 60 Community Drive Augusta, Maine 04330-9486

**Maine Fire Chiefs Association
Executive Director Update
November 19, 2020**

Earned Paid Leave

26 MRS 637 goes into effect January 21st, 2021. The changes apply to employers that employ more than 10 employees in the usual and regular course of business for more than 120 days in any calendar year, with certain exceptions. The employees do not need to work for 120 days in a calendar year they merely need to be employed. Covered employers shall permit each employee to accrue earned paid leave based on the employee's base rate of pay.

The changes require one hour of paid leave for every forty hours worked. A covered employee may include a person who is employed full-time, part-time or per diem. There seems to be a little confusion as to whether or not it applies to call employees. The Department of Labor has met and forwarded a 3-page document of questions and answers primarily focused of firefighters. The document has been added to the Maine Fire Chiefs' website under Executive Director Reports. The questions and answer document may still require additional research for your specific situation.

The three PDF's pertaining to this legislation are:

<https://www.mainechief.com/documents/executivedirector/title26sec637-2.pdf>

<https://www.mainechief.com/documents/executivedirector/Earned-Paid-Leave-2020.pdf>

<https://www.mainechief.com/documents/executivedirector/FF-EPL.pdf>

**Respectfully Submitted,
Bill
Chief William St. Michel (ret)
Executive Director**