

# Maine's Paid Family & Medical Leave Program

## How it will impact you



As of January 1st, 2025 Maine's Paid Family & Medical Leave (PFML) Program will go live. This program is intended to provide paid time off benefits to eligible employees for certain qualifying medical events.

### How will I be impacted starting on January 1st, 2025?

All employees earning wages in Maine **must contribute a 0.5% payroll tax** to fund Maine's PFML Program. This means that starting January 1st, 2025, 0.5% of your paycheck will be **automatically deducted** by your employer.

### Do I have to pay into the PFML fund?

Yes. If you earn wages in Maine, **you must pay the 0.5% payroll tax.**

### How does this program benefit me?

Starting **May 1st, 2026 you can take paid leave** for certain qualifying events.

### What are "qualifying" events?

There are **numerous scenarios** for which you can take paid leave including:

- ✓ Bonding with a child during the first 12 months after childbirth or adoption.
- ✓ Caring for a family member with a serious health condition.
- ✓ Caring for a family member who is a covered service member.
- ✓ Safe leave, otherwise known as sexual assault victim leave.
- ✓ A qualifying exigency - "a need rising out of a covered individual's family member's active duty service or impending notice of a call or order to active duty."

### How much will I receive when on leave?

During the approved leave period, employees will **receive 90% of their wages for income earned that is equal to or less than 50%** of Maine's average weekly wage. For 2024, the average weekly wage is \$1,144.

Any portion of an individual's weekly wage that is more than **50% of the state's average weekly wage is replaced at 66%** up to the maximum weekly benefit (\$1,144 in 2024).

## Example Calculation

Sarah is employed full-time and earns \$52,000 a year. She needs to take 6 weeks off to recover from surgery.

✓ Sarah's average weekly wage is \$1,000 (\$52,000 divided by 52 weeks).

✓ Sarah's weekly deduction from paycheck to pay into PFML fund is \$5 per week. (0.5% of \$1,000).

1 Calculate tier 1: 90% wage replacement on earnings up to 50% of state average weekly wage (SAWW).

$$\$1,144 \text{ (SAWW)} \times 50\% = \$572. \text{ 90\% of } \$572 = \$514.80$$

2 Calculate tier 2: 66% wage replacement on earnings exceeding 50% of SAWW.

$$\text{Sarah's remaining earnings are } \$428 (\$1,000 - \$572). \text{ 66\% of } \$428 = \$282.48$$

3 Calculate total benefit

$$\text{Sarah's total weekly benefit for the next 6 weeks} = \$797.28 (\$514.80 + \$282.48).$$

## How long is my paid leave?

You can receive up to 12 weeks of paid time off each benefit year.

## What else should I know?

✓ You are eligible to take the paid leave immediately after starting employment.

✓ You must provide employers with reasonable notice of your intent to take leave.

✓ If you have worked for your employer for more than 120 consecutive days, you must be able to return to the same or equivalent position once you return from leave. This same or equivalent position must have equal pay, benefits, and other conditions of employment.

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