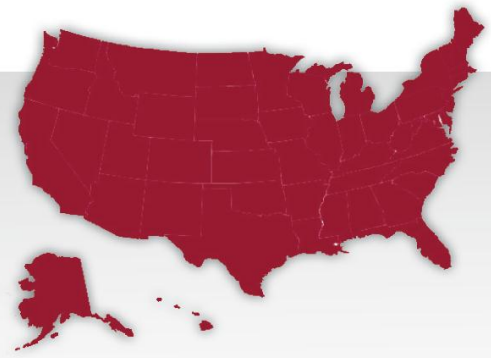


Family Friendly America

Maine



Maine workers need public policies that allow them to better manage the dual demands of work and family. Family friendly workplace laws help workers maintain their economic security when they give birth, adopt, raise children or grandchildren, deal with illness, and care for parents, grandparents, spouses or partners.

Working Families by the Numbers

- **341,108 Maine women** work, making up **48 percent** of the state workforce.¹
- **15,826 Mainers** gave birth between 2008 and 2009.²
- **189,035 Maine children (74 percent)** live in families where all parents work.³
- **14,663 Maine grandparents** live with grandchildren who are under 18.⁴
- **154,000 Mainers** serve as family caregivers.⁵

Existing Family Friendly Workplace Laws

Expanded Family and Medical Leave

- The Maine family and medical leave law provides leave rights to more workers than federal law. The Maine law applies to workers employed in businesses with 15 or more employees and to workers with 12 months' tenure regardless of the number of hours worked.⁶ The Maine law also defines family more broadly than the federal FMLA to include domestic partners, the children of domestic partners and co-habiting siblings.⁷ However, the duration of family and medical leave under Maine law is shorter than under the federal FMLA (10 weeks in a two-year period).⁸
- Maine's family and medical leave law was amended in 2007 to permit job-protected leave for eligible workers to address the active-duty-related death or serious health condition of the worker's spouse, domestic partner, parent, sibling or child when that family member has served in the state military forces or the United States Armed Forces, including the National Guard or Reserves.⁹

Time and Place to Pump

- Private employers of any size must provide all female employees adequate break time and a place other than a bathroom to express breast milk at work, for up to three years after childbirth.¹⁰

Flexible Use of Sick Leave

- Workers in firms with 25 or more employees who earn sick leave are entitled to use at least 40 hours per year for the care of a child, spouse or parent.¹¹

Family Friendly Workplace Legislation Introduced in 2011

Maine has no pending legislation that would expand on the workplace leave or breastfeeding protections provided by federal law.

For more information about family friendly workplace laws or to get involved in a state campaign, please contact the National Partnership for Women & Families at info@nationalpartnership.org.

¹ U.S. Census Bureau. (2009). *Selected Social Characteristics in the United States: 2009: ME*. Retrieved 18 March 2011, from http://factfinder.census.gov/servlet/ADPTable?_bm=y&-context=adp&-qr_name=ACS_2009_1YR_G00_DP2&-ds_name=ACS_2009_1YR_G00_&-tree_id=309&-redoLog=false&-caller=geoselect&-geo_id=04000US23&-format=&-lang=en

² U.S. Census Bureau (2009). *Selected Economic Characteristics in the United States: 2009: ME*. Retrieved 18 March 2011, from http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=04000US23&-qr_name=ACS_2009_1YR_G00_DP3&-context=adp&-ds_name=&-tree_id=309&-lang=en&-redoLog=false&-format=

³ See note 1.

⁴ See note 2.

⁵ AARP Public Policy Institute. (2007). *Valuing the Invaluable: A New Look at State Estimates of the Economic Value of Family Caregiving (Data Update)*. *Data Digest 158R*, 3. Retrieved 21 March 2011, from <http://www.caregiving.org/data/AARPDDataUpdate-StateEstimatesofEconomicValue.pdf>

⁶ Me. Rev. Stat. Ann. tit. 26, § 844(1).

⁷ Me. Rev. Stat. Ann. tit. 26, § 843(4), (8).

⁸ Me. Rev. Stat. Ann. tit. 26, § 844(1).

⁹ Me. Rev. Stat. Ann. tit. 26, § 843(4).

¹⁰ Me. Rev. Stat. Ann. tit. 26, §§ 603(1)(A), 604.

¹¹ Me. Rev. Stat. Ann. tit. 26, § 636.



The National Partnership for Women & Families is a non-profit, non-partisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family. More information is available at www.nationalpartnership.org.