



129th MAINE LEGISLATURE

FIRST REGULAR SESSION-2019

Legislative Document

No. 1654

H.P. 1190

House of Representatives, April 30, 2019

An Act To Create Veteran-friendly Workplaces

Reference to the Committee on Labor and Housing suggested and ordered printed.

A handwritten signature in cursive script that reads "R. B. Hunt".

ROBERT B. HUNT
Clerk

Presented by Representative COLLINGS of Portland.
Cosponsored by President JACKSON of Aroostook.

1 **Be it enacted by the People of the State of Maine as follows:**

2 **Sec. 1. 26 MRSA §637** is enacted to read:

3 **§637. Leave for appointments for veterans**

4 **1. Definitions.** As used in this section, unless the context otherwise indicates, the
5 following terms have the following meanings.

6 A. "Employer" means a public or private employer.

7 B. "Paid leave" has the same meaning as in section 636, subsection 1, paragraph C.

8 C. "Veteran" means an employee who is a veteran, as defined in section 877,
9 subsection 3.

10 **2. Leave.** An employer who provides paid leave and has 10 or more employees shall
11 allow a veteran to take paid leave to attend a scheduled appointment at a medical facility
12 operated by the United States Department of Veterans Affairs. An employer who does
13 not provide paid leave and has 10 or more employees shall grant unpaid leave to a veteran
14 to attend a scheduled appointment at a medical facility operated by the United States
15 Department of Veterans Affairs. An employer who provides paid leave and has fewer
16 than 10 employees shall allow a veteran to take paid leave to attend a scheduled
17 appointment at a medical facility operated by the United States Department of Veterans
18 Affairs when the veteran provides the employer at least 2 weeks' notice of such an
19 appointment unless the United States Department of Veterans Affairs provides the
20 veteran less than 2 weeks' notice of an appointment, in which case the veteran shall
21 provide the employer notice of the appointment as soon as reasonably possible. An
22 employer who does not provide paid leave and has fewer than 10 employees shall grant
23 unpaid leave to a veteran to attend a scheduled appointment at a medical facility operated
24 by the United States Department of Veterans Affairs when the veteran provides the
25 employer at least 2 weeks' notice of such an appointment unless the United States
26 Department of Veterans Affairs provides the veteran less than 2 weeks' notice of an
27 appointment, in which case the veteran shall provide the employer notice of the
28 appointment as soon as reasonably possible. For an appointment for which a veteran
29 provides less than 2 weeks' notice to an employer that has fewer than 10 employees
30 unless the United States Department of Veterans Affairs provides the veteran less than 2
31 weeks' notice of an appointment, in which case the veteran shall provide the employer
32 notice of the appointment as soon as reasonably possible, the employer is not required to
33 grant paid or unpaid leave.

34 **SUMMARY**

35 This bill requires an employer who provides paid leave and has 10 or more
36 employees to allow a veteran to take paid leave to attend a scheduled appointment at a
37 medical facility operated by the United States Department of Veterans Affairs. An
38 employer who does not provide paid leave and has 10 or more employees must grant
39 unpaid leave to a veteran to attend a scheduled appointment at a medical facility operated
40 by the United States Department of Veterans Affairs. An employer who provides paid

1 leave and has fewer than 10 employees must allow a veteran to take paid leave to attend a
2 scheduled appointment at a medical facility operated by the United States Department of
3 Veterans Affairs when the veteran provides the employer at least 2 weeks' notice of such
4 an appointment unless the United States Department of Veterans Affairs provides the
5 veteran less than 2 weeks' notice of an appointment, in which case the veteran shall
6 provide the employer notice of the appointment as soon as reasonably possible. An
7 employer who does not provide paid leave and has fewer than 10 employees must grant
8 unpaid leave to a veteran to attend a scheduled appointment at a medical facility operated
9 by the United States Department of Veterans Affairs when the veteran provides the
10 employer at least 2 weeks' notice of such an appointment unless the United States
11 Department of Veterans Affairs provides the veteran less than 2 weeks' notice of an
12 appointment, in which case the veteran shall provide the employer notice of the
13 appointment as soon as reasonably possible.