



# 131st MAINE LEGISLATURE

## FIRST REGULAR SESSION-2023

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Legislative Document

No. 827

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H.P. 516

House of Representatives, February 21, 2023

### **An Act to Allow Employees to Request Flexible Work Schedules**

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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 ROEDER of Bangor.  
Cosponsored by Representatives: CLUCHEY of Bowdoinham, GATTINE of Westbrook,  
GRAMLICH of Old Orchard Beach, JAUCH of Topsham, SKOLD of Portland, WARREN of  
Scarborough.

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

2 **Sec. 1. 26 MRSA c. 7, sub-c. 13** is enacted to read:

3 **SUBCHAPTER 13**

4 **FLEXIBLE WORK SCHEDULES**

5 **§879-A. Flexible work schedules**

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

8 A. "Flexible work schedule" means a work arrangement in which an employee works  
9 completely or partially at a location other than the place of employment or works hours  
10 different than the regular hours of the position.

11 B. "Private employer" has the same meaning as in section 877, subsection 2.

12 C. "Public employer" has the same meaning as in section 979-A, subsection 5.

13 **2. Request; duration.** An employee of a public employer or private employer may  
14 request a flexible work schedule for up to 6 months at a time. An employer may not  
15 discipline an employee who requests a flexible work schedule.

16 **3. Renewal.** If an employee's request under subsection 2 is approved by the employer,  
17 the employee has a reasonable expectation of the flexible work schedule continuing in 6-  
18 month increments unless the employer provides written notice to the employee that the  
19 flexible work schedule will not be continued beyond the time period approved under  
20 subsection 2.

21 **SUMMARY**

22 This bill provides that an employee of a public or private employer may request a  
23 flexible work schedule for up to 6 months at a time and that the employer may not discipline  
24 an employee who requests a flexible work schedule. The bill provides that the flexible  
25 work schedule continues in 6-month increments unless the employer provides written  
26 notice to the employee.