

Maine Paid Family & Medical Leave (ME PFML)

ME PFML is a state-run program providing wage replacement benefits to employees who need to take time off for family, medical, or safe leave reasons. ME PFML is administered through MetLife.

The program covers leave for:

- Family leave: Bonding with a new child (birth, adoption, or foster care) or caring for a family member with a serious health condition.
- Medical leave: Caring for one's own serious health condition or recovery from childbirth.
- Safe leave: For situations where an employee or family member needs to stay safe after experiencing abuse or violence.
- Qualifying exigency: For emergencies related to a family member's military deployment.

Eligibility

- Employees must have earned at least six times the state's average weekly wage in the year before their leave begins.
- All public employees (except those employed by the federal government), private full-time and part-time employees and self-employed individuals are eligible for ME PFML.

Weekly Benefit

- The weekly benefit amount is determined by an employee's average weekly wage (EAWW) relative to the state average weekly wage (SAWW).

Job and Benefits Protection

- Maine's Paid Family and Medical Leave (ME PFML) program provides job and benefits protection for employees who have been employed for at least 120 days.

Coverage Period

- Employees are entitled to up to 12 weeks of leave in a benefit year.

Filing for Disability

- To file your claim, please contact MetLife by clicking [here](#) or calling 1-877-638-8262. The MetLife Claims Center is available Monday through Friday, 8:00 a.m.–11:00 p.m. EST.
- Once a claim is created you will be assigned a MetLife claims manager within 2-3 business days to assist you through the FMLA/STD coordinated process. Please review all notices that MetLife sends to you carefully as they will include important documentation and information about your responsibilities in the disability process.