

April 19, 2019

Hon. Shenna Bellows, Senate Chair
Hon. Michael Sylvester, House Chair
Joint Standing Committee on Labor & Housing
100 State House Station
Augusta, ME 04330-0100

RE: Letter in Support of L.D. 1410, An Act to Create Paid Family and Medical Leave Benefits

Dear Sen. Bellows and Rep. Sylvester,

Please accept this letter on behalf of L.L.Bean in support of LD 1410, An Act to Create Paid Family and Medical Leave Benefits.

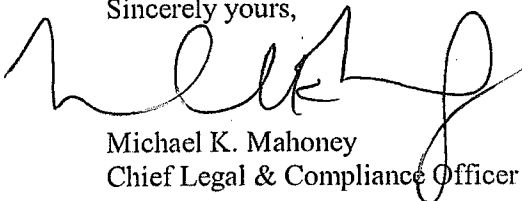
While I cannot speak to how other companies would be impacted by implementing paid family and medical leave programs, I can say that, at Bean, similar programs have been a success for both our employees and the company as a whole.

L.L.Bean has long had enjoyed the reputation as being a good employer here in Maine. That reputation has been earned, in part, by trying to be responsive to the needs of our employees. Over the years we have tailored our benefits plans to fit the evolving needs of our workforce, often implementing programs based on employee feedback. Most recently, in 2018, we were pleased to introduce paid parental leave, which offers up to 6 weeks of leave at 100% pay if an employee or their partner experiences a "parent event" (either birth or adoption). In our limited experience this past year, we have found that Bean employees are grateful for the safety net that these programs provide. In turn, we have seen no evidence of benefit abuse or of employees attempting to take advantage of the system. In short, it's been a success story for employee attraction and retention, and employee satisfaction here at Bean.

It may be worth noting, as well, that our company operates retail stores in two other states, New York and New Jersey, where legislatively-mandated paid leave policies have already been implemented. We have received no employee concerns regarding paying into these programs, nor have we had any concerns regarding the company's ability to administer the program.

Thank you for the opportunity to offer some insight into our company's experience with paid family and medical leave. We would be happy to try to answer any questions the Committee may have in advance of the worksession.

Sincerely yours,



Michael K. Mahoney
Chief Legal & Compliance Officer

cc: Members, Joint Standing Committee on Labor & Housing

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