



February 5, 2025

**Testimony In Opposition To
LD 60, An Act to Allow Employees to Request Flexible Work Schedules**

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Senator Tipping, Representative Roeder, and Honorable Members of the Labor Committee,

My name is Alexander Price, and I am here to testify in opposition to LD 60 on behalf of the Maine Jobs Council, which is a statewide, nonpartisan, member-driven advocacy organization that advances public policies to support the creation and preservation of foundational jobs in Maine. The Maine Jobs Council opposes LD 60 because it would add another burdensome regulation on Maine's employers at a time when most are already struggling to compete.

A recent assessment of the competitiveness of Maine's statewide economy by the Porter Development Initiative (PDI) found that Maine is not attracting new employment at the same rates as other areas of the U.S. and that existing firms in Maine are not achieving the high levels of productivity that would support increasing wage levels for employees. We are among the least productive states in the nation, despite high levels of labor force participation among working-age Mainers; we create fewer jobs, attract less investment, and start fewer businesses than most other states; our worker wages are low and contrast with higher cost burdens; and we lack many of the hallmarks of a competitive location for business.

The Maine Jobs Council certainly supports making workers a top priority. However, the best way to do that is with a robust economy full of quality foundational jobs that provide choices, career growth, and increasing wages. While we appreciate the sponsor's intent with this bill, we believe that improving Maine's competitive standing and chances to attract foundational jobs and investment requires fewer mandates and regulations, not more. Flexible work schedules and remote work have become increasingly common in the workplace. These are business decisions that should be left to the employer and the employee to come up with an arrangement that works for the operational needs of that business and for the benefit of its employees. Opening this up to regulation by the state adds yet another administrative burden on Maine's employers, particularly small businesses that don't have the resources to comply with the rigid procedures outlined in the bill, at a time when most are already struggling to compete. Further, this bill could open the door for countless legal challenges if the employer does not strictly follow the process outlined in the bill and the employee feels that they are being treated unfairly.

Individual pieces of legislation, like LD 60, are not the solution to solving our state's economic problems. We encourage this committee to start taking a more comprehensive look at how workforce challenges, taxes, regulations, infrastructure, and other issues act as a barrier to job creation in our state. If Maine is not a competitive and productive place for businesses, workers,

and families, its economic plans and efforts will falter. Maine needs to develop a comprehensive, integrated, and strategic plan that focuses legislation, regulation, and public policy on talent attraction, investment, and job creation.

The MJC thanks the committee for its time and consideration of this issue, and we would welcome any opportunity to discuss it with you.

Thank you,

Alexander Price, Pierce Atwood
On behalf of the Maine Jobs Council