

3/3/2025

Dear Justices,

My name is Katie, and I have lived independently and worked in non-traditional jobs for over 27 years. During this time, I have witnessed firsthand the urgent need for an amendment guaranteeing equal rights for every Maine resident. Despite receiving perfect reviews, top clearances, and being assigned the most skilled tasks, I have faced numerous barriers in my profession.

If I were truly considered equal to men after all my years of experience, I would not only be earning the same salary but also be in a higher position, allowing my body some much-needed rest. Instead, last year I had to leave the trades because my body was beginning to break down, and there were no promotional opportunities in sight. I observed much younger, less experienced men being promoted over me.

Even with strong connections and endorsements from colleagues at several companies, I, along with two other women, was overlooked when men my age were hired. The companies began bringing in twenty-somethings with minimal construction experience. On multiple occasions, I was told that if I were male, I likely would have been hired. This was reinforced by comments suggesting that prospective supervisors' wives would not be comfortable with them working closely with a woman.

We must stop pretending that equality exists and start protecting capable, non-cis men who are dedicated to working and staying in Maine. By ignoring this entrenched systemic issue, we are significantly narrowing our talent pool.

Thank you for your time.

3/3/2025

Katie Marcotte

Founder at Maine Modern Tile, LLC

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