

# Manufacturers Association of Maine

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5 February 2025

Senator Tipping, Representative Roeder and honorable members of the Joint Standing Committee on Labor, we offer this testimony in opposition to LD60, An Act to Allow Employees to Request Flexible Work Schedules.

The Manufacturers Association of Maine (MAME) is a non-partisan 501(c)6 non-profit grounded in service to its membership, providing a network of resources designed to support the strategic business growth needs of Maine manufacturing entrepreneurs. Maine's manufacturing businesses are diverse, employing almost 60,000 individuals in military and defense, aerospace, metal fabrication, paper, boat building, semi-conductor, wood products, aquaculture and biotech, medical device, composites, and bioplastics, as well as the food and beverage industries. These businesses represent almost 10% of Maine's annual GDP and 14.5% of all the wages paid in the state on a weekly basis. MAME's mission is to help manufacturing grow and succeed and supports Maine's development of future manufacturing assets through a variety of programs.

I think the first place to start is recognition by the committee that the larger majority of Maine's manufacturers are small. . . with almost 1,700 of our manufacturers (out of 1,880) having fewer than 20 employees. The administrative burden imposed by the proposed bill challenges these businesses at a time when resources are already stretched supremely thin.

The fact of the matter is that many businesses already extend flexibility to workers to the extent the operation allows it. With the personnel challenges that all our members currently experience, they cannot afford to lose good, already trained employees in an environment where there is little guarantee of a replacement. If they can, they will, but to now challenge that flexibility with a requirement to formally document the transaction (but notably only on the employer side) is additional bureaucracy that adds no value.



The fact is that every business is unique, as are the individuals they employ. The truth is that the intersection of the business' and employee's needs are actively adjusted, flexed, massaged and otherwise negotiated regularly, sometimes even with the shift of the day as priorities change. To require them to stop and document the nature of agreed upon schedule change(s) is an unnecessary complication that does not advance the interests of either party.

Legislation cannot remove the drivers of the uncertainty that foster this variation, nor influence the realities that exist when it comes to a company's desire to build a culture that fosters retention of its employees for the long term. The Manufacturers Association and its membership joins with others across the state in opposing this bill and respectfully request the committee vote Ought Not To Pass.

