

Lee Fitzgibbons Street
Lincoln
LD 599

March 18, 2025

Dear Committee members,

I would like you to consider supporting LD 599 -An Act to Codify the Federal Salary Threshold for Overtime Pay.

Over the past 25 years I have been in private practice as a psychologist in Maine. I have had many patients who have served as managers over various companies in. Some of these were working in box stores, others in convenience stores, others in fast food restaurants. A very frequent challenge that such patients would be grappling involved with this problem of unpaid extra work that is required because the employee is a manager. My observation has been that this is a pretty accepted means of businesses saving money on hiring sufficient staff to get jobs done that need to be done for the business to run. Because are managers, when the business is understaffed... the managers need to work longer hours getting tasks done that need to be done or else the fear is that it would reflect poorly on them and their job would be at risk. So they work extra, basically without compensation, and the businesses profit by having to employ fewer workers and having to provide less in the way of health benefits.

The cost of this strategy has been high for the employed managers. They have added stress, they are caught between feeling good about the job they are able to do at work and being able to attend to their families needs. This can cause responsibility for family care to be shifted to other family members who may or may not be able to comply and/or requiring additional childcare which is harder to pay for because they are not being compensated for their overtime hours. These people often feel trapped in a no win scenario and the result is frequently increased anxiety and depression for the patients themselves and their family members.

I hope that you will consider this as you consider the merits of this bill. There will always be a press for companies to hire as few employees as possible in order to get the job done that they are attempting and to the standard that they want. However, a company's ability to find the most profitable balance for them should not be on the backs of their managers uncompensated overtime hours. If company's need to hire more workers so that their managers are able to get the job done to the desired standard then they should do so, rather than saving money by expecting their managers to routinely work overtime without compensation.