

Laurie Bourgoin
Home Hope and Healing
LD 55

March 25, 2025

RE: 132nd Maine Legislature LD 55-An Act to Amend the Law Governing the
Accrual of Earned Paid Leave

Dear Senator Tipping, Representative Roeder, and esteemed members of the
Committee on Labor:

My name is Laurie Bourgoin, and I am the Chief Clinical Officer at Home Hope & Healing. Home Hope & Healing provides services to 170 clients across the state of Maine, covering all districts (except Aroostook County). The clients we serve include children and young adults requiring Private Duty Nursing services, and adults requiring personal care services to remain in the home/community setting. Home Hope & Healing employs over 150 direct care staff, including RNs, LPNs, C.N.A.s, and PSS to provide necessary services to these clients in the home setting.

I am writing today in opposition of “An Act to Amend the Law Governing the
Accrual of Earned Paid Leave.”

We very much appreciate that Earned Paid Leave has provided some income protection for our staff during unplanned absences due to illness or family illness and we are not opposed to continuation of the law as it exists today. 78% of our direct care staff have chosen per diem status and they do so for various reasons including having a primary job elsewhere, or the desire for more scheduling flexibility. The ability for them to accrue up to 40 hours of Earned Paid Leave time has been very helpful for some of them.

Where LD 55 becomes concerning is the ability for these Per Diem Staff to potentially accrue over 40 hours of this time. Many per diem employees who earn EPL have other full-time employers which means they do not use their earned time with us. It isn't uncommon for our balance sheet to increase several thousand dollars each month in rising accrual amounts. It seems, the intent of EPL is to protect an employee's income should they lose hours, but what about employer risk? What does a business do with the growing EPL liability when an employee cannot/does not use the time? Seems this amendment is allowing massive accrual amounts over time, creating a liability nightmare and financial irresponsibility.

Our agency is over 90% MaineCare funded, and deals with expensive costs of providing care in the State of Maine. Adding more expense with this proposed law, particularly during times of financial uncertainty, adds burden on top of our already overburdened financial situation and does not positively impact on the assurance of pay to those who need it, as those individuals are already taking advantage of the current methodology of accrual for EPL. Additionally, the State of Maine has adopted Paid Family Medical Leave which will further address the concern of income protection for inability to work.

Our desire is to promote time off use when it is needed, but this bill does not provide the answer. Allowing employers the 40-hour accrual limit is some measure of risk reduction for businesses. Please do not amend the language of the current earned paid leave law to include additional accrual.

Thank you for your time and consideration of my comments on this very important matter.

Respectfully,
Laurie J. Bourgoin
Laurie J. Bourgoin, RN, BSN, MBA