

James Green

24 Cady's Stone Dr
Dedham, Maine 04429
April 23, 2025

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

Thank you for the opportunity to address the Committee.

My name is James Green, and I am a resident of Dedham. I am testifying today on behalf of myself and my wife, Jessica Burgess, to strongly oppose any and all efforts to repeal, delay, or weaken Maine's Paid Family and Medical Leave (PFML) program. We are in strong opposition to the following bills: **LD406, LD539, LD952, LD1169, LD1221, LD1249, LD1273, LD1307, LD1333, LD1400, and LD1712.**

My wife and I are planning to have our first child. We live thousands of miles from any family support, and both of us work full-time hours. My wife is a front-line Healthcare worker and as a per-diem employee prior to PFML she did not qualify for *any* paid time off following the birth of a child (or any other medical leave).

We are preparing financially for the cost of having a child but we cannot prepare for the time that a newborn requires from *both* parents. PFML would allow us to care for our child during those critical, early months without the added stress of financial insecurity. That is not just a luxury—it is essential.

The PFML program was created through careful planning and is already being funded through payroll deductions. Several bills, including **LD406, LD539, and LD1273**, propose to repeal PFML entirely—without even guaranteeing a refund of the taxes already collected from employees and employers. That is effectively an unlawful tax with no services rendered.

Other bills, like **LD952, LD1400, LD1249, LD1333, and LD1712**, attempt to carve out entire sectors, delay implementation, or reduce wage replacement rates. For example, **LD1712** would delay benefits until 2027 and reduce wage replacement to a flat 65%, disproportionately harming lower-income families. This kind of policy punishes the very people the program was designed to protect.

PFML gives us the time and flexibility we need to be present for our future child. Without it, we're left choosing between our jobs and our family's well-being. Maine has a chance to lead the country in supporting working families, especially at a time when the U.S. ranks among the worst developed nations for parental leave support [Source: Engage Employee – Best and Worst Countries for Employed New Parents](#). We should be setting the standard, not falling further behind.

Thank you for the opportunity to share my perspective with the Committee. I urge you to vote **"Ought Not to Pass"** on these bills. Let's protect the Paid Family and Medical Leave program for families like mine and for the future of Maine.

Sincerely,

James Green

Dedham, Maine

On behalf of myself and Jessica Burgess