



January 23, 2026

Maine Department of Labor  
54 State House Station  
Augusta, ME 04333-0054

**Subject: Concerns Regarding LD 2018 and Private Plan Restrictions**

To the Maine Department of Labor:

As Sheridan Construction's Senior VP of Sales, I am writing to you to share our concerns with LD 2018, specifically the provision prohibiting the pooling of risk and administration for self-insured PFML plans. We are a seventy-nine year old construction company located in Fairfield, Maine, employing approximately 100 hard working Mainers.

We object to LD 2018 because it will limit our company's ability to competitively control expenses related to the Paid Family Medical Leave Act. We compete for construction projects against small contractors and also out of state contractors. LD 2018 puts us at a more competitive disadvantage. We see LD 2018 as being discriminatory and not allowing us to remain at a more even playing field with small and out of state competitors. We respectfully request that the MDOL continues to allow us to deliver the PFML benefits most efficiently as possible to remain competitive and successfully deliver goods and services to Maine, all while maintaining high compensation and benefits to our hard working employees.

Respectfully Submitted,

A handwritten signature in blue ink, appearing to read "Wilbur Ferland".

Wilbur Ferland, LEED AP  
Senior VP – Sales/Estimating