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Testimony of Representative Amy Roeder Presenting

LD 827, An Act to Allow Employees to Request Flexible Work Schedules

Before the Joint Standing Committee on Labor and Housing

Good afternoon Senator Tipping and honorable members of the Joint Standing Committee on Labor and Housing. My name is Amy Roeder, and I represent House District 23 which includes a portion of Bangor. Today, I present to you **LD 827, An Act to Allow Employees to Request Flexible Work Schedules**.

LD 827 proposes that an employee of a public or private employer would be able to request a flexible work schedule for up to six months at a time and would ensure that the schedule continues in six-month increments, unless the employer provides written notice to the employee stating otherwise.

While employers do not have to agree to a flexible work schedule request, they should not be allowed to discipline those who are just trying to balance work alongside their many responsibilities, including finding child care and caring for themselves or a loved one who is ill.

Not all employers can offer more flexible work arrangements due to the nature of the work, but there are benefits for employers who are willing and able to provide flexibility to employees. There are many surveys that allude to increased worker productivity for those who can work from home on a part or full-time basis, one of them coming from a Stanford experiment involving call center workers. According to the results of the experiment, working from home led to a 13% performance increase, of which about 9% was from working more minutes per shift due to fewer breaks and sick days and 4% from more calls per minute, attributed to a quieter working environment. Home workers also reported improved work satisfaction and experienced less turnover.¹

In the past few years, our collective lives have changed drastically. It's time that we recognize this as it relates to our workplaces.

Thank you for your consideration. I'm happy to answer any questions you may have.

¹ [Does working from home work? Evidence from a Chinese experiment - Stanford Center on Poverty and Inequality](#)