



Mike Tipping
Senator, District 8

THE MAINE SENATE
131st Legislature

3 State House Station
Augusta, Maine 04333

Dear Representative Roeder and colleagues on the Labor and Housing Committee,

In recent decades, we've seen large businesses move to a just-in-time model for supply chains, with parts and products arriving just before they're needed as a way of promoting efficiency and cutting down on warehousing costs.

Many large businesses have also moved to a just-in-time model for scheduling their employees. They now use algorithms to track and predict their staffing needs, modifying work schedules on the fly and at the last minute. This is especially true for national retail, restaurant and hotel chains.

For these large employers, this practice allows them to increase efficiency and lower costs, but those costs are now being passed on to employees. They must keep their schedules open in order to work on short notice and they often find that shifts they were planning on have been cancelled with little warning. The burden of these precarious schedules obviously falls heaviest on those workers who make some of the lowest wages, receive the fewest benefits, are the least likely to be organized and struggle the most to have their voices heard.

This burden also falls most heavily on those who care for children or older family members, work multiple jobs or who have disabilities or difficulty accessing transportation.

LD 1990 is an attempt to address this growing problem. It encourages employers who employ at least 250 people to provide them with a schedule at least two weeks in advance. They'll also get an estimate of a typical weekly schedule when they're hired.

This bill doesn't prevent employers from making last-minute schedule changes, but it does compensate employees a bit when those changes are made, offsetting some of the burden of having to be available on short notice. If the change is made greater than 24 hours in advance, this means they get one hour of pay, or \$13.80 for a minimum wage worker. If the shift change is made the same day, they must provide either two hours or four hours worth of pay, depending on the length of the shift cancelled or imposed.

The bill explicitly allows employees to trade shifts with each other. It also doesn't restrict the employees' ability to request shift changes, regardless of notice.

In speaking with employers and with the Department of Labor, I have some minor amendments to propose for this bill. Rather than 250 employees worldwide, I'd be happy to change it to encompass those businesses with the equivalent of 250 full-time employees just in Maine. There are some definitional changes I would also be happy to accommodate. In speaking with farmers on this bill, it



Mike Tipping
Senator, District 8

THE MAINE SENATE
131st Legislature

3 State House Station
Augusta, Maine 04333

was pointed out that the exceptions for unforeseen circumstances might not include changes in weather. I would be happy to make a change to accommodate those concerns as well.

It's hard to quantify the cost to employees of lost time and opportunities, stress and worry, and damage to their physical and financial health that precarious schedules can cause. This bill attempts to lessen that in a small way, in line with laws in other jurisdictions across the country. It includes only the largest employers in the state, who are almost certainly already using electronic scheduling systems that would make it easy to accommodate these requirements. It also doesn't prevent these employers from making last-minute changes to their employees schedules, they just have to share some of the burden that causes, in most cases an hour's worth of pay.

Thank you for your consideration and I would be happy to answer any questions.