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May 18, 2023

Testimony in Opposition to LD-1794

“An Act to Enhance the Predictability of Mandated Overtime for Pulp or Paper Manufacturing Facility Employees”

Good afternoon Senator Tipping, Representative Roeder and Members of the Labor and Housing Committee:

I'm Scott Beal, I am Woodland Pulp LLC's Environmental & Security Manager. I appear before you today to express our concerns with this bill as we are, clearly, a target of this legislation.

This bill will have an adverse impact on our ability to operate the facilities in Baileyville.

At Woodland Pulp for example, our shift workers work three 12-hour shifts followed by 3 days off where they swing from days to nights and back. Without any overtime, one week they work 36 hours and the following week they work 48 hours. We've had this work schedule since the late 1980's. During this time, we have successfully negotiated numerous contracts with our labor unions yet this schedule has remained in place and never been a point of controversy.

There are times when an employee's relief doesn't report to work and the incumbent then has to split the following shift by working an 18-hour stretch, with the other six hours being covered by the oncoming employee. It isn't a daily or even a weekly occurrence but it does happen on occasion.

stretch, with the other six hours being covered by the oncoming employee. It isn't a daily or even a weekly occurrence but it does happen on occasion. And when it does, our employees are compensated. This bill would be disruptive to this work schedule and possibly, to a point, where it would preclude its continuance.

Another point I'd like to address is that of the OT scheduling set forth in Section 603-A #4 regarding Advanced Notice. In an industrial manufacturing facility that operates around the clock, facilities with thousands of feet of piping, numerous valves, tanks, chests, motors, boilers, turbines and various other pieces of complex machinery, sometimes unexpected malfunctions happen, malfunctions that require immediate attention. Most of which don't allow for an advanced warning period of 7 days, in spite of our mill's efforts at improving predictive and preventative maintenance.

With this bill, I have no idea how we would staff our annual maintenance shutdown where we typically go down for 10-14 days. This is an event where we work through this entire period around the clock. Contractors, it appears, would likely be filling a more prominent role here as opposed to our employees as well as our periodic one day shutdowns for machine clothing changes.

My last point is our belief, this bill does not help anyone in my company but more importantly, disadvantages our hourly employees, complicates our workplace scheduling and will only add cost to the business. This bill will very likely force us to use contractors in lieu of our employees-the very people that have the institutional knowledge, experience and understanding to safely operate and maintain the machinery in our mills.

Please know I'm not here today to tell any of you how to legislate. I simply want to say that I believe legislation should address issues such as:

- Helping or protecting those of us in need.
- Solving and/or addressing problems.
- Making things better.

In my judgment, this legislation fails to put a check mark against any of these items.

I'll conclude at this point in the hope this bill will receive a vote of ONTP. Thank you for your time and attention. I'll be happy to try to answer any questions, if any.

Scott Beal