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Testimony of Representative Amy Roeder Presenting

LD 60, An Act to Allow Employees to Request Flexible Work Schedules

Before the Joint Standing Committee on Labor

Good morning Senator Tipping, and fellow members of the Joint Standing Committee on Labor. My name is Amy Roeder, and I represent House District 23, which includes a portion of the great City of Bangor.

Today, I present to you **LD 60, Act to Allow Employees to Request Flexible Work Schedules**.

LD 60 would allow an employee to submit a written request for a flexible work schedule for consideration by their public or private employer, without retaliation from the employer. While employers do not have to agree to a flexible work schedule request, they should not be allowed to discipline those who are 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.

The reality is that, for many workplaces, flexible scheduling is a necessity. According to the third iteration of McKinsey's American Opportunity Survey, of the 25,000 Americans surveyed, 58 percent reported having the opportunity to work from home at least one day a week. Thirty-five percent of those respondents reported that they could work from home five days a week. The researchers noted that, "What makes these numbers particularly notable is that respondents work in all kinds of jobs, in every part of the country and sector of the economy..."

Work looks different today. If employees need flexible schedules to give their best selves to their employers, they should be given the opportunity to ask for that flexible schedule.

Thank you for your time and consideration. I am happy to answer any questions you may have.