

Testimony of Jake Lachance

Government Relations Specialist

Maine State Chamber of Commerce

Before the Joint Standing Committee on Labor

Testimony In Opposition to LD 60 "An Act to Allow Employees to Request Flexible Work Schedules"

Senator Tipping, Rep. Roeder, and members of the Joint Standing Committee on Labor, my name is Jake Lachance, and I am a Government Relations Specialist for the Maine State Chamber of Commerce, which advocates for over 5,000 large and small businesses across the State of Maine. I am here to give testimony in In Opposition to LD 60 "An Act to Allow Employees to Request Flexible Work Schedules".

In the post-Covid world, businesses have never been more flexible when it comes to scheduling. With increased prevalence of remote and hybrid workspaces, as well as considering specific circumstances of a given employee, the business community has demonstrated that the issues outlined in this bill are already happening on a regular basis. As outlined, paragraph C and touched on in subsection 2, there are a multitude of reasons that show the factors that businesses already consider when allowing or disallowing an employee to have a flexible work schedule. It is further admitted in paragraph 2 that the "reason may include, but is not limited to, as reason specified in subsection 1, paragraph C". The only thing that this bill addresses outside of the already established common practice is a penalty for that business and opens that business up for a civil suit regarding a flexible work schedule.

At the end of the day, as outlined in paragraph C and subsection 2, an employer clearly knows what is best to keep the service they are providing running in each situation. Furthermore, in a climate where businesses are doing more than ever before to be able to recruit and retain employees, who are often seen as friends and family to those inside a given business, it is not advantageous for a business to not be generous and understanding in this regard. To have the state give an outline of these common practices and to impose a penalty on them is simple overreach that is not necessary.

For these reasons, the Maine State Chamber of Commerce is opposed to LD60 and urges the committee to vote Ought Not to Pass. Thank you for your time and I am happy to answer any questions.