

MEMO OF OPPOSITION
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February 4, 2025

Honorable Representative Roeder
Committee on Labor and Housing
100 State House Station
Augusta, ME 04333-0100

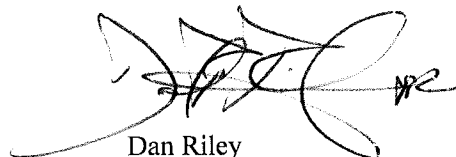
Re: Testimony on LD 60 – *An Act to Allow Employees to Request Flexible Work Schedules*

My name is Dan Riley, and I serve as legal counsel for the Retail Lumber Dealers Association of Maine (RLDAM), representing independent lumber and building material dealers, manufacturers, wholesalers, and distributors across the state. Our industry employs over 20,000 Maine residents, and we are committed to maintaining a safe, efficient, and productive work environment.

While we appreciate the goal of LD 60, we have serious concerns that this bill would create unnecessary administrative burdens, increase legal risk, and reduce workplace flexibility rather than expand it. Maine businesses already work with employees on scheduling needs where possible, but LD 60 mandates a rigid process that forces employers to formally consider and document every request, regardless of operational feasibility.

This requirement is especially problematic in industries such as retail, manufacturing, and construction, where scheduling is dictated by customer demand, production timelines, and team-based workflows. Employers would be required to justify and document every denial in writing, creating compliance burdens that disproportionately impact small businesses.

For these reasons, we respectfully urge the committee to reject LD 60. Maine businesses should have the ability to work directly with employees on scheduling solutions without unnecessary government intervention.



Dan Riley