



March 19, 2025

Honorable Michael Tipping, Senate Chair  
Honorable Amy Roeder, House Chair  
Joint Legislative Committee on Labor  
100 State House Station  
Augusta, ME 04333

**Re: *Testimony in support of LD 833, An Act to Expand the Earned Paid Leave Exception***

Dear Senator Tipping, Representative Roeder, and Members of the Committee on Labor:

My name is Roger Crouse, and I serve as the General Manager for Kennebec Water District (KWD) in Waterville. KWD serves drinking water to more than 22,000 people in the greater Waterville area including the communities of Waterville, Winslow, Fairfield, Benton, and Vassalboro.

I am present today to speak in support of LD 833 which would exempt employers from the Earned Paid Leave law if they provide employees with 80 hours or more of paid annual leave.

Maine's Earned Paid Leave law, passed in 2019, requires employers with 10 or more employees to provide employees with one hour of paid leave for each 40 hours worked, up to 40 hours per year. KWD wholeheartedly supports the need for employees to have paid leave. New employees at KWD receive a generous annual paid leave package including 80 hours of vacation time, 96 hours of sick leave, four hours of personal leave, and 13 paid holidays. Some of our employees also can earn comp-time which can be used as additional paid leave.

Given the magnitude of paid leave available to our employees, it seems unlikely that KWD (and hundreds of other employers in Maine that provide significantly more than the 40 hours provided in the 2019 law) was the target for the Earned Paid Leave law.

However, despite our generous leave package, we are still subject to the additional administrative and financial burdens found in the Earned Paid Leave law.

If the law simply required 40 hours of paid leave per year, there would be no concern. However, there are details of the law that create additional administrative and financial burdens for employers (beyond providing paid leave) including time tracking and pay rate adjustments.

Employers are challenged with significant regulatory and administrative human resource burdens which increase the cost of doing business. While many of these challenges are necessary to maintain a stable, productive, and well-qualified workforce, the earned paid leave law only adds cost and regulatory burden to employers who are committed to providing paid leave to employees.

LD 833 will provide employers, which demonstrate commitment to employees by providing 80 hours (or more) of annual paid leave (double the amount required under the earned paid leave law), relief from the administrative and financial burdens of the earned paid leave law. I urge you to vote LD 833 ought to pass.

Thank you for your time.

Yours for safe drinking water,

A handwritten signature in black ink, appearing to read "Roger Crouse", with a stylized, flowing script.

Roger Crouse, P.E.  
General Manager