



MEMO OF OPPOSITION
CONTACT: DAN RILEY, ESQ.
NORMAN, HANSON & DETROY LLC
driley@nhdlaw.com, (207) 774-7000
www.nrla.org

April 1, 2025

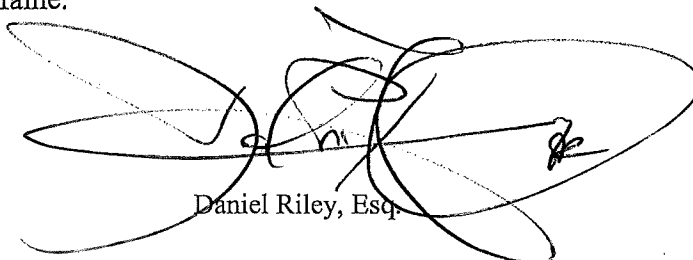
Honorable Sen. Michael Tipping, Chair
Honorable Rep. Amy Roeder, Chair
Joint Standing Committee on Labor
100 State House Station
Augusta, ME 04333-0100

Re: Testimony on LD 598, "An Act to Require Minimum Pay for Reporting to Work"

My name is Dan Riley, an attorney with the firm of Norman, Hanson & DeTroy in Portland. I serve as counsel for the Retail Lumber Dealers Association of Maine (RLDAM), which represents independent lumber and building material dealers, manufacturers, wholesalers, distributors, and other associated businesses in the state of Maine. Our industry employs more than 20,000 Maine residents.

While the intent behind this bill may be well-meaning, its structure invites a punitive, litigation-prone environment that undermines the good faith efforts of responsible employers. The bill not only establishes strict liability for schedule changes but does so in a way that invites costly disputes over documentation, intent, and compliance. Even employers who act reasonably and transparently could find themselves subject to financial penalties—creating an adversarial climate that benefits no one.

Employers must retain the discretion to establish workplace policies that reflect the unique demands of their industry, their customers, and their workforce. LD 598 removes that flexibility and replaces it with a one-size-fits-all mandate that fails to recognize the diversity of business models and employee relationships across Maine.



Daniel Riley, Esq.