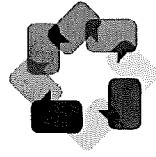


Maine Grocers &
Food Producers
Association
PO Box 5234
Augusta, ME 04332
207.622.4461
info@mgfpa.org



**RETAIL
ASSOCIATION OF
MAINE**
Voice of Maine Retail

Retail Association of Maine
45 Melville Street, Suite 1
Augusta, ME 04330
Tel: 207.623.1149 | Mobile:
207.240.7377
curtis@retailmaine.org
www.retailmaine.org

April 1, 2025

Senator Mike Tipping, Chair
Representative Amy Roeder, Chair
Members of the Labor Committee

RE: Testimony in OPPOSITION to LD 598, An Act to Require Minimum Pay for Reporting to Work

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

The Maine Grocers & Food Producers Association and the Retail Association of Maine are providing joint testimony in opposition to LD 598, An Act to Require Minimum Pay for Reporting to Work. Our business trade associations represent Main Street businesses including independently owned and operated grocery stores and supermarkets, general merchandise and specialty retailers, convenience stores, distributors, and supporting partners — together representing more than 450 members statewide. Maine's retail sector employs more than 85,000 Mainers.

While I appreciate the intent of this legislation, it ultimately adds yet another layer of compliance on Maine businesses—businesses that are already navigating a complex regulatory landscape.

Here's the reality: Scheduling is a complex process involving constantly changing variables. Businesses rely on employees to provide unparalleled customer service experiences for their clients and customers. Employees rely on their employers to provide jobs with schedules that fit their needs—needs as varied as the people who work in these businesses. Many employees choose certain industries specifically because they allow flexible schedules, while others work seasonally to meet fluctuating business demands. Employees are drawn to these employers to pick up flexible hours and supplement their income. Employers must consider numerous factors when developing schedules, including sales forecasts, productivity data, historic payroll reports, workload demands, weather conditions, marketing events, transportation logistics, and customer traffic patterns. Any mandated changes disrupt these carefully balanced considerations.

Many businesses already utilize considerable resources to predict staffing needs. However, the farther in advance those predictions are made, the less accurate they become. Inaccurate forecasting creates inefficiencies and disruptions for both employees and employers. Despite an employer's best efforts to predict

scheduling needs accurately, external factors—often beyond their control—can frequently change. For example, we need only look at the legislative schedule itself, which is notoriously unpredictable and ever-changing. However, LD 598 exempts public employers conveniently.

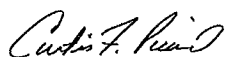
One of our major concerns is the vague definition of “adverse weather.” The bill does not clearly specify what constitutes adverse weather conditions, which could lead to confusion, inconsistent enforcement, and unintended consequences for businesses that rely on scheduling predictability. Additionally, in industries such as tourism, retail, and hospitality, delays due to weather do not necessarily originate in Maine. For example, a cruise ship’s late arrival due to storms elsewhere could create significant disruptions, yet this bill fails to account for such nuances. Additionally, it’s not always “adverse weather” that can have an impact. Good weather can also impact needs in unpredictable ways.

This legislation presumes that the employer-employee relationship is contentious and one-sided. In reality, it is built on respect, open communication, and flexibility. Since the post-COVID era began, workplaces have become even more adaptable than ever. The employer-employee relationship thrives on collaboration—not rigid mandates.

Moreover, both employers and employees value the ability to create work schedules that meet mutual needs. A one-size-fits-all mandate could hinder businesses’ ability to respond to real-world challenges while imposing significant costs for schedule changes often beyond their control.

For these reasons, I respectfully urge the committee to reject LD 598. Thank you for your time; I am happy to answer any questions.

Thank you for your time and consideration.



Curtis Picard, President & CEO,
Retail Association of Maine
45 Melville St., Augusta, ME 04330
curtis@retailmaine.org | 207-623-1149



Christine Cummings, Executive Director,
Maine Grocers & Food Producers Association
PO Box 5234, Augusta, ME 04332
christine@mgfpa.org | 207-622-4461