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**Testimony of Dillon Murray,  
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Neither For Nor Against  
LD 598, An Act to Require Minimum Pay for Reporting to Work  
To the Joint Standing Committee on Labor  
Hearing, April 1, 2025**

Good morning Senator Tipping, Representative Roeder and members of the Joint Standing Committee on Labor. My name Dillon Murray, Legislative Liaison for the Maine Department of Labor (Department). I am here today to speak on behalf of the Department Neither for Nor Against LD 598, "An Act to Require Minimum Pay for Reporting to Work."

We understand and appreciate the intent behind this legislation and commend the sponsor for highlighting an issue that has come before this Committee in various forms over the past several legislative sessions. The bill appears to be aimed at supporting workers who report to their workplace at the request of an employer—sometimes after commuting a significant distance, arranging childcare, or shifting personal responsibilities—only to be told upon arrival that they are not needed or that their scheduled hours have been cut. This scenario can be destabilizing for workers and frustrating for those who make an effort to report on time and prepared, only to lose expected earnings.

LD 598 would amend Title 26 by enacting a new section, §639-A, which establishes minimum pay requirements for employees who report to work but are sent home early or have their scheduled hours reduced. Specifically:

- **Scope:** The bill applies to employers with 10 or more employees, who operate more than 120 days in a calendar year. It does not apply to public employers or seasonal industries as defined under existing labor law.
- **Reporting Pay Requirement:** If an employee reports to work and is sent home early or has hours reduced, the employer must compensate them the lesser of:
  - Two hours of pay at the employee's regular hourly rate, or
  - The total amount the employee would have earned for their originally scheduled shift.
- **Good Faith Notification:** If the employer makes a documented good faith effort to notify the employee in advance not to report to work, the employer is not liable for the reporting pay.

- **Exceptions:** The reporting pay requirement does not apply if the employee is unable to work due to adverse weather, natural disaster, civil emergency, illness or medical condition, or workplace injury.
- **Rulemaking:** The Department is authorized to adopt routine technical rules to implement and enforce the provisions of this bill.

A number of other states and jurisdictions have adopted laws addressing "reporting time pay" or "show-up pay."

- **California** requires that employees be paid for at least half of their scheduled shift if they report to work but are sent home early, with a minimum of two hours and a maximum of four hours of pay.
- **New York** has regulations requiring at least four hours of pay for employees who report to work and are not given their full scheduled shift.
- **Massachusetts** requires employers to pay at least three hours at the minimum wage when an employee is scheduled and reports to work.
- **New Jersey** and some municipalities, such as San Francisco, have adopted variations of predictive or fair scheduling laws, some of which include provisions for minimum reporting pay.

These laws are designed to provide wage stability to workers whose schedules may be variable or subject to last-minute changes. While each jurisdiction varies in terms of scope and enforcement, the underlying policy goal is to protect employees from uncompensated labor and unnecessary travel or preparation.

With regards to enforcement and Rulemaking, this specific piece of legislation may not directly require an additional full-time position, however the Department believes in being transparent about our capacity. Regardless of the merits of the proposal itself, we must emphasize that the introduction of any new laws would inevitably require the addition of at least one full-time position to bolster proper implementation and enforcement.

While the Department does not have a formal position on LD 598, we recognize the issue this bill is trying to address and appreciate the sponsor's efforts to support Maine workers. Should the bill move forward, the Maine Department of Labor stands ready to implement its provisions and work closely with both employers and employees to ensure that the new requirements are clearly understood and consistently applied.

Thank you for your time and consideration. I would be happy to answer any questions you may have now or at a future work session.

The Maine Department of Labor is committed to serving Maine workers and businesses by helping employers recruit and train a talented workforce, providing workers with skills needed to compete in our economy, assisting individuals when jobs are lost, aiding people with disabilities reach career goals, ensuring safe and fair workplaces for people on the job and providing research and analysis of employment data to support job growth.