

## **An Act to Amend the Laws Relating to the State's Background Check Center – LD 1157**

04.01.2025

Thank you for your time today - my name is Christine Riendeau and I am the VP of Human Resources. Thank you for your time today - I am here from First Atlantic Healthcare, we provide long term care and assisted living support across the state of Maine.

While the reason for changing this legislation is unclear, I appreciate that this recommended change expands the background check results to include national level information.

My comments center around suggestions to alternatives to the process that would not require fingerprinting - which is seen as a major hurdle for our workforce.

To the individual:

Slowing down the ability to begin work which will have a personal financial impact  
Time and Transportation to the fingerprinting centers is a concern for the lower wage earners  
Assuming this is for every employer the person works for - the time/travel/expense multiplies

To the employer:

Delayed start timing of much needed staff  
Continued negative impact to an already tenuous workforce; let's not put up additional barriers  
Unfunded mandate if the cost of background checks increase

To the resident:

Let's minimize the impact on getting care providers into the facility  
Expanded background check enhances the safety of the living environment

Considerations:

- Utilize the FBI background check that requires the same data as the background check does today; FBI background checks are available that do not require fingerprints
- Contract with a vendor that can complete national background checks that does not have the fingerprint requirements
- Consider that fingerprinting occurs through licensing vs. employment, if it is required at all

At this fragile time for Healthcare in Maine, this change can be made with both minimal disruption to the healthcare workforce and delivery of care within our communities, while supporting the safety of our Resident's environment.