



MEMO OF OPPOSITION
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April 23, 2025

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

Re: Testimony on LD 575 – An Act to Ensure Equitable Access to the Paid Family and Medical Leave Benefits Program by Removing the Requirement That Leave Must Be Scheduled to Prevent Undue Hardship on the Employer

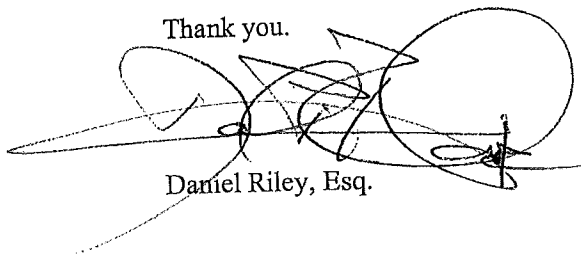
My name is Dan Riley, an attorney with the firm of Norman, Hanson & DeTroy in Portland. I serve as counsel for the Retail Lumber Dealers Association of Maine (RLDAM), which represents independent lumber and building material dealers, manufacturers, wholesalers, distributors, and other associated businesses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

While we have serious concerns about the broader structure and impact of the Paid Family and Medical Leave program, this bill proposes to eliminate one of the few sensible provisions currently in place. Under existing law, employees are required to provide reasonable notice before taking leave—except in cases of emergency, illness, or sudden necessity. In all other situations, leave must be scheduled to avoid creating an undue hardship for the employer. That's a fair and workable standard.

This provision does not block access to leave. It simply reflects the reality that in non-emergency situations, small businesses need time to plan. Stripping away this language would only create more uncertainty and disruption for employers, particularly smaller operations with limited staff.

We respectfully urge the committee to reject this bill.

Thank you.


Daniel Riley, Esq.