

Testimony Against LDs 406, 539,575, 952,1169, 1221,1249, 1273, 1307, 1333, 1400, and 1712
4/23//2025

Senator Tipping, Representative Roeder, Distinguished Members of the Labor Committee:

My name is Jay Naliboff and I am a retired OB/Gyn who practiced at Franklin Memorial Hospital in Farmington for thirty-five years. I reside in Chesterville. I am a member of the Paid Family and Medical Leave Authority but today I am speaking on my own behalf and not on behalf of the Authority or the Department of Labor.

At my confirmation hearing I spoke of the toll early return to work takes on new parents and that Paid Family and Medical Leave leads to increased rates of breast feeding, increased compliance with postpartum medical visits, and decreased rates of postpartum depression, most notable in low-income families. That hasn't changed. If anything, during these uncertain economic times, the need for family support during illness, childbirth, or adoption has increased.

Luke Monahan, Reggie Parsons, and the rest of the PFML staff at the Department of Labor have done an incredible job seeking input from employers, employees, and the general public during the rulemaking process, holding listening sessions and processing written comments. The final rules are a finely crafted balance between the needs of employers and employees and the PFML staff deserve praise for their efforts. LD 894 contains some changes sought by the Department.

The PFML program is just getting underway. Final rules have been approved and employer/employee contributions to the fund have only been collected for one quarter. The actuarial study of financial health will not be done for several months. Benefits won't be paid for another year. It is much too early to upset the apple cart by removing employer input as to timing of leave due to hardship and would be wrong to kill Paid Family and Medical Leave before it has even begun and deprive Mainers of a program of proven need and benefit in states where it exists and overwhelmingly supported by Maine voters.

I urge you therefore to vote "ought not to pass" on LDs 406, 539,575, 952,1169, 1221,1249, 1273, 1307, 1333, 1400, and 1712

Respectfully submitted,

A handwritten signature in black ink, appearing to be "J. Naliboff", written in a cursive style.

Jay Naliboff MD FACOG