



Capella Consulting LLC
57 Ridgewood Drive
Baileyville, Maine 04694
Email: collinbeal@gmail.com
Mobile: 207-214-9135

April 23, 2025

**TESTIMONY OF SCOTT BEAL OF BAILEYVILLE REPRESENTING
ST. CROIX CHIPPING, ST. CROIX TISSUE, INC. AND WOODLAND
PULP LLC
IN SUPPORT OF LD-1273, AN ACT TO MAKE PAID FAMILY AND
MEDICAL LEAVE VOLUNTARY.**

Good afternoon Senator Tipping, Representative Roeder and members of the labor committee.

I'm Scott Beal of Baileyville, a 43 year former employee of Woodland Pulp. I now serve in a contracting capacity for Woodland Pulp and its sister companies.

I'm here today to testify in support for Representative Faulkingham's bill to change the current Paid Family and Medical Leave act from its current framework to that of a voluntary nature as set forth in LD-1273.

The way the current program's benefits are structured leaves us greatly concerned as to how we are going to be able to safely staff our three mills, mills that operate seven days a week, around the clock. A concern that we expressed in testimony when the original bill was being heard.

Many of the jobs in our mills require extensive training and in some cases licenses to operate our production equipment. The point being, you simply can't slide just anyone in front of a Recovery Furnace or Digester control panel for examples, or in a piece of equipment to operate because there is a vacancy. We remain concerned how we will be able to establish a sufficient back up capacity of operational experience and institutional knowledge without adding significantly to the payroll.

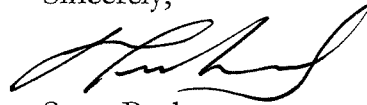
We believe LD-1273 would strike a better balance between employer and employee in need of a Family or Medical leave, expect it to greatly reduce the added cost to the employers in the state and in so doing, we believe this will bring more certainty and frankly, predictability, as to who is going to report to work shift-to- shift to operate our mills.

In closing, I would encourage this committee to reject a related bill, LD-575, which would summarily remove an employer's ability to influence an employee's leave such that it wouldn't cause an undue hardship on the employer.

I thank Representative Faulkingham for bringing this bill forward and for the opportunity to provide this testimony to you today.

I'll be happy to try to answer any questions from the committee.

Sincerely,

A handwritten signature in black ink, appearing to read "Scott Beal", with a stylized, flowing script.

Scott Beal