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Senator Tipping, Representative Roeder, and Members of the Joint Committee on Labor:

My name is Jean Ginn Marvin. I am a resident of Scarborough, and I am here to speak in favor of LD 406, An act to repeal the Laws Providing Paid Family and Medical Leave and Reimburse Taxpayers.

My family owns The Nonantum Resort in Kennebunkport and for the past 28 years I have been employed as the Innkeeper. We employ 200 people and our season runs from May through December.

The Paid Family and Medical Leave Benefits Program is a well-meaning program designed with the intention of supporting workers during family and medical emergencies. On the surface who wouldn't agree with that? As a former legislator myself, I would say the devil is in the details and the details of this bill are truly scary to those of us in the business community.

To begin, the administrative burden on Businesses and Government alike is simply impossible to measure, rendering the program not workable.

To expect a small family-owned business to properly document the complexities of difficult to understand rules and paperwork, is yet another burden the government places upon us with no thought of the increased operational costs.

Administration from the governmental side of the table is even more unwieldy. How can State Employees possibly verify the legitimacy of each claim? Does taking care of a family member mean as an on-leave employee, you check in on your loved one once an hour, once a day or once a week? Suppose the loved one is in California? Does the State of Maine intend to send inspectors out of state to see if the on-leave employee is even there? And what does it mean when we say someone with whom you have a significant personal bond? How would that be determined?

Many of our current employees have questioned the one half of a percent being taken out of their paycheck for no apparent reason. It would seem to me if I were in their shoes I would think that a 12 week paid time off period would be owed to them, given that they will believe that they have paid for it. Yet another unintended consequence.

Based on examples from other states who have attempted to start a program like this, Maine is woefully underfunded. The way the bill is written people can leave on their first day of work to take 12 weeks off. For a seasonal business like us, this is a nightmare. In addition, we must hold this position for this person and then somehow magically replace this person for 12 weeks. I simply cannot fathom how folks would see this as at all reasonable.

My strong suggestion is that Government allow business to determine what they feel is just and fair in their treatment of employees. This is an employee's market. Unemployment in Maine is at an all time low. Employers who do not take great care of their employees simply will not have any.

At The Nonantum we treat our employees with respect and dignity. When they have a family crisis, we talk about it and make it work for all of us. Apparently, our employee focused formula is working as we are fully employed for the upcoming season and have been fully employed each season for as long as I can remember. 91% of our employees from last year are coming back to work when we open for the season.

While Paid Family and Medical Leave is designed to support workers, particularly in time of personal and family crisis's, I fear that the balance between providing support for individuals in need and the economic and operational challenges now being faced by businesses is completely out of whack. I appreciate that the supporters of this bill had only the best of intentions and agree that we all need to work together to find something that is fair for all, but sadly this is not it.

Thank you for allowing me to speak. I am happy to take any questions.