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**Testimony of Dillon Murray, Legislative Liaison,  
Maine Department of Labor  
Neither for Nor Against  
LD 1748, An Act to Enhance Businesses' Understanding of Labor  
Standards and Grow Maine's  
Energy Economy Through a Training Program  
To the Joint Standing Committee on Labor  
Hearing, April 29, 2025**

Good afternoon Senator Tipping, Representative Roeder and members of the Joint Standing Committee on Labor. My name is Dillon Murray and I am the Legislative Liaison at the Maine Department of Labor (Department). I am here today to speak on behalf of the Department, which is Neither for Nor Against LD 1748, An Act to Enhance Businesses' Understanding of Labor Standards and Grow Maine's Energy Economy Through a Training Program.

LD 1748 would require the Department of Labor, in partnership with the Governor's Energy Office and the Office of Policy, Innovation and the Future, to develop and administer a labor standards training program specifically tailored to entities that are developing or planning to develop energy projects in Maine. The bill outlines specific training content requirements, mandates completion of the training as a condition for energy project development, establishes certification and posting obligations, and imposes financial penalties for noncompliance.

It is our understanding that the purpose of the bill is to bring clarity to the complicated web of standards set by state and federal law over the past few years. We appreciate the sponsor's intent and certainly understand the regulated community's desire to have a clearer understanding of these laws. In order for the Department to achieve that intent, and to fairly enforce the proposed penalties, we would request that the bill be more specific about the entities subject to the training requirements and the scope of the training required.

We believe there may be more efficient, and financially prudent, ways to achieve this goal. For example, one alternative to the mandatory training and certificate, with associated enforcement and administrative appeal proceedings, would be to create a voluntary confidential consultation program modeled after the highly effective OSHA On-Site Consultation Program. This program is focused on providing education and training to employers, the employer's supervisors, and

the employer's other employees as needed to make the employer self-sufficient in ensuring safe and healthful work and working conditions (29 CFR 1908.1(b)).

SafetyWorks! provides the safety consultation program in Maine. Over the past 5 years, we have identified and helped employers mitigate 11,927 health and safety hazards through the consultation process – 7.5 times the number of enforcement violations during the same time. These voluntary consultations improve the safety of many more Maine workers than we could achieve through enforcement alone. We believe that this model for delivering the education and assistance contemplated by LD 1748 would have the same sort of impact. The Department would retain the ability to enforce violations if an employer fails to remediate deficiencies identified through the voluntary program. We can reduce the incidence of noncompliance by developers and others working on energy projects and protect the rights of Mainers working on these projects, without creating the need for additional, specialized enforcement infrastructure.

The Department appreciates the bill sponsor's intent to promote compliance and worker protections in Maine's growing energy sector, while providing clarity to the regulated community. The Maine Department of Labor is committed to working collaboratively with the sponsor, stakeholders, and members of the regulated community to achieve the important goals set forth in LD 1748.

Additionally, I have included a link to a page on our website that deals specifically with the [construction of energy generating facilities](#).

Thank you for your time and consideration. I am happy to answer any questions now, and we will have a member of our Labor Standards team present at the work session.

The Maine Department of Labor is committed to serving Maine workers and businesses by helping employers recruit and train a talented workforce, providing workers with skills needed to compete in our economy, assisting individuals when jobs are lost, aiding people with disabilities reach career goals, ensuring safe and fair workplaces for people on the job and providing research and analysis of employment data to support job growth.