

Testimony of Coralie Giles, RN
President, Maine State Nurses Association
Vice-President, National Nurses United

IN SUPPORT OF LD 598

“An Act to Require Minimum Pay for Reporting to Work”

Before the Joint Standing Committee on Labor
Hearing: April 1, 2025 at 1:00 p.m.

Dear Chair Tipping, Chair Roeder, and distinguished members of the Committee on Labor,

On behalf of more than 4,000 registered nurses and health care professionals providing patient care in our state, the **Maine State Nurses Association/National Nurses Organizing Committee/National Nurses United (MSNA) urges the Committee to support LD 598, “An Act to Require Minimum Pay for Reporting to Work.”**

Workers take on significant burdens to report for a shift. They forgo other employment opportunities for that day. Many have to arrange and pay for child care in advance. Some pay weekly or monthly regardless of whether their child needs care on a given day. Most workers also must pay the costs of transportation. And they skip making plans with friends and family, medical appointments, and anything else they want to do with their lives, in favor of reserving that time for the benefit of their employers. When a worker reports to the jobsite and their employer cancels or reduces the hours in their shift, the worker bears those burdens for no pay or less than they expected.

This bill is already an improvement to current law. However, providing two hours of pay when a worker reports for a shift and nothing when an employer cancels a shift prior to arrival can still leave employees financially behind if they have planned child care or incurred other expenses to show up for an eight-hour or—for many nurses—twelve-hour shift. We urge you to amend the bill to **require a minimum of either 50% of the planned shift or four hours of pay** as this would better approximate workers’ lost wages and work-related expenses. We also urge you to consider amending the bill

to require reporting pay for shifts reduced or canceled within 48 hours of the scheduled start time.

We strongly urge the Committee to support LD 598.

Sincerely,

Coralie Giles RN

Coralie (Cokie) Giles, RN

President, Maine State Nurses Association

Vice-President, National Nurses United