

Testimony of the Maine Municipal Association

In Opposition to LD 575, *An Act to Ensure Equitable Access to the Paid Family and Medical Leave Benefits Program by Removing the Requirement That Leave Must Be Scheduled to Prevent Undue Hardship on the Employer*

April 23, 2025

Senator Tipping, Representative Roeder and members of the Labor Committee, my name is Kate Dufour, and I am submitting written testimony in opposition to LD 575 on behalf of the municipal officials who serve on MMA's Legislative Policy Committee.

Municipal leaders believe repealing the requirement that, absent an emergency, illness or sudden necessity, leave be scheduled to prevent undue hardship on an employer, tips the scales in favor of employees regardless of the nature of the work being performed or the agreements in place to ensure that employees are treated fairly. Employment is a two-way street and as a result both the employer and employee must be considered when determining how best to implement leave, particularly when property taxpayers are footing the bill.

As raised in testimony on other paid leave bills before the committee today, the benefits provided in the act impact different employers disparately. Employers that have no other choice but to find a replacement for an individual on intermittent leave will experience increases in wages paid. For municipalities, in many cases overtime wages will need to be provided to snowplow drivers, firefighters, or law enforcement officers necessary to ensure public safety services are delivered.

As the committee and Legislature continue to assess the law, municipal leaders urge you to also considering the impacts on the property taxpayers.

Thank you for your time and consideration of the municipal perspective on this issue.