

Testimony of James L. Kitchen regarding LD 607

Based on my personal experience and current job function, LD 607 will kill many (if not all) middle management salary jobs, turning them into hourly roles.

Impact of LD 607

- Loss of predictable weekly, set earnings.
- Loss of career learning and training, middle management stepping stone jobs.
- Loss of job, work time flexibility to attend personal family events.
- Perceived loss of prestige, moving from Salary to Hourly category.
- Loss, of company provided, career building leadership and skill training.
- Loss, of company provided, career networking opportunities.
- Loss, of company provided, over-night, company-wide training and celebration events.

This bill will force companies to change traditional salaried, middle-management jobs in the \$36,500 to \$54,000 range into hourly positions. Turning these desirable, salary jobs into hourly supervisor jobs, will negatively impact managers that have a predictable, set weekly earning; it will create an income and cash flow variable for these managers, not being able to count on specific weekly wage. It will reduce flexibility of work schedule (a few hours in the middle of the day to attend school events, etc.) of these stepping stone roles.

A salaried, management position has long held perceived personal and company status. It provides tangible proof of career advancement; moving back to an hourly role, is viewed as a negative by those currently in salaried positions.

Additionally, it is most likely that if these mid-management jobs go to hourly and become supervisor level, companies will be restrained from having them attend business networking events (Chamber after hours, etc.), or including them in leadership training above any specific job functional training, or having them attend over-night, company-wide training or celebrations, and the like; in short, this bill will deprive people of an important stepping stone job to greater leadership positions and make career building that much harder.

The current formula to establish the minimum exempt salary, of 3000 times Maine State Minimum Hourly Wage, is working for both the Manager and the Businesses that nurture them. It moves the minimum salary exempt rate to \$36,450 in 2021 and increases this minimum by the same CPI used for Hourly Minimum Wage. This process is not broken – I urge you to leave stand as it exists.

Respectively submitted,

Jamey Kitchen

Corporate Director of Operations

Maine Course Hospitality Group

15 Main Street

Suite 210

Freeport, Maine 04032

Office: 207-865-6105

Cell: 207-975-4391

Jamey.kitchen@mchg.com



James Kitchen
Rockport

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