



**Honorable Amy Volk
On Volk Packaging Corporation
In Opposition to**

LD 607 *An Act To Restore Overtime Protections for Maine Workers*

March 22, 2021

Senator Hickman, Representative Sylvester, and members of the Joint Standing Committee on Labor and Housing, hello and congratulations on your recent election to the Senate, Sen. Hickman.

My name is Amy Volk and I am testifying in opposition to LD 607 as a former chair of the Labor Committee, but more importantly as Director of Communications and Public Relations for Volk Packaging in Biddeford. We are a third-generation family-owned and operated manufacturer employing more than 100 hardworking Mainers.

Volk Packaging has been in business since 1967 and up until 20 years ago, we had no need for a Human Resources administrator. Labor laws were straight forward, and my father-in-law and his brother managed benefits on their own. Now we have an Human Resources Manager and an assistant. We are not really a small business, especially by Maine standards, but we are still small enough to be involved in our workers' lives. We think of them as family and hope they do the same. We know that one of our associates' wives could not get in to see her doctor a year ago despite some very concerning symptoms. She now has advanced cancer and has been hospitalized numerous times over the last 6 months in large part because her diagnosis and care were deferred too long. Her husband is out on FMLA. Another associate's wife has been battling cancer for more than 5 years and is no longer accepting treatment. He goes on and off FMLA and has maxed out his leave benefits for the last several years. We work with him to ensure he has income and can also be there for his spouse. Her large employer, where she originally had health insurance, let her go and dropped her from their insurance long ago. Our HR Manager worked to get her covered under ours when her COBRA benefits ran out.

Why am I telling you these things? Because medium businesses like ours, without massive Human Resources Departments, are struggling to keep up with changing regulations and red tape already. Increasing that burden by making them track overtime for even more workers, those on salary, forces companies like ours to sell to large companies who are better equipped to socialize those functions across large departments. When this happens, if the company even remains in Maine at all, (I can send you a long list of Maine-based companies that have been sold to national or international companies and closed or moved out of state if you like.) the personal touch is lost. Maybe your opinion is more government will somehow improves people's lives, but I can guarantee you more red tape is not what is best for our employees or for Maine.

Volk Packaging, supplier to hundreds of Maine businesses and hundreds of other businesses all over New England, strongly urges you to oppose **LD 607**, *An Act to Restore Overtime Protection to Maine Workers* and urges an ought not to pass vote. Thank you for your consideration.

