

Catherine WINSHIP  
Waterford

Senator Hickman, Representative Sylvester, and members of the Labor and Housing Committee, I would like to thank you for the opportunity to share my thoughts on the proposed Act to Restore Overtime Protections for Maine Workers; LD 607. My husband and I own Papoose Pond Campground in Waterford and we strongly oppose this bill. We typically have between 4 and 6 employees who qualify as exempt employees and therefore are paid on a salary basis. This arrangement is beneficial to both us as the employer and them as the employee. The reason I say this is because during our busy season of approximately May 1 through Oct 15, our managers work an average of 50-60 hours a week. For the rest of the year however, they average 30 hours. By paying them a salary wage, they are able to have a steady, known income, as well as the flexibility to work only as long as it takes to complete their work. It is my understanding that this is one of the biggest benefits to an employee who is exempt. It allows them to work far less hours in our "off season" and still make the same money.

If this bill were to pass, we would be forced to change all our managers to a strictly hourly basis. This would mean that many of them would receive overtime pay in the summer but would work less than 40 hours in the winter, meaning a large reduction in pay for the majority of the year. To expect a small business in Maine to pay an employee over \$1000 per week is unreasonable and will simply force employers to eliminate those positions and utilize more hourly workers. This will result in fewer employees qualifying for benefits such as health care, PTO, and 401k. I truly believe that the structure that the State of Maine already has in place for determining salary amount is fair. All of my managers have worked for our company for at least 5 years, and many have been with us for over 15 years, and never have I been told that they felt their pay was not fair compensation for the work they provide. I understand that there needs to be some sort of governance in place to protect workers, but I also feel that at some point, it should be up to each individual business to determine what is a fair wage for the specific job(s) that they offer. If the pay is not enough, then the business won't find qualified employees which will naturally drive the wage to the appropriate level.

Thank you very much for your time and consideration. I am available for further comment or to answer any questions that the committee might have regarding this bill moving forward.

Sincerely,

Kitty and Duncan Winship

Owners- Papoose Pond Campground, Waterford