

Senator Hickman, Representative Sylvester and distinguished members of the Joint Committee of Labor and Housing, my name is Greg Dugal and I am here representing Hospitality Maine, in opposition to LD 938, An Act To Ensure Maine Workers' Right To Request a Schedule Change at Their Places of Employment.

We have a couple of questions about this proposed legislation. In number 1 under the proposed 600-A, would this only apply to an individual that has a previously agreed upon work schedule? In our business, schedules are generally made weekly or bi-weekly on a flexible schedule and based on business levels, one week that could be a busy Monday holiday, and one week a Thursday because of a playoff game on the big screen.

In most cases, there is no agreement made at the point of hiring that is any different than that. I know there are some employees, specifically salaried ones that may have a set schedule, but the vast majority of exempt and non-exempt employees do not start employment with a set schedule.

In number 2- if there is no set schedule agreed to at the time of hire, then we would assume that there would be no requirements here for an employer with no such agreement, correct? We have members and your constituents testifying today and others that have already submitted written testimony. Please take into consideration what they are saying and what they have been through the last year or more with their pandemic losses.

It also does seem to HospitalityMaine that for whomever this proposed statute would apply to, that a \$5,000 fine for the first infraction is a little on the exorbitant side and very business unfriendly. We would respectfully suggest to the committee that LD 938 be voted out ought not to pass and we thank you for your time.

Gregory Dugal
HospitalityMaine

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