



**RETAIL  
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March 7, 2022

Senator Mattie Daughtry, Chair  
Representative Michael Sylvester, Chair  
Members of the Labor and Housing Committee

**RE: Testimony in Opposition to LD 460, now titled, “An Act To Grant Sick Leave to Restaurant Employees Affected by COVID-19”**

Dear Senator Daughtry, Representative Sylvester and members of the Labor and Housing Committee:

My name is Curtis Picard and I am the President and CEO of the Retail Association of Maine. I am a resident of Topsham. We have more than 350 members statewide and represent retailers of all sizes. We are pleased to provide testimony in opposition to LD 460.

Maine already has an earned paid leave law that provides for 40 hours of earned paid leave for employers with more than 10 employees. This bill would provide an additional 80 hours of leave on top of that existing program for businesses of any size. Equally important, the bill does not define what constitutes a restaurant. Is a Starbucks inside a Target store, and run by Target employees a restaurant? Is a Kitchen with made to order foods like in many Hannaford stores a restaurant? How would you differentiate a restaurant within a hotel?

We participated in numerous stakeholder session before and after the earned paid leave law took effect. It is a complicated law and businesses are still learning some of the nuances of it. In fact, the FAQ for the earned paid leave law is 17 pages.<sup>1</sup> LD 460 would only add layers of complications. Maine is also pursuing a larger paid family and medical leave program and is in the process of undertaking an actuarial study to fully understand the cost of implementing such a program.

After two years of dealing with the impacts of COVID on Maine’s small businesses, businesses continue to deal with rampant inflation, supply chain disruptions, and soaring labor costs.

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<sup>1</sup> <https://www.maine.gov/labor/docs/2020/laborlaws/CombinedEarnedPaidLeaveFAQs.pdf>

Please don't make it harder for businesses to survive. We urge you to vote LD 460 Ought Not to Pass.

Thank you for the consideration of our comments.

Curtis Picard, CAE  
President and CEO