



MAINE'S LEADING  
VOICE FOR HEALTHCARE

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## COMMENTS OF THE MAINE HOSPITAL ASSOCIATION

### In Opposition to

**LD 1190** – *An Act to Ensure a Fair Workweek by Requiring Notice of Work Schedules*

**April 6, 2023**

Senator Tipping, Representative Roeder and members of the Labor Committee, my name is Jeffrey Austin and this testimony is offered in opposition to LD 1190 on behalf of the Maine Hospital Association. The Maine Hospital Association (MHA) represents all 36 community-governed hospitals including 33 non-profit general acute care hospitals, 2 private psychiatric hospitals, and 1 acute rehabilitation hospital.

Approximately 5 hospitals are below the 250-employee threshold; all others would be covered by this legislation.

We appreciate that workers would like to know their work schedule with as much advanced notice as possible.

Hospitals operate 24 hours per day, 365 days per year. Maintaining appropriate staffing for every hour of every day is a monumental challenge. In fact, it's nearly impossible.

This committee asks employers like hospitals to accept flexibility from our employees when they can't make it to work. As has been said many times in this committee, "life happens." People get sick, family members get sick, cars get flat tires and so on. Frequently, employees who are asked to adjust their schedules are doing so due to the short notice given by another employee that they can't come to work. Life does happen.

Furthermore, changes in patient volume and acuity can change relatively quickly and certainly in less than two weeks' time.

Regulations that can't be adhered to with regularity aren't regulations, they are penalties. It does not appear that hospitals could always comply with the standards in the bill, and they would simply have to pay fines. We ask that this bill not go forward.

Thank you for accepting our testimony.