

4/5/23

In Opposition to LD 1190, An Act to Ensure a Fair Workweek by Requiring Notice of Work Schedules

Senator Tipping, Representative Roeder, and distinguished members of the Labor and Housing Committee:

My Name is Jason Clay, and I am a citizen of Brewer, ME. I work for Governor's Restaurant as the Director of Operations and serve as the Policy Liaison for the Bangor Region Chamber of Commerce. I oppose LD 1190 as it would have a severe effect of many different types of businesses in Maine.

My industry in particular, is affected by seasonal ups and downs of business, not to mention weather. This past winter alone our ability to do business was affected by over a dozen weather events. My company already offers Paid time off as required by law, along with vacation time above and beyond that. Our industry and many others offer employees to pick up extra work to make up for the any down time. We also have just added a 401k plan with a match, and short term disability insurance for our team members. Investing in our employees is the right thing to do. However I'm very concerned that we may be able to do less of that with more burdensome and costly regulations from the state.

Our industry is recovering from the Covid pandemic, however there are still lingering effects. The ability to hire in some markets is still a huge challenge, even with wages offered far above the minimum wage. We have seen record expenses with ingredients, energy, labor, insurance, equipment, and more. Eggs used to be \$15 dollars a case, they're now \$45. Our vendors are predicting ingredient costs to rise again this summer into the fall.

There are multiple bills in the legislature now that would add even more cost to doing business. For example, Family Medical Leave. Adding yet another cost to doing business makes it a huge challenge to invest more in our employees and facilities. For some companies it may be the tipping point to their failure. I would rather invest money into a Family Medical Leave program that works for everyone versus being forced to pay a penalty when a snowstorm pops up that misses the prediction and causes a lost day of revenue. The potential cost is in the thousands to my business. Would the state collect taxes on this penalty? Would I as a business owner have to pay state and federal taxes on these additional hour penalties? The additional recordkeeping would add more work for our management team as well, along with costing more money for record storage.

One more issue – the way this bill reads, the Government isn't held to the same standard in case of a government shutdown. How is that fair to business?

This is a bad bill for our state. Let's focus on better ways to protect and reward our workers.

Respectfully Submitted,

Jason Clay