

# Manufacturers Association of Maine

## 2023 Executive BOARD

Chair of the Board

**Judith Borelli**

Texas Instruments

Vice Chair of the Board, &

Legislative Chair

**Dave Fortin**

Kennebec Technologies

Treasurer & Investment Chair

**Samantha Pedersen**

Albin, Randall & Bennett

Secretary & Business Svcs. Chair

**Neal Prescott**

Prescott Associates

Past-Chair & Energy Program Chair

**Alan LaPoint**

The Strainrite Companies

Executive Director

**Mike Roughton**

6 April 2023

Senator Tipping, Representative Roeder and honorable members of the Joint Standing Committee on Labor and Housing, we offer this testimony in opposition to LD 1190, *An Act to Ensure a Fair Workweek by Requiring Notice of Work Schedules*.

The Manufacturers Association of Maine (MAME) is a non-partisan 501(c)6 non-profit grounded in service to its membership, providing a network of resources designed to support the strategic business growth needs of Maine manufacturing entrepreneurs. Maine's manufacturing businesses are diverse, employing almost 60,000 individuals in military and defense, aerospace, metal fabrication, paper, boat building, semi-conductor, wood products, aquaculture and biotech, medical device, composites, and bioplastics, as well as the food and beverage industries. These businesses represent almost 10% of Maine's annual GDP and 14.5% of all the wages paid in the state on a weekly basis. MAME's mission is to help manufacturing grow and succeed and supports Maine's development of future manufacturing assets through a variety of programs.

I think the first place to start is recognition by the committee that the larger majority of Maine's manufacturers are small. . . with almost 1,700 of our manufacturers (out of 1,880) having fewer than 20 employees. However, we do have several members who would be impacted by this proposal. The

MAME\_LD 1190 testimony 040423

33 McAlister Farm Road  
Portland, ME 04103  
207.747.4406

87 Winthrop Street  
Augusta, ME 04430  
[www.mainemfg.com](http://www.mainemfg.com)



administrative burden imposed by the proposed bill is onerous, at a time when resources are already stretched supremely thin.

Additionally, the language in the proposed bill contemplates a “dance” of sorts will occur wherein an individual requesting a shift change “expects” that there will be an accommodating peer within a system that penalizes the person agreeing to a shift change, when there would be no penalty pay for the employee requesting the change, but there would be for the person covering the shift. Why would an employee agree to trade shifts if they can cash in on penalty pay for not agreeing to the shift swap?

In manufacturing, just as in many other businesses, there is one fundamental truism. . . “the only thing you know about a forecast is that it will be wrong”. That adage holds double when you are talking about schedules, and you inject the variables associated with people’s home issues (often compounded by child or elder care challenges), as well as the variability that comes with Maine’s climate. One can no doubt find operations that have stable schedules over some extended period of time, but in most operations, it’s not the case, which is why planning and scheduling as a departmental function is a critical component of any process, and often the hinge pin between customer satisfaction and profitability of the business.

The fact is that every business is unique, as are the individuals they employ. The truth is that the intersection of the business’ and employee’s needs are actively adjusted, flexed, massaged and otherwise negotiated regularly, sometimes even with the shift of the day as priorities change. Legislation cannot remove this variation, nor influence the realities that exist when it comes to a company’s desire to build a culture that fosters retention of its employees for the long term. The Manufacturers Association and its membership joins with others across the state in opposing this bill, and respectfully request the committee vote **Ought Not To Pass**.