



119 Mountain Rd  
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May 24, 2023

Senator Michael Tipping, Senate Chair  
Representative Amy Roeder, House Chair  
Joint Standing Committee On Labor and Housing  
100 State House Station  
Augusta, ME 04333-0100

**RE: Pleasant Mountain testimony in opposition to L.D. 1964, An Act to Implement the Recommendations of the Commission to Develop a Paid Family and Medical Leave Benefits Program (SPO800)**

Public Hearing - Thursday, May 25, 2023 at 1:00PM

Senator Tipping, Representative Roeder, and members of the Joint Standing Committee on Labor and Housing,

On behalf of Pleasant Mountain in Bridgton, Maine, I am testifying against LD 1964, An Act to Implement the Recommendations of the Commission to Develop a Paid Family and Medical Leave Benefits Program. As a ski area, Pleasant Mountain is primarily a seasonal employer and LD 1964 provides no exemptions for seasonal, part time, or temporary employees.

In a typical year, Pleasant Mountain employs approximately 300 seasonal employees and would risk being without key staff for the majority of our busy season if these employees were to take the full 12 weeks of paid leave allowed under LD 1964. In many cases, 12 weeks of leave would be the bulk of an individual's expected employment with us. Being without our seasonal staff, for the majority of their planned employment period, would cause significant hardship to our business.

Due to the subjective definition of family members described in LD 1964, it is likely that many employees will attempt to take advantage of the availability of the Paid Family and Medical Leave program. The ambiguous definition of family members opens the door for employees to take leave for "de-facto" family members along with "any other individual with whom the covered individual has a significant personal bond". It seems it will be difficult for both the State and employers to determine which individuals truly qualify as family members for the purpose of this leave. The broad scope of eligible family members further deepens our concerns over staffing.

Finally, the increased payroll tax would require employers such as Pleasant Mountain to pay a minimum of 0.5% of total employee salaries into the Paid Family and Medical Leave fund. This additional expense, on top of the costs of administrative oversight for



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collection and payment of this payroll tax, would cause additional hardship and negatively affect our operation.

In short, we at Pleasant Mountain oppose LD 1964, An Act to Implement the Recommendations of the Commission to Develop a Paid Family and Medical Leave Benefits Program as it would cause us significant seasonal staffing concerns, has the potential to be abused by employees due to ambiguous language, and would cause us to incur a significant financial burden in the form of the increased payroll tax and in-house administrative oversight.

Thank you for your consideration of our position.  
Sincerely,

*Ralph Lewis*

Ralph Lewis  
General Manager