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LD 1964

As a small year round business employing less than 5 employees, this bill would cripple our ability to operate by holding us financially responsible for a staff member for 12 weeks at a time when profit margins for restaurants, cafes and bakeries have never been thinner. The challenge to simply obtain staff has put immense pressure and additional costs on our industry, and then to try to find a 12 week gap employee to cover staffing, potentially during a busy tourist season, would be impossible. Our experience has shown that paid medical leave is also frequently abused by employees in our industry, and this bill as written will allow virtually brand new employees to take paid leave after a period of time that is barely enough to train them to be up to full performance.