



# Maine Innkeepers Association

REPRESENTING MAINE'S BED & BREAKFASTS, CAMPS, COTTAGES, HOTELS, INNS, MOTELS & RESORTS SINCE 1921

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Senator Patrick, Representative Herbig and distinguished members of the Joint Committee on Labor, Commerce, Research and Economic Development. My name is Greg Dugal and I am representing the Maine Innkeepers Association here today in opposition to LD1201. Though we understand Representative Gideon to be well intentioned in the introduction of this legislation in her concern for workers in the State of Maine, the fact remains that this bill is a trial lawyers dream and could result in unnecessary litigation for many small businesses in Maine. This is boiler plate legislation that has been introduced in different states, Maine can do better than that.

The well being of our employees is paramount to the success of our business. Holding the threat of litigation over every employer's head based on an incredibly subjective statute would be difficult to enforce for both State agencies and especially from a business perspective. Would the simple act of cautioning an employee on unacceptable behavior on multiple occasions be considered an insult to that employee? Could a raised voice be considered threatening? Who would make those decisions? Who is responsible for enforcing this? Is the only remedy a costly court battle? How will the courts handle this additional workload? There is more contestable definition and procedure in these three pages of statute then I have ever seen in one proposed piece of legislation. This proposed legislation stands in the way of normal employer to employee relations. These issues are best served dealt with on a one on one basis without government intervention. We already have sexual harassment laws, domestic violence leave laws and whistleblower laws in the State that serve good specific purposes and address most of the issues that could arise.

Thanks for taking the time to listen and we strongly suggest an ought not to pass on LD 1201 as a nightmare for small businesses.

Greg Dugal  
Executive Director