



Enhancing Prosperity for Maine's Restaurants

April 8, 2013

Senator Patrick, Representative Herbig, members of the Joint Standing Committee on Labor, Commerce, Research and Economic Development.

I am Dick Grotton here today representing the Maine Restaurant Association in opposition to LD1201 "An Act To Protect Employees From Abusive Work Environments."

The circumstances outlined in LD1201 duplicate the issues surrounding a hostile work environment the protections for which are already in Statute.

This bill could actually hamper Employee opportunity to find good jobs as it could create a "hostile employer environment" in our State that could well preclude an employer from coming to Maine to create the jobs we need.

There is no requirement in this bill that an aggrieved employee notify the Employer of any abusive act or acts prior to seeking relief under the provisions of the bill. And the language defining "Abusive Conduct and Abusive Work Environment" are broadly drafted and would permit an employee to seek a cause of action following only one incident between two Employees over which an employer had no control, no involvement and no knowledge until notified of a complaint up to a year later!

By this time both Employees involved in the incident may have left the company and the unsuspecting Employer is now going to be held responsible for their interaction?

What work environment does not have employee strife from time to time? There are always employees who choose not to get along. I believe that sufficient employee protections are provided in law and no additional action is required.

I urge the Committee to vote ought not to pass on LD1201

