

January 10, 2019

## Legislature positions itself to begin work

### Committees are named, and a bill list is ready

The pomp and circumstance that is part of the seating of a new legislature, and the inauguration of a new governor, has come and gone. Maine's first female Governor, Janet T. Mills, has taken her oath of office and moved into the Blaine House. In conjunction with this, the 129th Legislature has also taken their oaths of office, elected their leaders and constitutional officers, and been seated. The stage is now set for the next five and a half months. From all early indications, it promises to be a busy one.

Just prior to Christmas, Governor Mills began to announce her cabinet appointees. You can find a list of those nominees on page 9. As of the printing of

this issue of *IMPACT*, only one commissioner slot remains unfilled. During this same time period, the Senate President and Speaker of the House announced the various joint standing committee assignments. As we reported in our December issue, there has been a shake-up in the committee structure impacting the labor and business regulation committee. Instead of one committee, as it has been for the past two years, there are now two committees. You can find a complete list of each committee's members on page 11.

Perhaps the most anticipated roll out for those who follow the legislature was the list of preliminary bill titles. Those were released on January 7, and it didn't disappoint.

Covering 178 pages and more than 2,000 initial bill titles, the list covers the gamut of potential public policy issues. From taxes to changes in workers' compensation law, to minimum wage increases (and slowdowns), environmental law, broadband, renewable energy, paid sick time, paid family medical leave, wage and hour, health care and health insurance bills, to name a few. This is a larger proposed list than previous legislatures, but not a record number of proposals. Furthermore, it is likely that some of these bills will never see any kind of legislative action, as there are a number of duplications that will result in bills being combined. A preliminary list (in PDF or Excel) of working titles of pre-lecture legislator bills sorted by sponsor or subject can be found at <http://legislature.maine.gov/news/359/preliminary-lists-of-working-titles>.

While the legislature is yet to begin work on any of these proposals, it is important to point out that many of these titles alone cause concern for the business community. This is particularly true for labor, workers' comp, and tax related legislation. It is also important to point out that the majority in both the house and senate have the ability to pass – or defeat – any bill they see fit.

As we go to press this week, the legislature goes on their economic develop-

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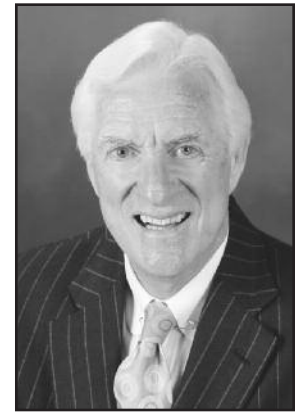
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**About the Maine State Chamber of Commerce:** Since 1889, the Maine State Chamber has been fighting to lower your cost of doing business. Through our Grassroots Action Network and OneVoice program, we work with a network of approximately 5,000 companies statewide who see the value in such a service and provide the financial support that keeps our access, advocacy, and assistance efforts going strong. As Maine's Chamber, we make sure that the business environment of the state continues to thrive. The Maine State Chamber of Commerce advocates on behalf of their interests before the legislature and regulatory agencies and through conferences, seminars, and affiliated programs.

**A message from the president...**



***"It's 'welcome to Augusta' and straight to work for our new governor and legislature..."***

*by Dana Connors*

Happy New Year! If the first few weeks of 2019 are any indication of how the First Session of 129th Legislature will go, we are no doubt in for a busy six months. Last week, we witnessed the inauguration of our state's first female governor, Janet T. Mills (see page 5), and welcomed the 129th Maine Legislature back to Augusta (see page 1).

The Maine Senate consists of 35 members – 21 Democrats and 14 Republicans. The Maine House consists of 151 members – 89 Democrats, 56 Republicans, 5 Independents, 1 Common Sense Independent, and currently 1 vacancy), plus seats for three nonvoting members representing the Penobscot Nation, the Passamaquoddy Tribe, and the Houlton Band of Maliseets. Legislators' occupations range from teachers to lawyers to health care professionals.

Of the 186 legislators, a significant number in both bodies are new, and many of those have no previous legislative experience. They all have one thing in common – they have given up part of their private lives to serve the people of Maine in the Legislature. We would like to extend our gratitude to the 129th Maine Legislature for their willingness to serve the citizens of Maine. It is an honorable post, and we admire you for your willingness to work on all of our behalf.

The beginning of a new legislative session is often a contrast of emotions: cautious optimism, anticipation mixed with anxiety, for example. While that certainly exists this session, the overall tone of optimism and inclusion set at the inauguration was very different than ever before.

In the coming weeks and months, legislators will work in committee (see page 11) to sort through more than 2,000 initial bill titles on subjects from taxes to workers' compensation, as well as minimum wage, environmental law, broadband, renewable energy, paid leave policies, health care and health insurance, to name just a few.

We look forward to working with legislators to craft solutions that keep Maine businesses competitive, Maine's economy strong, and Maine's citizens employed. If you need information or input, please let us know. We are happy to help! ☐

# New board chair challenges employers and legislators to increase collaboration and conversation

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## Building an empowered and engaged business community among goals for the year ahead

**EDITOR'S NOTE:** The following article was modified from the comments delivered by our incoming board chair Larry Wold, Market President for Maine for TD Bank, during the Maine State Chamber's Board Appreciation Dinner on Monday, November 26, 2018.

The Maine State Chamber of Commerce is “the voice of Maine business” yet one of our biggest challenges we face is that the business community is not of one voice. What helps one industry can make another uncompetitive. What aligns with one business owners values conflicts with another's. At the end of the day, we need to make sure everyone feels their input was considered and valued and they understand how we arrived at our position. I have never held an elected office, but I'm confident that sounds familiar to the elected officials in the room as it relates to their caucuses. One thing I know we can all agree on, irrespective of our political views, is that there is room to improve the tone of the dialogue.

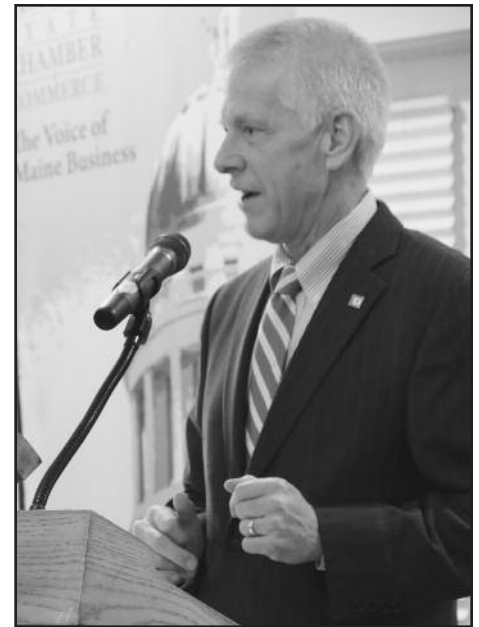
I was struck by a campaign sign that featured prominently that the candidate accepted “No Corporate Contributions,” suggesting that there is something inherently wrong or evil in corporate contributions, and I wished that he would talk to the non-profit community about corporate contributions. Organizations like the United Way, the Good Shepherd Food Bank, or Avesta Housing would not be able to accomplish what they do without corporate contributions.

We have to ask ourselves how we got that reputation and what we can do about

it. Quite frankly, the business community hasn't told its story very effectively. My ask of you as Board members is going to be to ask you to take proactive steps to address this. About a year ago, we extended an invitation to several dozen lawmakers to come tour our Call Center in Auburn and meet with some of our employees. We ended up with 16 Senators and Representatives and they spent time listening to our employees experiences. A couple months later in a hearing about the future of the Pine Tree Zones, a lawmaker was upset that while local Maine banks didn't take advantage of this program, a big out-of-state bank, like TD, did. Another lawmaker from the same party immediately spoke up and defended us – explaining that we had raised our minimum wage to, at the time, \$13 hour and that we provided 16 weeks of paid family leave for both parents when a child was born or adopted – both things she had learned directly from our people. It was far more meaningful than if I had testified about the exact same things.

To be specific, my ask of our board and our member companies is that you *invite your representatives to your place of business* with no agenda other than getting to know each other, your employees, and what you do. This will get our story told well – something that will never happen during the three minutes you get at the microphone during a public hearing.

This, of course, brings me to *my ask of our elected officials*. I believe that you want very badly to help and support the business



**Larry Wold**  
Market President for Maine,  
TD Bank  
2019-2020 MSCC Board Chair

community, and perhaps especially small business. Start by taking a look at the annual MaineBiz “Book of Facts” ([www.mainebiz.biz/article/20120213/ABO-UTUS/120219987](http://www.mainebiz.biz/article/20120213/ABO-UTUS/120219987)), that had a section this year about manufacturing and provided a list of business resources. It was not a comprehensive list by any means, but it still managed to list 47 organizations. While that number is impressive, I respectfully suggest that we need fewer, but better, business resources. Resources like these are finite; sometimes less is more. It would send a great signal to the business community that the focus is on quality not quantity. We would be more than happy to lend a hand in that process.

Lastly, I would like to enlist everyone's help in eliminating the phrase “from away” from our vocabulary. I don't care where you were born, or where you moved here from, if you have come to Maine to contribute your time and talent to our great State, then you are a Mainer.

Thank you. □

ment tour of western Maine. That means little if any committee work will take place this week. The chairs of the committees are beginning their organizational meetings and scheduling, and some introductory sessions with state agencies and lobbyists who frequent the individual committees are scheduled for the following week. In the meantime, the Maine State Chamber advocacy team will be reviewing bill titles closely, and watching for printed bills to come out of the Revisors Office.

Without question, the First Regular Session of the 129th Legislature is shaping up to be a busy five and half months. We are certain there will be lots to discuss and report on to you, our members. For questions or additional information, please contact Peter Gore by calling (207) 623-4568, ext. 107, or by emailing [pgore@mainechamber.org](mailto:pgore@mainechamber.org). □

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## ***Paid sick leave will raise costs for small businesses — and they can't afford it***

**EDITOR'S NOTE:** *The following editorial by Peter Gore, executive vice president of the Maine State Chamber, was published in the Bangor Daily News on December 31, 2018. It can be found online at <https://bangordailynews.com/2018/12/29/opinion/contributors/paid-sick-leave-will-raise-costs-for-small-businesses-and-they-cant-afford-it/>. We have reprinted it here for your review.*

Sen. Rebecca Millett's Dec. 20 BDN column promoting mandatory paid sick leave represents what many businesses fear as we enter the upcoming legislative session — an opening salvo onto Maine's small business community that will further increase the cost of doing business for our struggling rural employers, yet another effort that forces us to expend resources battling a proposal that sounds good on the surface but in reality would hurt a lot of Mainers.

Let's be clear at the outset: Most Maine businesses provide their employees with some kind of leave, paid in most cases, such as vacation, holiday or sick time. Some of that leave is designated as "paid time off," or PTO, which workers are free to use in any manner. More businesses are adopting this form of leave as they are freed from managing worker leave while providing their employees with greater flexibility. Additionally, Maine passed a law in 2005 that allows employees to use any type of employer-provided paid time off to care for a sick family member.

So if a business is not providing paid sick time, it's either because they provide PTO or they cannot afford to do so. The Legislature mandating they do so isn't going to make it any more affordable.

We don't know exactly what the new mandatory paid sick leave proposal will look like, but we know from experience that it will present problems, not the least of which is the law will apply to all employers regardless of size. It likely will allow full- and part-time employees — like the 16-year-old bagging your groceries — to accrue the leave, something many businesses don't do.

It should not be lost on anyone that starting Jan. 1, Maine's minimum wage will increase once again. Since 2016, wage and hour costs have increased \$3.50 per hour for all Maine businesses. The blow has been particularly hard for Maine's small mom and pop businesses. And as predicted, the hourly threshold is

having a negative impact on small businesses and nonprofits. In conversations with small businesses, problems cited include reducing hours open for businesses, reducing hours for employees, and layoffs — not to mention an increase in the costs of goods and services to consumers.

On top of these wage and hour costs is the skyrocketing cost of health insurance premiums experienced by small employers and their employees. The fact is, our businesses' resources are limited. They will not be able to absorb the costs associated with mandatory paid sick leave. The options they will face are: eliminating or reducing other forms of leave currently, and voluntarily, provided to workers; reducing costs in other benefit areas, like employer contributions to health care premiums; putting off creating a new job or returning a laid-off worker to work; or, laying off employees to cover their costs.

Millett is correct. Maine is competing for jobs, workers and opportunities with the rest of the nation. But to attract workers here, it is about more than offering them benefits; it's about offering them jobs first. And if Maine businesses have to reduce hours worked, benefit packages or the number of available positions they have to offer to accommodate the costs associated with mandatory paid sick leave, then what good does the benefit do in the first place?

We agree with Millett that Mainers work hard. But often forgotten in the discussion is who those Mainers are. They are thousands of small business owners across the state, who are struggling right now to make ends meet under current economic conditions, in addition to paying their employees. We all want businesses and their workers to prosper. So while it's easy to point to some national statistics to justify a new and expensive cost of doing business here that sounds good on the surface, those think tanks simply do not understand Maine or Maine small businesses. □

# Maine's first woman governor takes oath of office in Augusta, delivers inaugural address

**EDITOR'S NOTE:** Below is the inaugural address as prepared for delivery on January 3, 2019, not the transcript of the governor's speech.

Madam Chief Justice, Mr. President, Madam Speaker, members of the 129th Legislature, members of the state and federal judiciary, former Governors, Tribal chiefs, members of the military, friends, and family, honored guests, and those 4,346 friends of mine on Facebook!

I also draw your attention to the empty seat in the military section which honors and recognizes all Maine Service members currently deployed.

It is with humility and gratitude that I stand before you this evening. I welcome you to a ceremony that represents both a change in the individual who occupies the office of the Chief Executive and the peaceful passing of the torch of progress.

There are many in this state who are "the unsung" as poet Wes McNair has called them. They are the firefighters and teachers, the techies and hotel workers, the farmers and fishermen, the waiters and loggers, and the barbers and millworkers of our towns. They are our friends, our neighbors. They are immigrants. Laborers. Veterans. People with disabilities. People from away. People we rely on every day. And many who rely on us. This governorship is about them —

the men and women of Maine.

This year, for the first time in our state's 198-year long history, after 74 men from York, Cumberland, Penobscot, finally you have elected a governor... from Franklin County! I am from the foothills of Maine, which bred Margaret Chase Smith and Carrie Stevens. And Cornelia Crosby — known as Fly Rod Crosby — who became Maine's first registered guide in 1897, and who famously said, "I would rather fish any day than go to heaven."

In recent weeks I have received many letters. Eight-year old Lucy wrote, "Now I feel like I could become governor someday!" The morning after the election, one mother left a note in her daughter's lunchbox, "Janet Mills won last night!" it said. "She is the FIRST woman to be the governor in Maine EVER! Think about all the things you can do! Love, Mom."

I do think about all the things they can do, along with their brilliant brothers, uncles and fathers. But truly, this year's milestone will one day be commonplace, like drinking milk or eating toast. When future generations read of this day, they will wonder what the fuss was about.



Sometimes our culture moves slowly in the stream of change. Streams, like the people of Maine, change direction on occasion to find the best way forward. Many days I awake to see the mist rising from the Sandy River as it steers its course to the Kennebec, the winter's breath unveiling a new day in my hometown, a new day in this state. Then I hear the familiar sounds of chickadees, church chimes and Jake brakes. This is home in Maine.

The Sandy River pours out of Rangeley Lake, meanders through town, and gains momentum on its way to the Kennebec. There it joins other tributaries to become a powerful waterway, a loud home to eagles and salmon, stripers and sturgeon, on its course to Merrymeeting Bay. The Sandy River connects my town to those up and downstream. We become one with the rest of Maine, linked by water, woods, and land.

Former Governor Joshua Chamberlain described this link back in 1876: "This great and wide sea...these beaches and bays and harbors...these things invite the brave, the noble...Thought comes here and dwells...They will love the land, and the land will give back strength."

The Wabanaki people know this bond. Their wisdom was passed along by people like Joseph Attean, legendary Governor of the Penobscot nation, a brave, open-hearted and forbearing individual, who guided Henry David Thoreau in his first moose hunt, through the vast and primitive wilderness to Chesuncook

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## 2019 Inaugural Address... (Continued from Page 5...)

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Lake. The plaque that overlooks Attean Lake — named for him — reads, “Rise free from care, before the dawn, and seek adventure.” Today we rise, a new day before us, and seek adventure.

But today our connection to the land is endangered. After 80 years of studies warning that carbon emissions are destroying our environment, the danger is now at our doorstep. The Gulf of Maine is warming faster than almost any other saltwater body in the world, driving our lobsters up the coast. Our coastal waters are growing acidic; temperatures are fluctuating, and sea levels are rising, endangering our shellfish industry. Our forests are less suitable for spruce and fir and more suitable for ticks. Climate change is threatening our jobs, damaging our health and attacking our historic relationship to the land and sea.

Tonight I say, enough. Enough with studies, talk, and debate. It is time to act! Our new Administration will embrace clean energy; change our modes of transportation; weatherize homes and businesses, and reach a goal of 50 percent of our electricity coming from Maine renewable resources. These actions will create good-paying jobs, preserve our environment, and welcome young people to build a green future here in Maine. And, by the way, when you drive by the Blaine House in the next few weeks, look for the new solar panels that we are going to install!

We need a healthy environment. And we need healthy people. Maine voters agree — which is why they voted to expand Medicaid. Hospitals, nurses, doctors and businesses all agree as well. Health care is for everyone, not just the well to do. It is for the small businesses struggling to pay high health insurance bills. It is for the family on the brink of bankruptcy because of one illness, accident or medical mishap. It is for the community that takes up collections in a jar at the corner store to pay for a neighbor's medical costs.

It is for people like Patty. My friend Patty was a vibrant, intelligent and charitable woman, an athlete, a mother of three

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**2019 Inaugural Address...**  
**(Continued from Page 7...)**

wise children, loved by all... and uninjured. She died needlessly from breast cancer, a disease that could have been diagnosed early, treated, and cured. Patty's story is not unique. Many of you have friends like Patty. It is unacceptable. In the memory of Patty and thousands of others, our new Administration will expand Medicaid – and pay for it sustainably; work to ensure that every person has primary care; control the cost of health insurance; and rein in the cost of prescription drugs.

A major part of the health care crisis is the opioid epidemic. History will note that we have abandoned an entire generation of people to this preventable disease. The allure of opiates can fill a hole in the human heart caused by loneliness, stress, and hopelessness.

Even as I speak, there is someone within the sound of my voice about to consume a deadly drug, jeopardizing themselves, their friends, their families, and their communities. If that person is listening, please know that I—and many others — are here for you. You are not alone. We will confront this disease together. We will offer a helping hand, not pass judgment. We want you to survive, to succeed. We want to welcome you home again.

It is time for action — Narcan widely available, medication assisted treatment, recovery coaches. These things will be a reality. And in sad memory of the 418 Maine people who lost their lives to drug overdose in 2017, our Administration will create a Director of Opiate Response, a person who will marshal the collective power and resources of state government to stem the tide of this epidemic. Part of that effort will be to fully engage with people in our own communities — to “take it outdoors,” as one of our favorite retailers puts it, renewing a healing bond we have with the land.

In addition to protecting the medical health of our people, we will also advance the economic health of our people. To employers, entrepreneurs and innovators, with new ideas for forest products, aquaculture, recreation, renew-

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## 2019 Inaugural Address... (Continued from Page 8...)

ables, and everything in between, I say, “You are welcome here!”

We will develop a world-class workforce. Fewer than half of Maine adults now hold a postsecondary credential – either a college degree or a professional certification. Yet two out of three jobs require such credentials. This imbalance is why we have – at the same time – employers saying they can’t find workers, and workers saying that they are stuck in dead-end jobs.

Education is the key to helping our people achieve their full potential. Attracting talented young people to move

here and make Maine their home will be a top priority of my Administration. From now on, a sign will greet all those arriving in our state at the Kittery line. It will say, quite simply: “Welcome Home.”

I will work with the new Legislature to achieve the best education for our people, from preschool through college and beyond, beginning with full and fair funding for schools, including our Career and Technical Centers. And we will treat our teachers with the respect and dignity they deserve.

There is no higher priority than our children. And with so many young people at Long Creek, with children waiting for critical mental health services, and some even losing their lives to violence in their own homes, it is high time we put children’s health and safety first. I will start with one simple step — calling together

the Children’s Cabinet for the first time in years, to tackle these issues.

These are the challenges we know about. But we must also be prepared for the unexpected. We know that a recession is possible in the next few years. We know that someday, robots, drones, driverless cars, broadband, and 3-D printing, will radically alter the way Maine people live, learn, and work. We need to be ready.

I made my own predictions back at the turn of the century. In the year 1999, I wrote down in a journal a list of what I thought would change and what I thought would stay the same in the new millennium. I predicted that in 50 years there would no longer be the following things: cash, paper bags, spare tires, lint, dust, or panty hose.

But in 50 years I said there would likely still be: Stephen King bestsellers, Baxter State Park, people from away, and ... Strom Thurmond.

As you can see, I cannot rely on myself to predict the future. That’s why I am enlisting help. I am following the advice of writer Kurt Vonnegut, who said “Every government ought to have a Department of the Future.” And so my administration will create an Office of Innovation and the Future. This office will dive into major policy challenges, foster collaboration and propose concrete, workable solutions.

Now here’s how I want to govern. We are all in this together. We all want Maine to have a beautiful environment; happy people; and prosperous communities. Though we all agree on the goal, we differ about how to get there. We are Republicans, Greens, Democrats, Libertarians, Independents, and many more besides.

This is something I know well myself.

I mean, every Mills family reunion is like a meeting of the United Nations – everyone has an opinion and wants a microphone. But these differences are what make my family strong. They make every family strong. They make Maine strong.

Our diversity is a virtue – one that we should harness to advance good public debate and good public policy. We welcome the voices of newcomers to the public conversation — the young, immigrants, people of different cultures, people of color, people of different orientations. All are important

### **Nominees for the Governor’s Cabinet:**

All of the nominations will be the subject of legislative hearings.

- ♦ **Patrick Keliher**, current commissioner of the Department of Marine Resources;
- ♦ **Anne Head**, current commissioner of the Department of Professional and Financial Regulation;
- ♦ **Maj. Gen. Douglas Farnham**, adjutant general and current commissioner of the Department of Defense, Veterans and Emergency Management;
- ♦ **Laura Fortman** for commissioner of the Department of Labor;
- ♦ **Bruce Van Note** for commissioner of the Department of Transportation;
- ♦ **Judy Camuso** for commissioner of the Department of Inland Fisheries and Wildlife;
- ♦ Maine State Prison Warden **Randy Liberty** for commissioner of the Department of Corrections;
- ♦ **Jerry Reid** for commissioner of the Department of Environmental Protection;
- ♦ **Kirsten Figueroa** for commissioner of the Department of Administrative and Financial Affairs;
- ♦ Former Portland Police Chief **Michael Sauschuck** for commissioner of the Department of Public Safety;
- ♦ **Jeanne Lambrew** for commissioner of the Maine Department of Health and Human Services;
- ♦ **Pender Makin** for commissioner of the Department of Education;
- ♦ **Heather Johnson** for commissioner of the Department of Economic and Community Development; and,
- ♦ **John Rhode** for the Executive Director of the Maine Workers Compensation Board.

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members of the Maine family.

My town has always had a commons, where everybody could graze their sheep and cattle, sell produce and where we would enjoy a concert on a summer evening. Now our state must find its own common ground, expand our horizons and become one Maine again. From the tree streets of Lewiston to the rolling fields of the County, from the Bold Coast to the Height of Land, from Cross Rock in Allagash to Portland's Promenades, our people will once again find unity of purpose.

We will bring back Maine's tradition of civil discourse, expressed by Governor Israel Washburn, a friend of Abraham Lincoln's, in his 1861 inaugural: "Waving aside petty schemes and unseemly wrangles...let us rise, if we can, to the height of the great argument which duty and patriotism so eloquently address to us."

You know, I have fallen in love a few times in my life. And there are those in this audience whom I have loved for long and for years including friends and family and some newly loved. But it is the bond we all share for our state, for children longing for security, for newcomers seeking to belong, for all of those who feel left behind, who long for respect and dignity.

One thing we all love is our great state. And when a family, a community, a state believe in each other, help each other, love each other, great things can happen. Maine people have greatness within them.

Maine is our home. We are connected by the rivers and the land, the forests and the mountains. We are connected by love. We are strengthened by our connections. We are one Maine, undivided, one family from Calais to Bethel, from York to Fort Kent.

We meet this evening, free from care, the heirs of Joseph Attean, Joshua Chamberlain, Fly Rod Crosby, and Israel Washburn. Tomorrow we rise before the dawn — like the mist over the Sandy River — and seek adventure, with hope in our hearts and love in our souls for the brand-new day. To all of you, and to the people of Maine, I say, Welcome Home.

Welcome Home. Thank you. □



**Department of Economic  
& Community Development**



**OutInMaine LLC has created a FREE online resource guide & social calendar supporting the LGBTQ+ community in Maine. Users can sort resource listings which include businesses, churches, schools, social groups & support orgs. You can search our whole state or just your county. Logon now at [www.OutInMaine.com](http://www.OutInMaine.com).**

**Our mission is to inform, educate, support & bring together the LGBTQ+ community and our allies in Maine.**

We are always looking for new resources for our system. If you are LGBTQ+ inclusive with your business, logon now at [www.OutInMaine.com](http://www.OutInMaine.com) and click Registration.



# Joint Standing Committees of the 129th Maine Legislature

Committee mail can be sent to the Legislative Information Office at 100 State House Station, Augusta, Maine 04333, unless noted below.  
Additional information can be found online at <https://legislature.maine.gov/committee>.

\* Ranking Republican Member

## **CONTACT YOUR REPRESENTATIVE:**

2 State House Station, Augusta, Maine 04333-0002  
(207) 287-1400 or (800) 423-2900

## **CONTACT YOUR SENATOR:**

3 State House Station, Augusta, Maine 04333-0003  
(207) 287-1540 or (800) 423-6900

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*Continued on Page 12...*

## Legislative Committees... (Continued from Page 11...)

### HEALTH COVERAGE, INSURANCE AND FINANCIAL SERVICES

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Rep. Josanne C. Dolloff (R-Rumford)  
Rep. Kent Ackley (C-Monmouth) □

## Digest of New Legislation

Maine Chamber staff have studied each of these recently printed bills to assess potential impact on business trends. If you have concerns regarding any bill, please communicate those concerns to a member of our governmental services staff at (207) 623-4568.

### **ECONOMIC DEVELOPMENT**

**LD 50, An Act to Implement the Recommendations of the Government Oversight Committee to Improve the Long Range Strategic Plan for Economic Improvement in the State.** (Rep. Mastraccio, D-Sanford) *Joint Standing Committee on Innovation, Development, Economic Advancement and Commerce.* It provides support to Maine's Economic Growth Council's effort to fulfill its statutory duty to develop and maintain a long range economic development plan for Maine.

### **EDUCATION**

**LD 14, An Act To Improve Science and Engineering Education for Maine's Students.** (Rep. Devin, D-Newcastle) *Joint Standing Committee on Education and Cultural Affairs.* This bill requires the Department of Education to include the so-called Next Generation Science Standards for kindergarten to grade 12 in the State's system of learning results and assessment and directs the Commissioner of Education to amend Department of Education rules on or before December 31, 2019 in order to include the science standards as part of the State's system of learning results and assessment beginning with the 2021-2022 school year.

**LD 29, Resolve, To Implement the Recommendations of the Task Force To Address the Opioid Crisis in the State by Establishing a Work Group To Develop Educational Programming for Prevention of Substance Use and Substance Use Disorders among Youth and Adolescents.** (Rep. McCreight, D-Harpswell) *Joint Standing Committee on Education and Cultural Affairs.* This resolve is based on recommendations of the Task Force To Address the Opioid Crisis in the State, which submitted its report to the Legislature in December 2017. The resolve requires the Department of Education to establish a work group to evaluate existing substance use prevention programs targeting

school-age children, investigate prevention programs that have proven effective in other areas of the United States or in other countries, identify funding resources and determine how prevention programs should be incorporated into education curricula. The work group must include representatives of educational, law enforcement and public health organizations. The department is required to submit a report of the findings of the work group no later than January 1, 2020 to the joint standing committee of the Legislature having jurisdiction over education matters.

### **HEALTH CARE**

**LD 1, An Act To Protect Health Care Coverage for Maine Families. Emergency** (Sen. President Jackson, D-Aroostook) *Joint Standing Committee on Insurance and Financial Services.* The purpose of this bill is to ensure that consumer protections related to health insurance coverage included in the federal Patient Protection and Affordable Care Act are codified in state law. In Part A, the bill does the following:

- 1 It makes clear that individual and group health plans may not impose any preexisting condition exclusion on an enrollee. The bill does permit a carrier to restrict enrollment in individual health plans to open enrollment and special enrollment periods established in rule.
- 2 It clarifies that carriers offering individual or group health plans may not establish lifetime or annual limits on the dollar value of benefits. The bill specifies that the provision prohibiting annual limits on the dollar value of benefits applies to the dollar value of essential health benefits as determined by the Superintendent of Insurance.
- 3 It allows children, until they attain 26 years of age, to remain on their parents' health insurance policy.

*Continued on Page 14...*

## Maine State Chamber 2019 Programs and Events Calendar

**Thursday and Friday, February 7-8  
Leadership Summit (Board event)**  
Sunday River's Jordan Grand Hotel and  
Conference Center, Bethel

**Wednesday, February 27  
Human Resource Issues Update**  
9:00 a.m. to 12:00 p.m.  
Bangor Savings Bank, Senator Way,  
Augusta  
*In collaboration with the Maine Human  
Rights Commission and the EEOC*

**Thursday, March 14  
Business Day at the State House**  
8:00 a.m. to 12:00 p.m.  
Hall of Flags, Second Floor of the  
Maine Capitol Building, Augusta  
*Snow Date: Thursday, May 2*

**Monday, March 25  
Legislative Strictly Social**  
5:00 p.m. to 7:30 p.m.  
Senator Inn and Spa, State & Embassy  
Rooms, Augusta  
*In collaboration with the Kennebec  
Valley Chamber of Commerce*

**Thursday, April 4  
Health Care Forum**  
9:00 a.m. to 12:00 p.m.  
Bangor Savings Bank, Senator Way,  
Augusta

**April 9-11, 2019  
Washington, D.C. Fly-In**

**Wednesday, April 24  
Leadership Summit II (Board event)**  
5:15 p.m. to 9:00 p.m.  
Senator Inn & Spa, Augusta

**Friday, September 6  
Scramble for Scholars**  
Annual Scholarship Golf Tournament  
The Samoset Resort, Rockport

**Wednesday, October 30  
Annual Dinner Meeting**  
4:30 p.m. to 9:00 p.m.  
Augusta Civic Center



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## New Legislation... (Continued from Page 13...)

4 It changes the maximum rate differential due to age that may be filed by the carrier to the rate differential that is permitted under the federal Patient Protection and Affordable Care Act.

In Part B, the bill requires that, at a minimum, health plans cover essential health benefits that are substantially similar to those benefits required for health plans subject to the federal Patient Protection and Affordable Care Act as of January 1, 2019. The bill directs the Superintendent of Insurance to define essential health benefits in rule and designates those rules as major substantive and subject to legislative review and approval.

**LD 38, An Act To Require Insurance Coverage for Hearing Aids for Adults.** (Rep. Handy, D-Lewiston) *Joint Standing Committee on Insurance and Financial Services.* A health insurance mandate, this bill requires insurance

plans to provide coverage for hearing aids at a minimum of \$3,000 per hearing aid to all individuals with documented hearing loss.

**LD 51, An Act To Implement the Recommendations of the Task Force on Health Care Coverage for All of Maine.** (Sen. H. Sanborn, D-Cumberland) *Joint Standing Committee on Insurance and Financial Services.* A concept draft, this bill proposes to implement the recommendations of the Task Force on Health Care Coverage for All of Maine.

**LD 52, An Act To Provide an Affordable and Accessible Health Care System for all Residents of Maine.** (Sen. Gratwick, D-Penobscot) *Joint Standing Committee on Insurance and Financial Services.* A concept draft, this bill proposes to establish a health care system in the State that will be simple and efficient for all consumers and providers. The bill proposes to provide all Maine residents with access to an affordable health benefit plan covering essential health benefits. The bill proposes to create the Health Care Trust,

which will have authority to determine essential health care benefits, to negotiate with providers, to reimburse providers for the costs of providing care at negotiated rates and to manage the financing mechanisms for the trust. All Maine residents will be eligible to enroll in the trust on a voluntary basis. Those residents currently eligible for MaineCare or other public coverage will be automatically enrolled; MaineCare and other public coverage programs will be replaced by the trust's health care coverage.

The bill proposes to use several funding sources to pay for the costs of the trust and for coverage of all Maine residents enrolled in the trust for coverage, including payroll taxes, transaction taxes and available federal funding. The Health Care Trust will be administered by a health care administrator and overseen by a board of trustees. In addition, a stakeholder advisory board will provide input and guidance for the trust. □

**Maine businesses asked to sign MaineSpark resolution in support of “60% by 2025” goal**

A 10-year commitment from Maine’s most influential education and business leaders to work together to ensure that Maine’s workforce is productive and competitive, MaineSpark is powered by a coalition of organizations—schools and universities, nonprofits and foundations, government agencies and businesses—with a common goal: by 2025, 60% of Mainers will hold education and workforce credentials that position Maine and its families for success.

MaineSpark organizations connect people with the education, training, jobs, programs and resources needed to thrive in Maine’s robust and changing economy. MaineSpark currently has more than 150 professionals from business, non-profit, government, and education agencies and 75 leading Maine agencies that have signed the resolution of support.

As an active member of the MaineSpark Coalition, the Maine State Chamber is asking its members to consider showing their support for the MaineSpark effort by:

- 1 Signing the resolution in support of the MaineSpark “60% by 2025” goal (please email Megan Sanborn at the Maine State Chamber, [msanborn@mainechamber.org](mailto:msanborn@mainechamber.org), for a copy of the resolution); and,
- 2 Sharing your story with us. What does your organization plan to do to help Maine achieve this important goal? (please email Megan Sanborn at the Maine State Chamber, [msanborn@mainechamber.org](mailto:msanborn@mainechamber.org), with any success stories or plans).

For more information or to review the MaineSpark fact sheet, please visit [www.MaineSpark.me](http://www.MaineSpark.me). □

**Maine State Chamber and Educate Maine release policy brief, “Getting Ready for High-Paying Careers in Maine”**

**Brief collects key job data and identifies pathways to careers in high-demand, high-paying job sectors in Maine**

On Tuesday, December 18, 2018, the Maine State Chamber of Commerce and Educate Maine released a policy brief, “Getting Ready for High-Paying Careers in Maine,” that identifies the Maine jobs and sectors that are in demand now and are projected to be in demand in Maine for the next 10 years. Sectors included in the brief are computer analysis, construction, engineering, health care, hospitality, and manufacturing.

For each job sector, the policy brief provides data on annual projected job openings, average pay, and education level by occupation. An individual interested in computer analysis, for example, can find data on the types of jobs available in the information technology sector, typical activity for the job, current and projected demand in Maine, and average salary. They also can find information on the various career pathways for jobs in this sector and how a person can get started.

“Getting Ready for High-Paying Careers’ not only identifies areas of job demand and projected growth sectors in Maine, but also provides specifics on what certain jobs entail on a daily basis, what they pay, how to become qualified, and more,” said Ed Cervone, executive director of Educate Maine. “We hope this policy brief helps Maine people see there are options and various paths and resources they may not be aware of to help them if they are interested in working in these areas of high pay and demand.”

“The goal of this policy brief is to connect Mainers interested in careers and jobs in well-paying sectors with tangible, relevant information that we hope will help them envision and then achieve their goals,” said Dana Connors, president of the Maine State Chamber of Commerce. “We also hope this information succeeds in helping close the skills gap in Maine by getting more Maine people prepared for the jobs Maine employers need to fill today and going forward.”

Both the Maine State Chamber of Commerce and Educate Maine are members of MaineSpark|60% by 2025. MaineSpark|60% by 2025 is powered by a coalition of organizations — schools and universities, nonprofits and foundations, government agencies and businesses — with a common goal: by 2025, 60% of Mainers will hold education and workforce credentials that position Maine and its families for success.

“Getting Ready for High-Paying Careers” is one in a series of policy briefs produced in a partnership between Educate Maine and the Maine State Chamber of Commerce, and through the generous support of the John T. Gorman and Nellie Mae Education Foundations. Data in the brief is derived from the Maine Department of Labor, U.S. Department of Labor and the Bureau of Labor Statistics.

To access the full policy brief, please visit <http://mainechamber.org/getting-readyforhpc.php>. □





## Campus Career Connect needs you! Career Mentoring for Students with Disabilities



Campus Career Connect (C3) is an online group mentoring program where college students with a disability can connect with professional mentors and get help reaching their career goals.

- ◆ Students spend time each week chatting online with career mentors
- ◆ Monthly webinars on various career-readiness topics
- ◆ Networking opportunities, resume feedback, and ongoing support
- ◆ Open to any student with a disability from Maine or studying in Maine

Disability:IN™



The Maine State Chamber of Commerce has partnered with Partners for Youth with Disabilities (PYD) in an online career mentoring program for students with disabilities. The program, Campus Career Connect (C3), is an online group mentoring program where college students with a disability can connect with professional mentors and get help reaching their career goals. Students spend time each week chatting online with career mentors. Students and mentors are able to participate in monthly webinars on various career-readiness topics and have access to networking opportunities, resume feedback, and ongoing support. This program is open to any student with a disability from Maine or studying in Maine. The Chamber is seeking for employer mentors to join the program and participate in the mentoring program. Sign up today at [C3.PYD.org](http://C3.PYD.org) via phone, tablet, or computer. □

### Want to be a mentor?

Please contact Megan Sanborn or Kelsey Morrell by calling (207) 623-4568, ext. 108 or ext. 104, or by emailing [msanborn@mainechamber.org](mailto:msanborn@mainechamber.org) or [kmorrell@mainechamber.org](mailto:kmorrell@mainechamber.org). For additional information, check out [C3.PYD.org](http://C3.PYD.org) or contact Deep by emailing [dchinappa@pyd.org](mailto:dchinappa@pyd.org)



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## University of Maine 2019 Career Fair

Don't miss the upcoming 2019 Career Fair, held in the New Balance Student Recreation Center at the University of Maine in Orono on Wednesday, February 6 from 10:00 a.m. to 3:00 p.m. More than 900 students attended the 2018 Career Fair, and 146 employers participated.

This Career Fair brings employers to campus to meet face-to-face with students of all majors and all classes (first year through graduate students) to educate them about careers. This popular event makes your organization visible to students, faculty and staff and your attendance at this event will serve as an excellent public relations and/or recruitment tool. Your organization will also be widely publicized as a participant on the Career Center's website and in printed materials.

If you have internships or full-time positions to fill, on-site meetings with interested University of Maine students can begin the hiring process on the spot. If there are candidates in need of a more thorough interview, we can reserve an interview room in the Career Center and conduct interviews either the day after the Fair or at a later date.

There is a registration fee of \$350.00 to participate in the Career Fair. Please register as soon as possible by visiting [www.umaine.edu/career/upcomingevents/career-fair](http://www.umaine.edu/career/upcomingevents/career-fair) and click on "Employers may now register for the 2019 UMaine Career Fair." From there, click on "As An Employer" and from New Participants, complete the at "Proceed to Registration Form." Once you have completed and submitted the registration form, you will receive an email confirming that your registration has been received.

If you would like to learn about the University of Maine's Career Fair in greater detail, please contact Kate Axelsen Foster, M.Ed., assistant director of employer relations at the University of Maine's Career Center by calling (207) 581-1359 or emailing [kate.axelsenfoster@maine.edu](mailto:kate.axelsenfoster@maine.edu). Information can also be found online at [www.umaine.edu/career](http://www.umaine.edu/career). □

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# WORKPLACE WELLNESS

## HEALTHY EMPLOYEES MAKE CENTS!

### Manage Stress to Protect Your Health

Life asks a lot of us — spouses, jobs, friends, kids and pets — it can all add up and sometimes it's more than we can handle. That's when stress kicks in.

Stress is actually your body's response to danger. You know the feeling — sweaty palms, racing heartbeat, an upset stomach. The hormones released used to help people face physical threats. But because we don't fight saber-toothed tigers anymore, the hormones aren't as helpful to us on a regular basis.

Nowadays, due to the demands of modern life, stress can last for weeks instead of just minutes or hours like in the past. When that happens, your system goes into overdrive and stress hormones can disrupt many of your body's processes.

Stress is about the relationship between the demands of your life and the emotional resources you have to meet these demands. Demands are usually things like your job or something going on with your family. Your health, your outlook on life, your relationships with family and friends, and your money situation affect how deep your emotional reserves go. Once your emotional resources are drained, you have a hard time meeting the demands life puts on you, and you start to feel stressed.

#### Tame your stress...

These activities can help you manage stress and keep it at bay. Give them a try today.

- **Get out and exercise.** Consider

walking, jogging, biking or anything else that gets you active. Physical activity releases chemicals in your body that give you a greater sense of well-being.

- **Laugh out loud.** Laughing lightens your mental load and does good things for your body. Laughter fires up and then cools down your stress response.
- **Talk to friends and family.** They can distract you, provide support and help you weather life's ups and downs.
- **Do yoga.** Yoga uses both physical and mental focus to create peace of body and mind. This helps you relax and manage stress. Try yoga on your own or find a class in your area.
- **Get more rest.** Sleep recharges your brain and body. Get the right amount and you'll improve your mood and energy level.
- **Speak up.** Saying "no" to some of the demands on your time and energy can help you keep stress at bay. Ask for help from coworkers or family members if there's too much on your plate.
- **Write it down.** Whether you're making a list of the things you need to do, or just writing out your feelings, jotting it down on paper can help put things into perspective.
- **Play some tunes.** Play, sing or listen to music. It relaxes your muscles and

decreases stress hormones.

- **Change your focus.** Take a break from what you think you should be doing and focus on something else. Try gardening, painting, drawing, sewing, woodworking or another activity that keeps your mind off what's stressing you out.
- **See a counselor or therapist.** A professional can help you find the sources of your stress and learn new coping tools.

Try some of these tips to live your life with less stress. Talk to your doctor if these changes do not help you. Sometimes other health problems have similar symptoms. Not all stress is bad. Happy events — like a new job, getting married, having a baby or buying a house — can also cause stress, but too much stress for too long can be bad for your health. Stress is linked to:

- Higher risk of heart disease;
- Obesity;
- Digestive problems;
- High blood pressure;
- Heart palpitations and breathing problems;
- Memory loss;
- Insomnia;
- Depression;
- Trouble managing anger; and,
- Drinking too much alcohol.

When employees feel good, they tend to perform better. That's why most Chamber BlueOptions' plans come with employee discounts on health products and services, as well as an online come with employee discounts on health products and services, as well as an online health and fitness program. Just contact your Anthem-appointed insurance producer for more information, or visit the Chamber's BlueOptions web page ([www.mainechamber.org/blueoptions.php](http://www.mainechamber.org/blueoptions.php)) to find a producer.

For more information on the Chamber BlueOptions health plan, please contact Peter Gore by calling (207) 623-4568, ext. 107, or by emailing [pgore@mainechamber.org](mailto:pgore@mainechamber.org). You may also contact Kelsey Morrell at ext. 104 or [kmorrell@mainechamber.org](mailto:kmorrell@mainechamber.org). □

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**Thursday, March 14, 2019**  
**8:00 a.m. to Noon**  
**Statehouse Hall of Flags**

# *Business Day at the Statehouse*

The Maine State Chamber of Commerce is hosting its annual Business Day at the Statehouse on **Thursday, March 14, 2019**, from **8:00 a.m. to 12:00 p.m.** in the **Hall of Flags** (Statehouse, Second Floor). *The snow date for this event is Thursday, May 2.*

For more information or to RSVP, please contact Linda Caprara, director of grassroots advocacy, by calling (207) 623-4568, ext. 106, or by emailing [lcaprara@mainechamber.org](mailto:lcaprara@mainechamber.org). With your participation, the "Voice of Maine Business" will resonate throughout Augusta!