Dear \_\_\_:

I am writing to ask you to oppose LD 553, *An Act to End At-Will Employment*. [Insert personal info about yourself and your company – i.e., I am a fourth-generation innkeeper in Maine’s Midcoast region], and I am concerned about the divisive messages implied by and increased business costs associated with LD 553.

This proposal profoundly changes decades of employment policy and law in Maine by restructuring Maine’s current at-will system, a shift that would **impose** **a costly, burdensome, complicated, and litigious process** for Maine’s employers. The backbone of our economy, our smallest employers, do not usually have the time and resources to implement and defend this costly and cumbersome “just cause” process.

LD 553 also **restricts employers’ ability to best manage their organizations**, such as adjusting the size the workforce in response to workplace needs, a changing economy, or the onset of a global pandemic. Also, the potential of increased litigation would unnecessarily divide employees, managers, and owners.

This legislation will impact Maine’s seasonal workforce as it currently contains no guidance or concessions **for businesses that employ a seasonal workforce**, meaning any seasonal layoffs would be subject to the “just cause” standard. Many employers gear up for the traditionally busier season and then scale back as the season subsides. This gives them the ability to manage their workforce and their resources in a way that best fits their individual business. The bill’s supporters contend that the seasonal employee issue is not a problem, but legal experts say otherwise.

**Forty-eight other states follow the at-will employment doctrine. LD 553 would make Maine an outlier,** dramatically increasing the cost of doing business here – costs many cannot afford in the absence of a global pandemic and economic recovery efforts. This does little to aid in efforts to attract people or companies to Maine.

Maine employers operate with the best intentions and recognize that their people are their biggest asset. **Please vote to defeat LD 553.**

Thank you.

Sincerely,

\_\_\_\_

Name, Title

Company