



## Massachusetts Package Stores Association, Inc.

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Tuesday, June 18, 2019

**Written Testimony of the Massachusetts Package Stores Association  
Submitted to the Joint Committee on Labor & Workforce Development for the  
Hearing on Record of H1593 - An Act relative to time and a half wages; S1073 - An Act further  
regulating Sunday overtime wages; and S1111 - An Act to restore workers' rights**

Dear Chairs Sen. Patricia D. Jehlen, and Rep. Paul Brodeur, and Members of the Joint Committee on Labor & Workforce Development,

The Massachusetts Package Stores Association (MPSA) represents independently owned retailers of beer, wine and spirits throughout Massachusetts. As one of the many trade associations that participated in producing the "Grand Bargain" legislation, MPSA is concerned over the introduction and advancement of H1593 - An Act relative to time and a half wages; S1073 - An Act further regulating Sunday overtime wages; and S1111 - An Act to restore workers' rights.

On June 28, 2018, Massachusetts Governor Charlie Baker signed into law An Act Relative to Minimum Wage, Paid Family Medical Leave and the Sales Tax Holiday. This compromise was the result of good faith negotiations between union leadership and many businesses associations. For that reason, it was named the, "Grand Bargain." Getting to a compromise was very difficult. In the end, the law gave labor most of the concessions they wanted by enacting annual increases in the minimum wage (up to \$15 per hour as of January 1, 2023), and instituting a state-mandated paid family and medical leave program.

In return for concessions to labor, businesses received a permanent sales tax holiday, and a gradual phased out of Sunday and holiday premium pay requirements. An issue still to address is a scrivener's error in the drafting on Premium Pay, which left out 3 of the 6 holidays for the phase out. Memorial Day, July 4, and Labor Day were included; but New Year's Day, Columbus Day and Veteran's Day were not. The 3 holidays left out are in a separate, earlier section of Chapter 136, passed by the Legislature in the 1980's. Under the Grand Bargain agreement, all holidays were to be included in the phase out. The commitment should be fulfilled this session.

H1593, S1073 and S1111 hit to the heart of the Grand Bargain by intentionally revoking the few minor concessions provided to small businesses. H1593, S1073 and S1111 also unravel trust needed between opposing parties in resolving labor and workforce issues such as strict scheduling. How can MPSA, and other trade associations, be expected to negotiate with labor knowing that any work product will be reversed through the introduction of bills in the next session? H1593, S1073 and S1111 are disruptive and should not advance.

Thank you for reviewing MPSA's written testimony. Please reach out to MPSA with any questions regarding the alcohol beverages three-tier system and independent retailers of beer, wine and spirits.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Robert A. Mellion".

Robert A. Mellion, Esq.  
Executive Director | General Counsel

*The Massachusetts Package Stores Association (MPSA) is a non-profit trade organization representing the interests of the thousands of independently-owned retail stores of beer, wine and spirits across Massachusetts. Contact MPSA with any questions at (800) 322-1383, or email [info@masspack.org](mailto:info@masspack.org). Visit the MassPack website at: [www.masspack.org](http://www.masspack.org)*