



131st MAINE LEGISLATURE

FIRST REGULAR SESSION-2023

Legislative Document

No. 936

H.P. 583

House of Representatives, March 2, 2023

An Act to Require Disclosure of Pay Ranges and Record Keeping of Pay History

Reference to the Committee on Labor and Housing suggested and ordered printed.


ROBERT B. HUNT
Clerk

Presented by Representative ROEDER of Bangor.
Cosponsored by Senator LaFOUNTAIN of Kennebec and
Representatives: GERE of Kennebunkport, KUHN of Falmouth, MILLETT of Cape Elizabeth,
OSHER of Orono, PERRY of Calais, SACHS of Freeport, SHEEHAN of Biddeford, SUPICA
of Bangor.

1 **Be it enacted by the People of the State of Maine as follows:**

2 **Sec. 1. 26 MRSA §622-A** is enacted to read:

3 **§622-A. Pay transparency**

4 This section governs disclosure and record keeping by employers of employee pay
5 information.

6 **1. Employer with 10 or more employees.** An employer that has 10 or more
7 employees shall ensure that any posting of an employment opening includes a statement
8 that lists the range of pay the employer will offer to a successful applicant. For purposes
9 of this subsection, "posting" means an advertisement or other listing of an employment
10 opening that is published or placed as a notice or invitation to potential applicants.

11 **2. Employer with fewer than 10 employees.** An employer that has fewer than 10
12 employees shall disclose, on request, to an applicant for an employment opening the range
13 of pay the employer will offer to a successful applicant.

14 **3. All employers.** On the request of an employee, an employer shall disclose the range
15 of pay the employer offers for the position the employee holds. An employer shall maintain
16 a record of each position title held by an employee and the payment history of the employee
17 in each position for the duration of the employee's employment with the employer and for
18 3 years after the termination of the employee's employment.

19 **SUMMARY**

20 This bill does the following.

21 1. It requires an employer that has 10 or more employees to ensure that any posting of
22 an employment opening includes a statement that lists the range of pay the employer will
23 offer to a successful applicant.

24 2. It requires an employer that has fewer than 10 employees to disclose, on request, to
25 an applicant for an employment opening the range of pay the employer will offer to a
26 successful applicant.

27 3. It requires any employer, on the request of an employee, to disclose the range of pay
28 the employer offers for the position the employee holds. It also requires an employer to
29 maintain a record of each position title and the payment history of each employee for the
30 duration of the employee's employment with the employer and for 3 years after the
31 termination of employment with the employer.