



**Alison Suzy, Chief Operating Officer and Director of Government Affairs,
on Behalf of the Maine Tourism Association**

In Opposition to

LD 936, An Act to Require Disclosure of Pay Ranges and Record Keeping of Pay History

Senator Tipping, Representative Roeder, and Members of the Joint Standing Committee on Labor and Housing:

My name is Alison Suzy and I am the Chief Operating Officer and Director of Government Affairs for the Maine Tourism Association. The Maine Tourism Association, a non-profit, is the state's largest tourism organization supporting members in every type of tourism business such as lodging, restaurants, camps, campgrounds, retail, guides, tour operators, amusements, and historical and cultural attractions. We've been promoting Maine and our members for over 100 years. I present this testimony in opposition to LD 936.

Although we support the intent to ensure wage fairness and transparency, we have a couple of concerns with the bill. First is with the pay range requirement for job postings. Employers should be able to choose whether or not to include salary information in job postings. What happens if an employer decides to offer an applicant a salary outside of that range? It is unclear what the specific benefit is as pay ranges are simply ranges. They can vary each time a job is advertised as the market for that type of job will change over time or employers are likely to change job duties slightly when one employee leaves so the next applicant may have the same or similar title but different pay opportunities due to tweaks in the job duties.

Second, we believe the amount of record keeping required is burdensome to our small business owners; and it is unnecessary and redundant to existing law. Maine already has a law that makes it illegal for employers to prohibit employees from discussing pay and, just a few years ago, made it illegal for employers to ask applicants about their pay history.

Many of our small business owners do not have human resources or finance positions. The owners perform these functions themselves. Adding the title and payment history for three years beyond the employee's employment seems unnecessary and, again, particularly burdensome for these employers.

I respectfully ask that you vote Ought Not To Pass. Thank you for your time and consideration of our testimony.