



## **Testimony of**

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**Before the Joint Standing Committee on Labor to LD 54, An Act to Require  
Employers to Disclose Pay Ranges and Maintain Records of Employees' Pay  
Histories**

**Wednesday, February 5, 2025**

Senator Tipping, Representative Roeder, and members of the Joint Standing Committee on Labor, my name is Dana Doran, and I am the Executive Director of the Professional Logging Contractors of the Northeast (PLC). The PLC is a regional non-profit educational organization that represents the interests of logging and associated trucking contractors throughout the Northeast, predominately in the state of Maine.

As background, the PLC was created in 1995 to give logging and associated trucking contractors a voice in a rapidly changing forest products industry. As of 2021, logging and trucking contractors in Maine employed over 3,000 people directly and were indirectly responsible for the creation of an additional 2,500 jobs. This employment and the investments that contractors make contributed \$582 million to the state's economy. Our membership, which includes over 200 contractor members in the state of Maine and an additional 125 associate members, is responsible for more than 80% of Maine's annual timber harvest.

Thank you for providing me the opportunity to testify on behalf of our membership in opposition to LD 54, An Act to Require Employers to Disclose Pay Ranges and Maintain Records of Employees' Pay Histories. LD 54, if passed, will have a significant impact on how logging companies structure their businesses and pay their employees, where practices are deeply imbedded in a free market economy.

In the logging industry, there is a wide range of skills a prospective employee may have. For example, someone qualified to run a grapple skidder might not have the same skillset of someone who has been trained to run a cut-to-length harvester. The machine's controls and means of operation could not be more different. As you can

imagine, if you factor in equipment expertise and years of service, the pay range of a position may vary significantly.

Requiring disclosure of pay ranges in an industry such as logging could handcuff an employer and limit their flexibility when determining pay for a new employee. A position changes over time and each worker might have different skillsets or take on extra responsibilities to determine their pay. Disclosing a previous employee's salary would be pointless on a new employee's situation as they are a different individual. A new employee would not have the experience or tenure within the company to jump into the same role an employee of 15 years, who may have left the position for retirement.

The disclosure of compensation could also lead to disgruntled workers if an employer is hiring someone with similar abilities as a current employee. It would not be fair to current employees to share their information with a new hire as it could lead to trouble in the workplace. There are many factors that play into the compensation decisions regarding an employee, and we would not want this bill to hinder the hiring of new employees in an industry that is already struggling to retain workers. LD 54, is the classic example of a solution looking for a problem that simply is not there.

Lastly, we believe that this type of legislation has significant anti-trust implications. Forestry and logging are not exempt from anti-trust. Information regarding prices, products and rates of pay could be shared with other companies and also with the landowners and mills that contract with or purchase wood from logging contractors. This could lead to unfair competition as well as rate fixing or wage suppression from landowners and/or mills.

I encourage the committee to please vote ought not to pass on LD 54, and I would be happy to answer any questions you might have.

Respectfully,

Dana Doran  
Executive Director