



MEMO OF OPPOSITION  
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March 25, 2025

Honorable Sen. Michael Tipping, Chair  
Honorable Rep. Amy Roeder, Chair  
Joint Standing Committee on Labor  
100 State House Station  
Augusta, ME 04333-0100

***Re: Testimony on LD 941 – An Act Requiring Employers to Disclose Wage Ranges in Job Postings***

My name is Dan Riley, an attorney with the firm of Norman, Hanson & DeTroy in Portland. I serve as counsel for the Retail Lumber Dealers Association of Maine (RLDAM), which represents independent lumber and building material dealers, manufacturers, wholesalers, distributors, and other associated businesses in the state of Maine. Our industry employs more than 20,000 Maine residents.

We have serious concerns about the practical impact this legislation would have on small businesses—particularly those in industries like ours, where job titles do not always align neatly with fixed pay scales. A single title such as “yard associate” or “driver” can encompass a wide range of responsibilities, skill levels, and years of experience. These positions are not always easily defined by a standard pay range, and attempting to assign a wage band at the job posting stage may result in misleading or confusing information for prospective applicants.

While we recognize that the bill makes such wage ranges advisory and non-binding, the effect in practice will likely be the opposite. Publicly posting a wage range creates an expectation—both internally and externally—and limits the employer’s ability to evaluate candidates on an individual basis. It may also deter qualified applicants who, upon seeing the posted range, assume they are over- or under-qualified for the role.

Most concerning, LD 941 removes discretion from employers to determine whether listing a wage range is appropriate for a particular position. There are situations where doing so makes sense, and we have no objection to employers choosing to disclose that information. But there are also many circumstances—especially for smaller operations—where it does not. Preserving that discretion is essential.

For these reasons, we respectfully urge the Committee to consider the unique challenges faced by small businesses and the potential unintended consequences of a universal mandate. Thank you for your time and consideration.

Daniel Riley, Esq.