



Maine Grocers &
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March 25th, 2025

Senator Mike Tipping, Chair
Representative Amy Roeder, Chair
Members of the Labor Committee

RE: Testimony in OPPOSITION of LD 941 An Act Requiring Employers to Disclose Wage Ranges in Job Postings

Dear Senator Tipping, Representative Roeder, and members of the Labor Committee:

The Maine Grocers & Food Producers Association and the Retail Association of Maine are jointly opposed to LD 941. Our business trade associations represent Main Street businesses including independently owned and operated grocery stores and supermarkets, general merchandise retailers, and convenience stores, distributors and supporting partners — together representing more than 450 members statewide. Maine's retail sector employs more than 85,000 Mainers.

LD 941, while not as comprehensive, offers a similar concept to *LD 54 'An Act to Require Employers to Disclose Pay Ranges and Maintain Records of Employees' Pay Histories'* heard earlier this session. We are appreciative of LD 941's language specific to the "Advisory nature of posting" noting that it "is advisory and not binding on the employer" as some retailers prefer to adjust pay based on a candidate's experience, skill level, or negotiation.

Maine has already made progress in salary transparency by prohibiting employers from asking about salary/wage history and allowing employees to discuss their pay with coworkers. Moreover, in today's competitive job market, employers are voluntarily using pay transparency as a recruitment tool. This suggests that market forces are already driving positive change without the need for additional regulation. If the legislature wishes to pursue this topic further, we strongly urge that the policy be kept simple, universal, and simply available upon request rather than through mandated job postings.

Sincerely,

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