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Testimony of Representative Amy Roeder presenting

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

Before the Joint Standing Committee on Labor and Housing

Good afternoon Senator Tipping and fellow distinguished members of the Joint Standing Committee on Labor and Housing. My name is Amy Roeder, and I represent House District 23 which includes a portion of Bangor. Today, I present to you **LD 936, An Act to Require Disclosure of Pay Ranges and Record Keeping of Pay History**.

All of us have had the experience of spending many hours organizing our resumes and cover letters to apply for a prospective job, participating in multiple rounds of interviews, waiting to hear back from who we hope will be our future employer and finally, being offered a position—only to find that the compensation being offered is very different from what we had imagined it would be weeks before when we were organizing our application materials.

LD 936 requires that an employer with 10 or more employees include in any posting of an employment opportunity a range of pay that will be offered to a successful applicant. For employers with fewer than 10 employees, they must disclose, on request, the salary range that will be offered to a successful applicant.

LD 936 also requires any employer, on the request of an employee, to disclose the range of pay the employer offers for the position the employee holds. Additionally, it requires an employer to maintain a record of each position title and the payment history of each employee for as long as they have been employed at that institution for at least three years after their termination.

In other words, this bill will both help employers and applicants. By sharing a range of pay, employers are able to set expectations and better attract a pool of applicants that is suitable for the position for which they are advertising. Prospective employees will have the information up front that they need before making the lengthy decision to apply for a position. Current employees will have the option of knowing how others in their position are compensated, thus contributing to a conversation of pay parity in our workplaces.

Thank you for your consideration. I'm happy to answer any questions you may have.

District 23: Part of Bangor