



HOUSE OF REPRESENTATIVES

2 STATE HOUSE STATION
AUGUSTA, MAINE 04333-0002

(207) 287-1400

TTY: MAINE RELAY 711

Rebecca Millett

50 Market St., Ste 1A PMB 162

South Portland, ME 04106

Residence: (207) 415-3770

Rebecca.Millett@legislature.maine.gov

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Testimony of Rep. Rebecca Millett in support of
**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, Representative Roeder and esteemed members of the Committee on Labor and Housing. My name is Rebecca Millett, and I represent House District 123, which is most of Cape Elizabeth. I am presenting testimony in support of **LD 936, An Act to Require Disclosure of Pay Ranges and Record Keeping of Pay History**, which I am proud to cosponsor.

Last Tuesday, March 14, was Equal Pay Day. The date is symbolic in that it represents the amount of extra time women must work beyond the end of the past year in order to make the same amount their male colleagues made last year. As we close the gender pay gap, the date moves earlier in the year – but it is not moving fast enough. For Black and indigenous people, women of color and mothers, the gap is even greater. Our fellow New England state, Vermont, is leading the nation when it comes to eliminating the gender pay gap, but our own state is in the middle of the pack at best.¹

As Mainers, we value fairness, opportunity and hard work that pays off. At their core, this is what equal pay efforts are all about. LD 936 would require Maine employers with 10 or more employees to include pay range in their job postings. For employers with fewer than 10 employees, the bill requires this information to be disclosed upon request.

When applicants go into the interview process knowing the position's wage or salary range, they are better able to determine whether they are being made an offer that fairly reflects the work

¹ "The Wage Gap, State by State." National Women's Law Center. March 6, 2023. <https://nwlc.org/resource/wage-gap-state-by-state/>.

they will be doing and the qualifications they bring to the table. Research shows that these kind of policies can help to reduce the pay gap between women and men.²

Equal pay for equal work is a matter of fairness, yes. But if that isn't enough, closing the gender pay gap would reduce poverty and support families. According to the Institute for Women's Policy Research, if working women earned the same as comparable men in our state, Maine's poverty rate would be reduced by more than 39%.³ As a longtime advocate for Maine children and families, I want to stress the positive impact this would have for our kids today and throughout their futures.

LD 936 is a relatively small policy change that will have an outsized impact on workers and the people who depend on them. I ask you to support this important legislation.

Thank you to all members of the committee for your consideration and to Rep. Roeder for submitting this measure. I would be happy to answer any questions you may have for me.

² "Pay Transparency and the Gender Gap." National Bureau of Economic Research. May 2019. <https://doi.org/10.3386/w25834>.

³ "Narrow the gender pay gap, reduce poverty for families: the economic impact of equal pay by state." Institute for Women's Policy Research. May 2021. https://iwpr.org/wp-content/uploads/2021/05/Economic-Impact-of-Equal-Pay-by-State_FINAL.pdf.