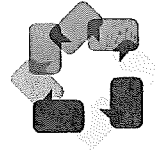


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March 21, 2023

NEITHER FOR NOT AGAINST - LD 936 'An Act to Require Disclosure  
of Pay Ranges and Record Keeping of Pay History'

Dear Senator Tipping, Chair, Representative Roeder, Chair, and Members of the Committee on Labor and Housing,

My name is Christine Cummings and I am the Executive Director of the Maine Grocers & Food Producers Association. In partnership with the Retail Association of Maine, we are offering support neither for nor against LD 936. 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.

We understand and respect the interest in salary transparency for job applicants. In fact, in this competitive job market, employers are using pay as a compelling recruitment detail.

There continues to be policies created with arbitrary thresholds of 10 or 15 employees to accommodate small businesses. It becomes increasingly difficult for businesses to determine when they've surpassed which thresholds and what new regulations they must now follow. Simple efforts like this can easily trip up employers who are often scrambling to schedule their staff, procure their goods, and at times even cashing out and bagging their customers groceries. We propose keeping this simple and that the wage/salary information should be available upon request. If additional mandates continue to be pressed upon the business community, we would ask the Department of Labor to create a guidance document on the varying policies related to wage and labor and the number of employee thresholds.

What qualifies as "any posting of an employment opening?" Would a starting wage or hourly rate suffice in instances of door signs, hiring yard banners or flags? If the Committee chooses to require a pay range be posted then potentially the information is only required where detailed job duties can be specified.

We question the record keeping requirement. Is the intent to provide historical salary details for the requesting employee? We express concerns for continued mandates of record keeping. While it's likely this information could be pulled from historical payroll data additional mandated record keeping is just yet another burden.

Maine has made progress in this space by prohibiting employers from asking about salary/wage history as well as permitting employees to speak with their coworkers about pay. We do not feel this policy is necessary, and the

market is dictating the need to make the information available as a part of the hiring process. However, if there is interest, we ask that it is made simple, universal and upon request.

Thank you for the opportunity to provide testimony.

*Christine Cummings*

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