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Testimony of Rep. Amy Kuhn 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

Senator Tipping, Representative Roeder, esteemed members of the Labor and Housing Committee. My name is Amy Kuhn and I proudly represent House District 111, which is the Town of Falmouth. It is my pleasure to submit testimony in support of **LD 936, An Act to Require Disclosure of Pay Ranges and Record Keeping of Pay History**.

Nationally, women working full-time are on average paid 82 cents for every dollar paid to men.¹ The wage gap is even starker for women of color. In 2020, African American women made 64 cents on the dollar, and Latinas just 57 cents on the dollar compared to white, non-Hispanic men. The number is even lower for Native American women.²

One of the primary causes of this gap is the lack of transparency in pay structures within organizations. Pay transparency will require employers to disclose salary information offered to candidates in advance, reducing the potential for gender and racial discrimination in the workplace.

Pay transparency is also beneficial for employers, enabling them to operate more efficiently, avoiding participating in interviews with potential employees who would not take the job if they were aware of the anticipated salary.

Pay transparency is fair for workers, efficient for employers and good for Maine. I urge you to vote *Ought to Pass* on LD 936.

Thank you for your consideration.

¹ https://www.maine.gov/labor/news_events/article.shtml?id=10611090

² https://nwlc.org/wp-content/uploads/2022/09/wage_gap_native_women.pdf