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*Testimony of Representative Amy Roeder Presenting*

## **LD 54, An Act to Require Employers to Disclose Pay Ranges and Maintain Records of Employees' Pay Histories**

*Before the Joint Standing Committee on Labor and Housing*

Good morning Senator Tipping, and fellow members of the Joint Standing Committee on Labor. My name is Amy Roeder, and I represent House District 23, which includes a portion of the great City of Bangor.

Today, I present to you **LD 54, An Act to Require Employers to Disclose Pay Ranges and Maintain Records of Employees' Pay Histories**.

LD 54 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 54 also requires any employer, at 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 helps both 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 open position. Prospective employees will have the information up front that they need before making the lengthy decision to apply for the open 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 time and consideration. I am happy to answer any questions you may have.