



HOUSE OF REPRESENTATIVES

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Testimony of Representative Amy Roeder introducing
LD 799, An Act to Report Gender Wage Gaps
Before the Joint Standing Committee on Labor

Good afternoon, 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.

I am here today to introduce **LD 799, An Act to Report Gender Wage Gaps**.

This bill requires employers with at least one employee within Maine and at least 250 employees in the United States to provide an annual report of the median hourly rate of pay for their male, female and nonbinary employees, along with the gender wage gap between them.

According to the Maine Development Foundation's 2024 Measures of Growth report, in 2023, the median earnings of women in Maine was \$52,457. This equates to 85% of the \$61,430 median earnings men in Maine make.

The report goes on to state that for every \$6 earned by Maine men, Maine women earned about \$5 for full-time work. While some of this discrepancy is because of the differing wages various occupations have that are disproportionately filled by women, it doesn't fully answer why this gap exists.

In recent years, women's earnings as a percentage of men's earnings in Maine have improved, from 76% in the 2000s to 81% in the 2010s. While this is a great improvement, we need to continue on our trend toward pay equity.

On March 25, our nation will observe Equal Pay Day – a reminder that we still have much work to do. I am hopeful that this bill will help all Maine workers achieve pay equity based on their qualifications and experience, regardless of their gender.

There is an opportunity for us here in Maine to become the first state to eliminate its gender pay gap, further enticing workers to come here and build their lives. By asking employers to confront the gender pay gaps that exist within their own workplaces each year, we have more chances to set a precedent of paying all Maine workers equitably.

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