

**Testimony of Jake Lachance**  
**Government Relations Specialist**  
**Maine State Chamber of Commerce**  
**Before the Joint Standing Committee on Labor**  
**In Opposition to LD 941, "An Act Requiring Employers to Disclose Wage Ranges in Job Postings"**

Sen. Tipping, Rep. Roeder, and members of the Joint Standing Committee on Labor, my name is Jake Lachance, and I am a Government Relations Specialist for the Maine State Chamber of Commerce, which advocates for over 5,000 large and small businesses across the State of Maine. Today, I am speaking in respectful opposition to this bill, LD 941 "An Act Requiring Employers to Disclose Wage Ranges in Job Postings".

First, I would like to thank Representative Archer and the co-sponsors for their thoughtful consideration in crafting this proposal. We especially appreciate the inclusion of meaningful flexibility—such as allowing employers to pay outside of the posted range when acting in good faith. That nuance acknowledges the complexities employers face in a constantly shifting labor market.

That said, we have concerns about the broader impact of a blanket mandate for wage range disclosure across all industries. Sectors that rely heavily on tips and commissions—such as hospitality, retail, and sales—do not always have static or easily predictable wage structures. For these industries, a required wage range in a job posting may be difficult to accurately estimate and could unintentionally mislead applicants or discourage them from applying altogether.

Moreover, we believe decisions about how to advertise for open positions, including whether to include compensation information or not, should remain with the employer. Business owners are in the best position to determine what is advantageous for attracting talent in their specific field and community. One-size-fits-all requirements may limit that flexibility and unintentionally penalize those trying to respond dynamically to market conditions.

We support transparency and fair pay practices, but we encourage the committee to consider whether this bill, as written, provides enough adaptability for the unique needs of different industries.

Thank you again for the opportunity to share these views, and for your work on this issue. I am happy to answer any questions you may have.