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***Testimony of Rep. Marshall Archer introducing
LD 941, An Act Requiring Employers to Disclose Wage Ranges in Job Postings
Before the Joint Standing Committee on Labor***

Good afternoon, Sen. Tipping, Rep. Roeder and my colleagues of the Labor Committee. My name is Marshall Archer, and I represent House District 129, which is part of Saco.

I am here today to introduce LD 941, a commonsense measure that promotes fairness, transparency and economic empowerment in our workforce. This bill would require employers with 10 or more employees to disclose wage ranges in any public or online job posting for positions in our state.

Why is this necessary? Because transparency in pay benefits both workers and employers. For too long, job seekers have faced uncertainty when applying for positions, often spending hours preparing applications and attending interviews only to learn that the compensation offered does not align with their expectations or financial needs – wasting valuable time and resources by both the employer and job seeker. By requiring a good-faith wage range in job postings, we ensure that workers can make informed decisions about their careers, and employers can attract the right talent from the start.

Importantly, this bill recognizes the realities of hiring. While employers must disclose a wage range, they retain flexibility and can still offer pay outside of the posted range based on experience, education and market conditions. This is a balanced approach that protects businesses while increasing transparency for job seekers.

Additionally, this bill aligns with national trends. Many states have already adopted wage transparency policies, and studies show that these measures help close pay gaps, improve workplace morale and reduce turnover. When workers know they are being paid fairly, businesses benefit from increased trust and productivity.

Enforcement of this bill will be handled by the Department of Labor, ensuring that compliance is straightforward and fair. Any violation carries a modest penalty of up to \$500, emphasizing accountability without overburdening businesses.

Colleagues, this bill is about honesty, fairness and opportunity. It ensures that job seekers have the information they need to make the best choices for their futures, while businesses benefit from a more efficient and transparent hiring process.

I urge you to support LD 941 and stand with Maine's workers, businesses and economic growth.

Thank you.