

Bailey Beers
Eddington
LD 54

Dear Senator Mike Tipping, Representative Amy Roeder, and members of the committee.

My name is Bailey Beers, and I currently live in Eddington. I am writing today to ask you to support LD 54 - An Act to Require Employers to Disclose Pay Ranges and Maintain Records of Employees' Pay Histories.

As a young person in the workforce with a broad range of experience in my career field, I find it difficult to know what is a reasonable rate of pay when seeking employment. As someone who tends to be more critical of my own work than anyone else has ever been, if presented with a position and no posted pay range, I may under value my work as an attempt to be offered the job. This may lead to placing myself at the bottom of a pay scale with those just entering the workforce or with limited experience, when my experience and knowledge does not require the same amount of training and assistance as that pay would suggest. Knowing the budgeted pay range, or even better the current employee pay range, would drastically improve my chances as a new employee to be respected at the level that is deserved, both with pay and responsibilities.

This bill would be a much needed improvement to the job search for all young people who may not yet know the value of their experience and knowledge. When the resources for pay ranges can only reference broad geography, without specific data for these type of positions within Maine, it is difficult to know what salary is reasonable to request. There is a frustration that comes with the feeling that the pay does not equal worth as an employee, leading to the loss of workforce in Maine to out-of-state positions. Your support of LD 54 is needed to give Maine residents the chance to ask for the proper compensation for their time, experience, and education and can improve our workforce overall.

Thank you for your time and consideration.