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THE MAINE SENATE
131st Legislature

3 State House Station
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Testimony of Senator Dave LaFountain

LD 936, An Act to Require Disclosure of Pay Ranges in Job Postings

before the Joint Standing Committee on Labor and Housing

March 21, 2023

Senator Tipping and honorable members of the Joint Standing Committee on Criminal Justice and Public Safety, my name is Dave LaFountain. I have the honor of representing the good people of Senate District 16, including the towns of Albion, Fairfield, Oakland, Waterville, and my hometown of Winslow. Today, I am here to speak in support of **LD 936, “An Act to Require Disclosure of Pay Ranges in Job Postings.”**

This bill would enable potential employees to get a fair shake in an evolving job market. Sometimes, well qualified candidates apply for jobs where the title sounds worthy of their skills, but the pay range doesn’t match up. In addition to assisting candidates in their job search, this proposed transparency is one step forward in the fight to close the gender pay gap. In 2022¹, women earned 82% of what their male counterparts earned for the same work. Same experience, same qualifications, same if not better output, for nearly 4/5 of the pay.

Posting your range of pay on a job application shouldn’t be viewed as burdensome, as some might say. It simply allows all candidates to play on an even playing field. It also allows employers to recruit, interview, hire, and retain quality employees who perform exceptionally. Currently, there are laws on the books that prohibit the transparency that we are seeking with LD 936.

If we are to continue progress on developing a robust workforce here in Maine, we can’t hide behind laws that decrease transparency when it comes to something as concrete as employment. I urge this committee to vote Ought to Pass, and allow candidates seeking jobs to know exactly what they’re applying for.

Thank you Representative Roeder for submitting this bill, and I’m happy to answer any questions from the committee.

*Chair, Inland Fisheries and Wildlife Committee * Criminal Justice and Public Safety Committee
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¹ <https://www.pewresearch.org/fact-tank/2023/03/01/gender-pay-gap-facts/>