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***Testimony of Representative Laurie Osher in support of  
LD 936: An Act to Require Disclosure of Pay Ranges and Record Keeping of Pay History  
Before the Joint Standing Committee on Labor and Housing***

Senator Tipping, Representative Roeder, and honorable members of the Labor and Housing Committee. I am Laurie Osher and I represent District 25, the majority of Orono. Thank you for providing me the opportunity to express my support for **LD 936: An Act to Require Disclosure of Pay Ranges and Record Keeping of Pay History**.

Including salary information in job advertisements will help to ensure that the hiring process by Maine companies is more transparent and more fair. I support this bill because posting salary ranges with job announcements is widely considered a best practice for diversity, equity, and inclusion (DEI). Salary transparency helps ensure that employees are not underpaid or overpaid based on factors such as race, gender, or other characteristics that should not impact pay.

Maine Labor law has prohibited potential employers from asking job applicants about their salary history since 2019. You can find that in Title 26, Chapter 7, Subchapter 2, 628-A-2. That law was enacted because social scientists had demonstrated that employers were offering compensation based on the applicant's previous earnings, not based on the wages being paid to other employees doing the same job in their company.

I support this bill because I've experienced and witnessed salary discrepancy in too many workplaces, including here in Maine. It's unfair, and here in Maine it isn't the way our citizens's economic life should be.

I support this bill because I would like Maine to join the cities, counties and other states that have enacted this salary transparency law.