



132nd MAINE LEGISLATURE

FIRST REGULAR SESSION-2025

Legislative Document

No. 54

H.P. 18

House of Representatives, January 8, 2025

**An Act to Require Employers to Disclose Pay Ranges and Maintain
Records of Employees' Pay Histories**

Received by the Clerk of the House on January 6, 2025. Referred to the Committee on Labor pursuant to Joint Rule 308.2 and ordered printed pursuant to Joint Rule 401.

A handwritten signature in cursive script that reads "Robert B. Hunt".

ROBERT B. HUNT
Clerk

Presented by Representative ROEDER of Bangor.

1 **Be it enacted by the People of the State of Maine as follows:**

2 **Sec. 1. 26 MRSA §622-A** is enacted to read:

3 **§622-A. Pay transparency**

4 This section governs disclosure and record keeping by employers of employee pay
5 information.

6 **1. Definitions.** As used in this section, unless the context otherwise indicates, the
7 following terms have the following meanings.

8 A. "Posting" means a solicitation that is intended to recruit employment applicants for
9 a specific available position and that includes qualifications for desired applicants,
10 including recruitment done directly by an employer or indirectly through a 3rd party.
11 "Posting" includes postings made electronically or with a printed hard copy.

12 B. "Range of pay" means the range of pay that an employer anticipates relying on in
13 setting wages for a position, including, but not limited to, reference to:

- 14 (1) Any applicable pay scale;
15 (2) A previously determined range of wages for the position;
16 (3) The actual range of wages for those currently holding equivalent positions; or
17 (4) The budgeted amount for the position.

18 **2. Employer with 10 or more employees.** An employer that has 10 or more
19 employees shall ensure that a posting includes a statement that lists the prospective range
20 of pay the employer will offer to a successful applicant.

21 **3. Pay disclosure; records.** Upon the request of an employee, an employer shall
22 disclose the range of pay the employer offers for the position the employee holds. An
23 employer shall maintain a record of each position held by an employee and the pay history
24 of the employee in each position for the duration of the employee's employment with the
25 employer and for 3 years after the termination of the employee's employment.

26 **SUMMARY**

27 This bill requires an employer with 10 or more employees to include on a job posting
28 a statement that lists the prospective range of pay the employer will offer to a successful
29 applicant. The bill also requires an employer, upon request of an employee, to disclose the
30 range of pay it offers for the position the employee holds and requires the employer to
31 maintain a record of each position held by an employee and the employee's pay history
32 during the employee's employment and for 3 years after the employee's termination of
33 employment.