

MAINE STATE LEGISLATURE

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SAR
ROS

L.D. 54

Date: 5/9/25 MAJORITY

(Filing No. H-136)

LABOR

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STATE OF MAINE HOUSE OF REPRESENTATIVES 132ND LEGISLATURE FIRST SPECIAL SESSION

COMMITTEE AMENDMENT "A" to H.P. 18, L.D. 54, "An Act to Require Employers to Disclose Pay Ranges and Maintain Records of Employees' Pay Histories"

Amend the bill in section 1 in §622-A in subsection 1 in paragraph B by inserting at the end a new blocked paragraph to read:

"Range of pay" does not include compensation that is based solely on commission.'

Amend the bill in section 1 in §622-A in subsection 2 in the last line (page 1, line 20 in L.D.) by striking out the following: "applicant," and inserting the following: 'applicant unless the position that is the subject of the posting is compensated solely on the basis of commission, in which case the required posted statement must indicate that the compensation for the position is based solely on commission.'

Amend the bill by inserting after section 1 the following:

'Sec. 2. Appropriations and allocations. The following appropriations and allocations are made.

LABOR, DEPARTMENT OF

Regulation and Enforcement 0159

Initiative: Provides ongoing funds for one Labor and Safety Inspector position and provides funding for related All Other costs to enforce the requirement that employers disclose pay ranges and maintain records of employees' pay histories.

GENERAL FUND	2025-26	2026-27
POSITIONS - LEGISLATIVE COUNT	1.000	1.000
Personal Services	\$75,336	\$103,880
All Other	\$6,065	\$8,087
GENERAL FUND TOTAL	<u>\$81,401</u>	<u>\$111,967</u>

COMMITTEE AMENDMENT

1 Amend the bill by relettering or renumbering any nonconsecutive Part letter or section
2 number to read consecutively.

3 **SUMMARY**

4 This amendment, which is the majority report of the committee, amends the bill to
5 exempt compensation based solely on commission from the definition of "range of pay"
6 and authorizes employers to satisfy the required range of pay posting for positions
7 compensated based solely on commission by providing a statement to applicants that the
8 position is compensated based solely on commission.

9 **FISCAL NOTE REQUIRED**

10 (See attached)

**132nd MAINE LEGISLATURE****LD 54****LR 106(02)****An Act to Require Employers to Disclose Pay Ranges and Maintain Records of Employees' Pay Histories****Fiscal Note for Bill as Amended by Committee Amendment "A" (H-136)****Committee: Labor****Fiscal Note Required: Yes**

Fiscal Note

	FY 2025-26	FY 2026-27	Projections FY 2027-28	Projections FY 2028-29
Net Cost (Savings)				
General Fund	\$81,401	\$111,967	\$116,018	\$120,228
Appropriations/Allocations				
General Fund	\$81,401	\$111,967	\$116,018	\$120,228

Fiscal Detail and Notes

This bill includes ongoing General Fund appropriations of \$81,401 in fiscal year 2025-26 and \$111,967 in fiscal year 2026-27 to the Department of Labor for one Labor and Safety Inspector position and related All Other to enforce the requirements in this bill that relate to the disclosure of pay information and the maintaining of pay histories for its employees. This fiscal note assumes an effective date of October 1, 2025.