

MAINE STATE LEGISLATURE

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132nd MAINE LEGISLATURE

FIRST REGULAR SESSION-2025

Legislative Document

No. 941

H.P. 606

House of Representatives, March 11, 2025

An Act Requiring Employers to Disclose Wage Ranges in Job Postings

Received by the Clerk of the House on March 5, 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 ARCHER of Saco.
Cosponsored by Representatives: JULIA of Waterville, MACIAS of Topsham, ROEDER of Bangor, Senator: TIPPING of Penobscot.

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

2 **Sec. 1. 26 MRSA §600-C** is enacted to read:

3 **§600-C. Posting of wage ranges**

4 **1. Wage range disclosure requirement.** An employer that employs 10 or more
5 employees shall include a range of prospective wages in any public or Internet job posting
6 for a position of employment in the State. The wage range must reflect the employer's good
7 faith estimate of the compensation that the employer reasonably expects to pay an
8 employee filling the position at the time of posting.

9 **2. Advisory nature of posting.** A wage range posted pursuant to subsection 1 is
10 advisory and not binding on the employer. An employer acting in good faith may pay
11 compensation for a position outside of the wage range posted for the position based upon
12 factors such as market conditions or the experience or education of the employee.

13 **3. Enforcement.** The Department of Labor shall enforce this section.

14 **4. Violations.** A person that violates this section is subject to a penalty not to exceed
15 \$500.

16 **SUMMARY**

17 This bill requires an employer that employs 10 or more employees to include a wage
18 range in any job posting for a position of employment in the State. An employer acting in
19 good faith may pay an employee a wage different than the wage range based upon factors
20 such as market conditions or the experience or education of the employee.