

MAINE STATE LEGISLATURE

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LAWS
OF THE
STATE OF MAINE

AS PASSED BY THE

ONE HUNDRED AND THIRTY-SECOND LEGISLATURE

SECOND REGULAR SESSION
JANUARY 7, 2026 to APRIL 29, 2026

THE GENERAL EFFECTIVE DATE FOR
SECOND REGULAR SESSION
NONEMERGENCY LAWS IS
JULY 29, 2026

PUBLISHED BY THE REVISOR OF STATUTES
IN ACCORDANCE WITH THE MAINE REVISED STATUTES,
TITLE 3, SECTION 163-A, SUBSECTION 4.

Augusta, Maine
2026

may, but is not required to, adopt the model policies and guidance or an amendment to the model policies and guidance published by the Attorney General pursuant to Title 5, section 200-O, subsection 1.

Sec. 5. 27 MRSA §109-A is enacted to read:

§109-A. Limited authority of certain libraries to consent for entry into nonpublic areas and to access records

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

A. "Law enforcement officer" has the same meaning as defined in Title 16, section 638, subsection 2 and includes a "federal officer" as defined in Title 25, section 1502-A, subsection 1.

B. "Nonpublic area" means an area of a building or facility that the public is not free to enter or access and includes a restricted access area within a building or facility that is otherwise predominately open to the public. "Nonpublic area" also includes all otherwise public areas within a building or facility during any time that the building or facility is closed for operation.

C. "Protected patron record" means a record maintained by a state library or public library that is confidential pursuant to section 121, subsection 1.

D. "Public library" has the same meaning as in section 110, subsection 10.

E. "State library" means the Maine State Library; the Law and Legislative Reference Library; and a library of the University of Maine System, the Maine Community College System and the Maine Maritime Academy.

2. Voluntary consent for entry into nonpublic areas prohibited. A person acting on behalf of a state library may not provide voluntary consent permitting a law enforcement officer to enter a nonpublic area of the state library for immigration enforcement purposes.

3. Voluntary consent to access protected patron records prohibited. A person acting on behalf of a state library may not provide voluntary consent permitting a law enforcement officer to access protected patron records for immigration enforcement purposes. This subsection may not be construed to prevent a person acting on behalf of a state library from disclosing protected patron records in response to a request from a law enforcement officer to the extent that the disclosure is required by a court order or by state or federal law.

4. Mandatory compliance activities. Notwithstanding subsection 2, if a state library is required by federal law to permit a law enforcement officer to inspect specific records other than protected patron records or to conduct interviews regarding the eligibility of noncitizens to work in the United States;

A. The state library shall designate a nonpublic area within the state library where law enforcement officers may conduct these inspections and interviews; and

B. The state library may permit law enforcement officers to access a specific location to verify eligibility for employment if federal law requires that law enforcement officers be provided access to that specific location within the state library when conducting these inspections and interviews.

5. Required policy and guidance. Each state library shall adopt the model policies and guidance published by the Attorney General under Title 5, section 200-O or establish equivalent policies and guidance as required by Title 5, section 200-O, subsection 2.

6. Violation; exceptions. Prior to the date that a state library adopts, or is required to adopt, whichever is earlier, a policy and guidance pursuant to Title 5, section 200-O, subsection 2, a person acting on behalf of the state library does not violate subsection 2 or subsection 3 if the person provides voluntary consent permitting a law enforcement officer to enter a nonpublic area of a state library or to access protected patron records for immigration purposes and if the person is acting in good faith.

7. Other public libraries. A public library that is not subject to subsection 5 may, but is not required to, adopt the model policies and guidance or an amendment to the model policies and guidance published by the Attorney General pursuant to Title 5, section 200-O, subsection 1.

See title page for effective date.

CHAPTER 771

H.P. 18 - L.D. 54

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

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

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

§622-A. Pay transparency

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

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

A. "Posting" means a solicitation that is intended to recruit employment applicants for a specific available position and that includes qualifications for

desired applicants, including recruitment done directly by an employer or indirectly through a 3rd party. "Posting" includes postings made electronically or with a printed hard copy.

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

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

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

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

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

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 -	0.000	1.000
LEGISLATIVE COUNT		
Personal Services	\$0	\$75,336
All Other	\$0	\$6,065
GENERAL FUND TOTAL	\$0	\$81,401

See title page for effective date.

CHAPTER 772

S.P. 874 - L.D. 2155

An Act to Exempt, for Licenses Issued Prior to December 21, 2025, Persons Holding a Majority Ownership Interest from the Restriction on the Number of Manufacturing Facility Licenses and On-premises Retail Licenses

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

Sec. 1. 28-A MRSA §1355-A, sub-§2-C is enacted to read:

2-C. Grandfathering of certain licenses issued prior to December 21, 2025. The bureau may not suspend, revoke or refuse to renew a license issued under this section or chapter 43 that was initially issued prior to December 21, 2025 solely on the basis that the person or persons holding a majority ownership interest in the licensed manufacturing facility were determined by the bureau after the license was initially issued to hold a majority ownership interest in more than the allowable number of on-premises retail licenses issued under chapter 43 if the on-premises retail licenses issued under chapter 43 were also initially issued prior to December 21, 2025.

A license grandfathered pursuant to this subsection may not be sold, transferred or otherwise conveyed.

See title page for effective date.

CHAPTER 773

H.P. 223 - L.D. 323

An Act to Fund Staff Support for the State Board of Education

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

Sec. 1. Appropriations and allocations. The following appropriations and allocations are made.

EDUCATION, STATE BOARD OF

State Board of Education 0614

Initiative: Provides one-time funds for the State Board of Education to contract for staffing services. Funds may not be used to establish or fund a permanent position.

GENERAL FUND	2025-26	2026-27
All Other	\$0	\$25,000