

# MAINE STATE LEGISLATURE

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STATE OF MAINE  
132<sup>ND</sup> LEGISLATURE  
SECOND REGULAR SESSION



Disposition of bills and summaries of all laws enacted or finally passed

**JOINT STANDING COMMITTEE ON  
LABOR**

May 2026

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**JOINT STANDING COMMITTEE ON  
LABOR**

**LD 54 An Act to Require Employers to Disclose Pay Ranges and Maintain Records of Employees' Pay Histories**

Public Law 2025, chapter 771 requires an employer with 10 or more employees to include on a job posting a statement that lists the prospective range of pay the employer will offer to a successful applicant. The law exempts compensation based solely on commission from the definition of “range of pay” and authorizes employers to satisfy the required range of pay posting for positions compensated based solely on commission by providing a statement to applicants that the position is compensated based solely on commission.

Public Law 2025, chapter 771 also requires an employer, upon request of an employee, to disclose the range of pay the employer offers for the position the employee holds and requires the employer to maintain a record of each position held by an employee and the employee’s pay history during the employee’s employment and for three years after the employee’s termination of employment.

**LD 61 An Act to Regulate Employer Surveillance to Protect Workers**

Public Law 2025, chapter 524 provides that an employer may use employer surveillance only if the employer informs the employee before beginning employer surveillance. The law requires that a written notice that the employer engages in employer surveillance is given to current employees at least once per calendar year.

Public Law 2025, chapter 524 prohibits an employer from using audiovisual monitoring in an employee’s residence or personal vehicle or on the employee’s property and provides that an employee can decline a request by an employer to install data collection or transmission applications on the employee’s personal electronic devices for the purposes of employer surveillance. The law provides an exemption from the audiovisual monitoring restriction for employers who require audiovisual monitoring in the employee’s residence or personal vehicle or on the employee’s property for duties of the job and provides an exemption for the use of surveillance in personal care services settings.

Public Law 2025, chapter 524 also requires that an employer notify a prospective employee during the interview process that the employer engages in employer surveillance.

Public Law 2025, chapter 524 was finally enacted in both the House and Senate prior to the adjournment sine die of the First Special Session in 2025 but was not signed by the Governor. Pursuant to the Constitution of Maine, Public Law 2025, chapter 524 became law without the Governor’s signature on January 11, 2026.

**LD 522 Resolve, Directing the Permanent Commission on the Status of Women to Study the Extent of Workforce Gender Segregation in the State**

Resolve 2025, chapter 163 directs the Permanent Commission on the Status of Women to study the extent of occupational and workforce segregation by gender in the State and assess any