

# 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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**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

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disparities in safety or compensation related to that segregation. The commission is required to submit a report based on its findings by December 1, 2027 to the Secretary of State and the joint standing committee of the Legislature having jurisdiction over labor matters. The joint standing committee may report out legislation to the Second Regular Session of the 133rd Legislature.

**LD 579 An Act to Include Certain Nurses Under the 1998 Special Plan for Retirement**

Public Law 2025, chapter 747 adds to the 1998 Special Plan for retirement persons in the employment of the Department of Health and Human Services on October 1, 2026 or hired thereafter who have the job classification of Nurse I, Nurse III, Hospital Nurse II, Hospital Nurse III, Hospital Nurse IV or Licensed Practical Nurse.

**LD 669 An Act to Provide a Death Benefit for Department of Transportation Workers**

Public Law 2025, chapter 749 adds Department of Transportation employees who die while performing official duties to the list of eligible persons whose families may receive a death benefit payment. The law removes the requirement in prior law that the Department of Administrative and Financial Services adopt rules to calculate the annual percentage increase in the death benefit. The law also requires the State to pay a death benefit in the amount of \$100,000 each to the families of Department of Transportation employees James Brown and Dwayne Campbell, who died January 13, 2026.

**LD 703 An Act to Establish a Health Care Gap Year Program for Recent College Graduates**

Public Law 2025, chapter 751 provides \$200,000 in one-time funds for fiscal year 2026-27 for a health care gap year program that incentivizes recent college graduates to work in critical health care positions, particularly in underserved and rural communities.

**LD 725 Resolve, Directing the Efficiency Maine Trust to Study the Quality of Jobs It Creates in Consultation with an Advisory Group**

Resolve 2025, chapter 154 directs the Efficiency Maine Trust to study, within existing resources, the quality of jobs created due to projects funded by the trust. The law directs the trust to convene an advisory group to inform and consult on the development of a survey and to assist in the analysis of the survey results. The findings of the survey must be used to develop the findings and recommendations of the study. The law also requires the director of the trust to submit a report to the joint standing committee of the Legislature having jurisdiction over labor matters setting forth the findings and recommendations of the study and authorizes the committee to report out legislation related to the report to the 133rd Legislature in 2027.