Maine Forest Products Council

The voice of Maine's forest economy

Testimony in Opposition to LD 941

"An Act Requiring Employers to Disclose Wage Ranges in Job Postings"

Thursday, March 25

Patrick Strauch, Executive Director

Senator Tipping, Representative Roeder, and members of the Labor Committee; my name is Patrick Strauch, and I serve as Executive Director of the Maine Forest Products Council. I am providing testimony today in opposition to LD 941, "An Act Requiring Employers to Disclose Wage Ranges in Job Postings."

For 65 years, the Maine Forest Products Council has served as the voice of Maine's forest economy, representing more than 300 members from all facets of the forest products industry. Our members include pulp and paper mills, sawmills, secondary wood processors, foresters, loggers and truckers. We also represent commercial landowners managing more than 8 million acres of forestland.

The Labor and Housing Committee worked on a similar piece of legislation during the 131st Legislature, as well as earlier this session when it heard LD 54. These bills require an employer to include a wage range in any job posting for a position of employment in Maine. Although LD 941 states that the amount listed in a range disclosure is only advisory, failure to include this information in a job posting would subject an employer to a $500 fine.

Maine continues to struggle with a workforce shortage and the forest products industry is not immune to this issue. In order to attract quality workers, our member organizations negotiate with perspective employees as much as possible to provide a work schedule and salary that works for them while still meeting the needs of the business. The agreed upon pay may vary from employee to employee based subject expertise, years employed within the industry, and other factors discussed within the interview process.

When employers post job opportunities, they want to attract individuals who are interested in the job duties and not folks who are applying solely for the expected pay. In turn, employers don't want to discourage individuals from applying for a position if the advertised pay range is lower than their desired salary. Lastly, businesses don't want to cause discord with current employees if they think a new hire may be paid more based on a posted pay range without knowing all the factors used in determining someone's salary.

LD 941 sets into Maine law another layer of hiring procedure policies and costly violations if an employer mistakenly omits disclosing a pay range in any job posting. This bill appears to be a solution in search of a problem and worse yet, another example of Maine employers being faced with costly civil violations if the process is not followed exactly as outlined in law.

The Maine Forest Products Council does not believe that this legislation is needed and respectfully requests that the Committee vote 'Ought Not to Pass' on LD 941.

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