ENGAGE PEO

Client Alert
Maine Enacts Wage Transparency Law

WHAT'S NEW: Maine recently enacted a pay transparency law which will go into effect on **July 29, 2026.**

WHAT IT MEANS:

Employers with 10 or more employees are subject to the following requirement:

- **Job Postings:** Employers must include a prospective range of pay in all job postings. If the position is compensated solely on commission, the posting must indicate as such.

All employers are subject to the following requirements:

- **Disclosure:** Upon an employee's request, an employer must disclose the range of pay the employer offers for the employee's position.
- **Records:** An employer must maintain records of an employee's positions and pay histories for the duration of the employee's employment and for 3 years after separation of employment.

"Postings" (electronic and hard copy) include solicitations intended to recruit employment applicants and apply whether the recruiting is done by the employer or through a third party. "Range of Pay" includes the pay range that an employer expects to rely on when setting wages for a position, including any applicable pay scale, a previously determined pay range for the position, the actual ranges for those currently holding similar positions, or the budgeted amount for the position.

WHAT EMPLOYERS SHOULD DO:

Clients with employees in Maine or planning to recruit there should review their current pay policies and practices and focus on the following:

- Review, update and reconcile, as necessary, all pay bands and ranges for existing positions.
- Review and revise all job posting templates to require inclusion of a range of pay.
- Review and update record and retention policies pertaining to employee pay.
- Train management on the new requirements.

If you have any questions, please contact your HR Business Partner/Consultant.