

Maine Enacts Pay Transparency Law

On April 24, 2026, Maine enacted a [law](#) that requires covered employers to include a range of pay in job postings, disclose the range of pay upon request and maintain pay history records. The law takes effect on **July 29, 2026**.

Overview of the New Law

Under the new law, employers with **10 or more employees** must include a prospective range of pay in all job postings (including physical and electronic postings and recruitment done indirectly through a third party).

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 any applicable pay scale, a previously determined range of wages for the position, the actual range of wages for those holding equivalent positions, or the budgeted amount for the position (but does not include compensation based solely on commission).

In addition, upon an employee's request, employers must disclose the range of pay the employer offers for such employee's position.

Employers must also maintain a record of each position held by an employee and the employee's pay history for the duration of their employment and **three years** thereafter.

Employer Takeaways

Employers may take steps now to prepare to comply with the new law, such as reviewing and updating job postings, establishing a methodology for determining compensation ranges, updating recordkeeping practices, and ensuring that the appropriate parties (such as HR) are trained on their obligations under the law.

Highlights

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July 29, 2026

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