

## **MAINE**

### **NEW LAW: Maine Passes Salary History Ban and Pay Transparency Laws**

On April 12, 2019, Maine Governor Janet Mills signed [An Act Regarding Pay Equality](#) into law. With this new law, Maine has joined the growing list of states who have implemented a salary history ban. The new law goes into effect on September 17, 2019.

Under the new law, starting September 17th, Maine employers will be prohibited from:

- asking job applicants about their compensation history until after a job offer has been negotiated and made, including all terms of compensation.
- directly asking a job applicant's current or former employer for salary history information.
- relying on the applicant's salary history in determining salary, benefits, or other compensation during the hiring process or negotiation of an employment contract.

In order to prepare for this new law, it is recommended that Maine employers do the following:

- Review all hiring documents (e.g. job applications, interview questions, etc.) and remove all salary history questions.
- Train managers not to ask about an applicant's pay history during the pre-employment process (i.e. when they are screening or interviewing applicants).
- Stop asking for or providing salary history information during reference checks.

In addition to the salary history ban, the new law also prohibits employers from preventing current employees from discussing their own wages or the wages of another employee.

In order to prepare for this new law, it is recommended that Maine employers do the following:

- Remove any prohibitions about salary discussions by employees from written policies.
- Train managers not to prohibit salary discussions amongst employees.