

# MAINE STATE LEGISLATURE

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1

L.D. 525

2

(Filing No. S- 312)

3

STATE OF MAINE

4

SENATE

5

111TH LEGISLATURE

6

SECOND REGULAR SESSION

7

COMMITTEE AMENDMENT " A " to S.P. 170,

8

L.D. 525, Bill, "AN ACT to Clarify the Negotiability

9

of Pay Rates Under the State Employees Labor Relations

10

Act."

11

Amend the Bill in paragraph E, in subparagraph

12

(1) by striking out all of the last underlined para-

13

graph (page 2 lines 28 to 31 in L.D.).

14

Further amend the Bill in paragraph E by insert-

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ing at the end before the statement of fact the fol-

16

lowing:

17

'(4) Nothing is this chapter may be con-

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strued to exclude from the scope of mandato-

19

ry subjects of bargaining rates of pay for

20

particular job classifications and the clas-

21

sification of jobs comprised of the assign-

22

ment or reassignment of a job or group of

23

jobs to an occupational classification which

24

is appropriate for compensation and employ-

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ment purposes, except that:

26

(a) Procedures used for processing indi-

27

vidual employee reclassification re-

28

quests based on a change in duties

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shall be negotiable, but the requests

30

themselves shall not be negotiable; and

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(b) If a compensation plan has been

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agreed on through the bargaining pro-

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cess, the pay grade reallocation of a

34

classification within that compensation

35

plan shall not be made through the bar-

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gaining process on the sole basis of

37

outside market factors, unless the dis-

38

crepancy with a relevant outside market

D. OF R.

COMMITTEE AMENDMENT " A " to S.P. 170, L.D. 525

1 is greater than 2 pay ranges in the  
2 compensation plan.

3 STATEMENT OF FACT

4 Like the original bill, this amendment makes job  
5 classifications and pay rates for particular job  
6 classifications negotiable items. The amendment fur-  
7 ther defines the meaning of job classifications and  
8 adds 2 restrictions on the negotiability of these  
9 items. First, procedures for processing individual  
10 employee reclassification requests would be negotia-  
11 ble, but the requests themselves would not be. Sec-  
12 ond, the pay grade reallocation of a classification  
13 within a compensation plan could not be made through  
14 the bargaining process on the sole basis of outside  
15 market factors, unless the discrepancy is greater  
16 than 2 pay ranges in the compensation plan.

17 6138030784

Reported by Report A by the Committee on LABOR.

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March 13, 1984

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