

# MAINE STATE LEGISLATURE

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# 122nd MAINE LEGISLATURE

## FIRST REGULAR SESSION-2005

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Legislative Document

No. 257

H.P. 196

House of Representatives, January 18, 2005

### **An Act To Require Advance Notice for Decreases in Wage or Salary Levels**

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Submitted by the Department of Labor pursuant to Joint Rule 204.  
Reference to the Committee on Labor suggested and ordered printed.

*Millicent M. MacFarland*  
MILLICENT M. MacFARLAND  
Clerk

Presented by Representative TUTTLE of Sanford.  
Cosponsored by Senator STRIMLING of Cumberland and  
Representatives: CROSBY of Topsham, HUTTON of Bowdoinham, JACKSON of Fort Kent,  
McCORMICK of West Gardiner, TRAHAN of Waldoboro, TWOMEY of Biddeford,  
Senators: COWGER of Kennebec, PERRY of Penobscot.

2 **Be it enacted by the People of the State of Maine as follows:**

4 **Sec. 1. 26 MRSA §621-A, sub-§5 is enacted to read:**

6 5. Change in rate of pay. Payment of wages must be made at  
8 the rate previously established, except that the employer may  
10 decrease the rate of pay if the employer gives advance notice to  
12 all affected employees at least one pay period prior to the  
14 change. Changes of rates of pay made under a collective  
16 bargaining agreement are exempt from this requirement.

#### 12 SUMMARY

14 This bill requires an employer to notify employees at least  
16 a pay period in advance of any decrease in pay. It also provides  
18 an exception for changes made under a collective bargaining  
agreement.