



DEPARTMENT OF LABOR
BUREAU OF LABOR STANDARDS
45 STATE HOUSE STATION
AUGUSTA, MAINE
04333-0045

LAURA A. FORTMAN
COMMISSIONER

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GOVERNOR

WAGE & HOUR DIVISION

MICHAEL ROLAND
DIRECTOR

March 11, 2021

Sean C. Grady
D/B/A Noble Partners, LLC
12 Wellstone Drive
Portland, ME 04103

RE: Violations of 26 MRS, Inspection #446298
Certified Mail: 70151520000109628287

Dear Sean Grady,

When our Inspector, [REDACTED], investigated a complaint of unpaid wages against your business, the following violations of Maine Labor Law were found:

26 MRS §621-A Timely and Full Payment of Wages requires that employees be paid in full, on an established day or date, at regular intervals made known to the employee. The intervals may not exceed 16 days and must include all wages earned to within 8 days of the payment date.

In this case, the employer failed to pay [REDACTED] in a timely and full manner for the week ending 09/27/19. She is owed wages totaling \$1,018.72.

Please send this office proof that the outstanding wages have been paid.

26 MRS §622 Records requires that employers keep a true record showing the date and amount paid to each employee. Every employer shall keep a daily record of the time worked by each such employee. Records required to be kept by this section must be accessible to any representative of the department at any reasonable hour.

In this case, the employer received a certified letter from this department instructing him to meet Inspector [REDACTED] at the Portland Career Center on 03/05/20 at 1PM and to provide all payroll records and time records for 2018 and 2019 on all employees. The employer failed to show for the appointment. The employer subsequently provided only the time records for July-October 2019 and the payroll records for 2019. The employer has not made all records accessible in accordance with this law.

26 MRS §626-A PENALTIES Whoever violates any of the provisions of sections 621-A to 623 or section 626, 628, 629 or 629-B is subject to a forfeiture of not less than \$100 nor more than \$500 for each violation.

- *1 Timely payment of wage violation*
- *24 Payroll record violations 2018 (Corp. established on 01/22/2018 with 24 pay cycles between 01/22/2018 and 12/31/2018)*
- *49 Time record violations in 2018 (49 weeks between 01/22/2018 and 12/31/2018)*
- *22 Time record violations in 2019 (22 employees identified in 2019)*

96 total violations.

The total penalty for the above violation(s) is \$9,600.00.

Make checks payable to the “Treasurer, State of Maine”

The violations identified above will become a final order within fifteen (15) business days from the day it was received unless you request a penalty discussion or file an appeal (see employer options) within the specified time frame listed above.

Employer options (within 15 business days):

If you intend to correct all violations identified and wish to work with the Wage & Hour Division to possibly reduce the penalty amount, you may request a “Penalty Discussion”. This discussion will pertain only to the penalty(s) and not the violation(s). All proposed penalties will be stayed until after the penalty discussion.

Or

You may file a formal appeal of any violation or penalty within fifteen (15) days of receipt of this citation. Please be specific as to what violation(s) or penalty you wish to appeal. If a request for a formal appeal is received, the Director will set a time and date for a “hearing”. The Director will serve as the hearing officer or may assign the appeal to the Administrative Hearings Division within the Department of Labor. The hearing will be at the headquarters of the Bureau or at a place mutually agreeable to the parties. All proposed penalties will be stayed until after the formal appeal is heard.

As the employer, you must respond in writing to the Director of the Bureau, at the address above, within fifteen (15) business days of receipt of this report stating what option you intend to choose. If no response is received within that time frame you accept all citations and any penalties assessed. The citation will become a final order and

payment will be due at that time, made payable to **“Treasurer, State of Maine”** and **mailed to the address at the top of this citation.**

We strongly recommend that any correspondence be sent by certified mail. Failure to correct violations may result in additional penalties for each violation that is not corrected.

If you have questions regarding this citation, you may contact the Bureau of Labor Standards, Wage & Hour Division at (207) 623-7900.

Dates to remember:

Respond in writing, to the Director of the Bureau within fifteen (15) business days of receipt of this citation indicating what option you choose.

Respectfully,



Scott Cotnoir, Director
Wage and Hour Division
Inspection # 446298