



DEPARTMENT OF LABOR  
BUREAU OF LABOR STANDARDS  
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04333-0045

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WAGE & HOUR DIVISION

DIRECTOR

October 28, 2024

Sinceri Senior Living  
D/B/A Bangor Assisted Living LLC  
Attn. Mark Stewart, Executive Director  
9310 NE Vancouver Mall Drive  
Suite 200  
Vancouver, WA 98662

RE: Violations of Title 26 MRS. Inspection #487171

To Whom it May Concern,

When our Inspector contacted your place of business on April 10, 2024 and points thereafter, the following violations of Maine Labor Law were found:

### **Timely and Full Payment of Wages**

Section 621-A of Title 26 MRS, entitled "Timely and Full Payment of Wages", (materially) states:

**1. Minimum frequency and full payment.** At regular intervals not to exceed 16 days, every employer must pay in full all wages earned by each employee, except members of the family of the employer and salaried employees. Each payment must include all wages earned to within 8 days of the payment date. Payments that fall on a day when the business is regularly closed must be paid no later than the following business day. An employee who is absent from work at a time fixed for payment must be paid as if the employee was not absent. ...

**2. Regular payment required.** Wages must be paid on an established day or date at regular intervals made known to the employee. The interval may not be increased without written notice to the employee at least 30 days in advance of the increase.

In this case, the employer failed to pay the following employee in full on the following established pay date:

██████████ was not paid on 01/12/2024 for her work performed between 12/24/2023 and 12/31/2023. The employer did not pay these wages until 105 days later on 04/25/2024.

## **Violations: 1**

## **Penalties**

When assessing fines, the Division generally relies on Section 53 of Title 26, which (materially) states:

...[T]he director may assess a fine against any an employer, officer, agent or other person that violates any provision of chapter 7, subchapters 1 to 4 for each violation of those subchapters. The fine may not exceed \$1,000 or the amount provided in law or rule as a penalty for the specific violation, whichever is less. In addition, the director may order any employer, officer, agent or other person that the director finds is in violation under chapter 7, subchapters 1 to 4 or section 1312 to pay unpaid wages determined to be due, as well as an additional amount equal to twice the amount of unpaid wages as liquidated damages and a reasonable rate of interest. ...The director shall adopt rules to govern the administration of the civil money fine or penalty provisions. The rules must include a right of appeal by the employer and a range of monetary assessments with consideration given to the size of the employer's business, the good faith of the employer, the gravity of the violation and the history of previous violations. ...

The Rules referred to above are entitled: *Chapter 9: Rules Governing Administrative Civil Money Penalties for Labor Law Violations*. Pursuant to these rules, the number of violations will be multiplied by \$1,000. The result will then be reduced if the employer has fewer than 100 employees, no history of previous violations, the employer is not being cited for multiple or grave violations, and the employer has demonstrated “good faith”, all of which are defined in the rules.

Employer size, history, and gravity of the violation are the relevant criterion to the imposition of fines in this case. The employers in this case have an unknown number of employees. As such, we have used the smallest employer size category. This means that, pursuant to Section II (1), the penalty amount in all violations will be reduced by 33.3%. Pursuant to Section II (2), the result will then be reduced by 20% because the employers have no history of previous violations. Pursuant to Section II (3), the result will then be reduced by another 20% because the violation was not grave.

## **Timely and Full Payment of Wages**

The violations for timely and full payment of wages (Section 621-A) is subject to the penalty range set out at Section 626-A, which (materially) states: “Whoever violates any of the provisions of...sections 621-A to 623...is subject to a forfeiture of not less than \$100 nor more than \$500 for each violation.”

In this case, there was 1 violation. Chapter 9 Rules require us to start at \$1,000. The \$1,000 figure is then reduced by 33% for employer size, resulting in a penalty amount of \$667.00. The penalty

is then reduced by 20% because the employers have no history of previous violations, resulting in a penalty amount of \$533.60. The penalty is then reduced by another 20% because the violation was not grave, resulting in a **total penalty amount of \$426.88 for violation in this category.**

## **Liquidated Damages, and Interest**

Section 53 of Title 26 M.R.S. authorizes the Director to order an employer to pay wages, liquidated damages and interest:

In addition, the director may order any employer, officer, agent, or other person who the director finds in violation under sections 625-B, 626-A, 654, 670, or 1312, to pay unpaid wages determined to be due, as well as an additional amount equal to twice the amount of unpaid wages to any employee as liquidated damages and a reasonable rate of interest.

In this case, the employers failed to pay the employee \$731.42 on the established pay date of 01/12/2024. The employers paid the employee 105 later on 04/25/2024. The employers **owe the employee an additional \$1,462.84 in liquidated damages.**

The interest in this case is calculated at 10.88% per year, the same rate used in Kennebec County Superior Court. We multiply the 10.88% interest by \$1,462.84 liquidated damages, resulting in \$159.157 total annual interest. We then divide that amount by 365 days, resulting in a total amount of \$0.436 daily interest. The daily interest is then multiplied by the 105 days that the wages went unpaid, **the result is a total interest amount of \$45.78 owed to the worker.**

## **Appeals and Settlements**

**The total penalty for the above violation is \$426.88. Please make checks payable to “Treasurer, State of Maine” and mail to the address at the top of this letter.**

**The total liquidated damages and interest owed to the worker for the above violation is \$1,508.62. Payment must be made directly to the worker and proof of payment submitted to the Wage and Hour Division.**

Pursuant to Section 53 of Title 26, you have the right to appeal this citation. The Bureau’s appeals process is set out in Section III of the Chapter 9 Rules.

If you choose to file an appeal of any violation or penalty, you must do so within fifteen (15) business days of receipt of this notice. The appeal must be submitted in writing to the Commissioner. The employer may request the appeal by U.S. mail, hand delivery, or email. If you file an appeal, be specific as to which violation(s) or penalties you wish to appeal. If a request for a formal appeal is received timely, a hearing will be scheduled. The Commissioner may serve as the hearing officer or assign the appeal to a qualified hearing officer. The hearing will be at the headquarters of the Bureau or at a place mutually agreeable to the parties. The hearing may be held telephonically or by remote video, at the discretion of the hearing officer. All proposed penalties will be stayed until after the formal appeal is heard.

If no response is received within the designated timeframe, you accept all citations and any penalties assessed. The notice will become a final order and payment will be due at that time.

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.

You may approach the Bureau to negotiate a settlement to waive the violations or penalties at any time during this process. However, settlement negotiations will not affect the deadline to appeal.

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

Respectfully,

A handwritten signature in black ink that reads "Scott R. Cotnoir". The signature is written in a cursive, slightly slanted style.

Scott Cotnoir, Director  
Wage and Hour Division  
Inspection #487171