

Settlement Agreement between the Maine Department of Labor and
Ambidextrous, Inc. and Kevin Allen, Owner
Inspection #485632

This Agreement is entered into by and between the Maine Department of Labor, Bureau of Labor Standards and Ambidextrous, Inc. and Kevin Allen (Hereinafter called "EMPLOYERS") to address and resolve violations of Title 26 §664 (3) and §621-A identified during Inspection #485632.

I. RECITALS

Ambidextrous, Inc. is a corporation in good standing authorized to do business in Maine. Kevin Allen is the owner, and he is authorized to bind the corporation and enter into this Settlement Agreement.

II. Acknowledgement and Admission of violations

EMPLOYERS acknowledge and admit to the following 22 violations of Title 26 §664 (3) and §621-A identified on the notice of violation dated December 17, 2024, attached to this agreement.

- §664 (3): 11 violations
- §621-A: 11 violations

III. TERMS of SETTLEMENT

A. Compliance Monitoring

For two (2) years following the execution of this Agreement by the Director, the employers shall provide The Maine Department of Labor, hereinafter called "Agency", access to EMPLOYER'S place(s) of business, records necessary to establish compliance with state and federal wage & hour laws and this Agreement and contact information for employees upon request. EMPLOYERS shall grant AGENCY immediate access to records in the event of an on-site visit and within five (5) calendar days in the event of a telephonic or written request for records under this Paragraph.

B. Employer training (given by agency)

Within sixty (60) days of the Director's execution of this Agreement, EMPLOYERS shall contact the AGENCY'S Chief Labor & Safety Inspector, Bartlett Hutchinson, at 207-623-7951 to schedule training. Within six (6) months of the Director's execution of this Agreement, all of EMPLOYER'S management staff shall attend training hosted by the AGENCY. For purposes of this agreement, management* includes each individual who supervises or will supervise any of EMPLOYER'S employees. EMPLOYERS shall count training as hours worked for anyone in management that may attend.

C. Notices to be posted

EMPLOYERS shall post and will keep posted in a place accessible to the employer's employees the most current versions of each of the following required labor posters:

- Child Labor
- Minimum Wage
- Regulation of Employment
- Whistle Blower's Protection Act
- Sexual Harassment
- Paid Family and Medical Leave
- Video Display Terminals (if applicable)

These posters can be downloaded for free at
<https://www.maine.gov/labor/posters/index.shtml>

D. COMPROMISE OF PENALTIES

EMPLOYERS agree to pay the following wages, liquidated damages, and interest in the specified amounts below within 7 calendar days of the Director's execution of this agreement by submitting a check in the amount of \$294.53 to the AGENCY, made payable to Treasurer, State of Maine. EMPLOYERS will simultaneously provide last known contact information for the employees listed below. AGENCY shall deposit this payment into the Wage Recovery Fund and make its best efforts to make payment of the wages, liquidated damages and interest below to the employees listed below.

Employee Name	Overtime Wages Owed	Liquidated Damages	Interest	Total Amount Owed
[REDACTED]	\$35.07	\$70.14	\$17.70	\$122.91
[REDACTED]	\$30.57	\$61.14	\$16.30	\$108.01
[REDACTED]	\$11.95	\$23.90	\$5.65	\$41.50
[REDACTED]	\$5.54	\$11.08	\$2.68	\$19.30
[REDACTED]	\$0.80	\$1.60	\$0.41	\$2.81
Total	\$83.93	\$167.86	\$42.74	\$294.53

EMPLOYERS agree to make procedural changes to ensure compliance with all of Maine's labor laws. EMPLOYERS acknowledge and admit the violations. In recognition of EMPLOYERS' payment of the outstanding wages, liquidated damages and interest and EMPLOYERS' good faith effort to come into compliance with Maine labor law, the AGENCY agrees to reduce the

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total penalty to the amount of \$1,650.00. EMPLOYERS agree to pay the total penalty by no later than February 1, 2025.

EMPLOYERS acknowledge and understand that by signing this Agreement, in consideration of the reduction in penalties, EMPLOYERS admit to the above violations and waive any right to appeal the determination of violations and the resulting penalties. EMPLOYERS acknowledge that this Agreement constitutes final bureau action and waives any right to appeal this action, including an 80C appeal. EMPLOYERS acknowledge and understand that this Agreement is a public document.

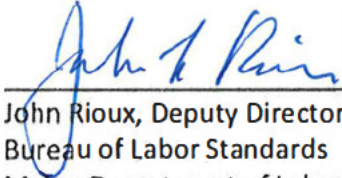
In the event of any breach of this Agreement, AGENCY may enforce the terms of this Agreement in State of Maine Superior Court. In the event of such action, EMPLOYERS retain the right to dispute whether this Agreement has been breached but waives any right to contest the underlying violations and resulting penalties.

IV. Technical assistance

Offer of technical assistance

AGENCY invites EMPLOYERS to contact Chief Labor & Safety Inspector, Bartlett Hutchinson, at 207-623-7951 for confidential technical assistance.

Signature(s)



John Rioux, Deputy Director
Bureau of Labor Standards
Maine Department of Labor

Date:

1/8/2024



Kevin Allen, Owner
Ambidextrous, Inc.

Date:

1/8/2024

