

# Settlement Agreement between the Maine Department of Labor and Bishops Motel. Inspection #487348

This Agreement is entered into by and between the Maine Department of Labor, Bureau of Labor Standards and Bishops Motel, Richard and Penny Gourde (hereinafter called "Employers") to address and resolve violations of Title 26 §§ 771, 773-A and 774 identified during Inspection #487348.

## **I. RECITALS**

Bishops Motel is a corporation in good standing authorized to do business in Maine. Richard and Penny Gourde are the owners, and they are authorized to bind the corporation and enter into this Settlement Agreement.

## **II. Acknowledgement and Admission of violations**

EMPLOYER acknowledges and admits to violations of Title 26 §§ 771, 773 and 774.

## **III. TERMS of SETTLEMENT**

### **A. Compliance Monitoring**

For three (3) years following the execution of this Agreement by the Director, the employers shall provide The Maine Department of Labor, hereinafter called "Agency", access to EMPLOYERS' 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 submit records to AGENCY within five (5) calendar days of a 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 EMPLOYERS' 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 EMPLOYERS' 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
- Video Display Terminals (If applicable)
- Human Trafficking

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

#### **D. COMPROMISE OF PENALTIES**

EMPLOYERS agree to comply with all of Maine's labor laws and specifically agrees to make any necessary procedural changes in order to ensure compliance. EMPLOYERS acknowledge and admit violations of Title 26 §§ 771, 773-A and 774. EMPLOYER agrees to pay a one-time payment of **\$3,000** no later than 14 days after the signing of this Agreement, of which \$2,000 will be allocated to the Wage Recovery Fund for the purposes of education and outreach on child labor matters and the remaining \$1,000 shall be considered penalties; In addition, EMPLOYERS agree to pay **\$1,000 per month** in penalties for seven (7) calendar months, beginning on March 1, 2025. In consideration of these payments, that EMPLOYERS have never previously been cited by AGENCY, and that EMPLOYERS have made changes to prevent future violations, AGENCY withdraws the Citation dated October 21, 2025, in its entirety. EMPLOYERS acknowledge that if any additional child labor violations are found within three years of this agreement, AGENCY shall treat them as a second, knowing and intentional violation, with a penalty starting at \$5,000 per violation.

EMPLOYERS acknowledge and understand that by signing this Settlement Agreement, EMPLOYERS admit to the above violations and waive any right to appeal this determination of violations and the resulting penalties. EMPLOYERS agree that by signing this Settlement Agreement, they withdraw, with prejudice, their pending administrative appeal. EMPLOYERS acknowledge that this Settlement Agreement constitutes final bureau action and waive any right to appeal this action, including an 80C appeal. EMPLOYERS acknowledge and understand that this Settlement Agreement is a public document.

In the event of any breach of this Settlement Agreement, AGENCY may enforce the entire amount of the penalties immediately, along with penalties for any additional violations subsequent to the date of this Agreement in State of Maine Superior Court. In the event of such action, EMPLOYERS retain the right to dispute whether this Settlement Agreement has been breached but waive any right to contest the underlying violations and resulting penalties.

#### **IV. Technical assistance**

##### **Offer of technical assistance**

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

Signature(s) on following page

John Rioux

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

Date: 2/10/2025

Richard I. Gourde Penny Beaulieu

Richard and Penny Gourde, Owners and Authorized  
Representative for Bishops Motel

Date: 2-4-25

