

**Settlement Agreement between the Maine Department of Labor and  
First Atlantic Healthcare  
Inspection #489348**

This Agreement is entered into by and between the Maine Department of Labor, Bureau of Labor Standards and First Atlantic Healthcare (Hereinafter called "EMPLOYER") to address and resolve violations of Title 26 §604 identified during Inspection #489348.

**I. RECITALS**

First Atlantic Healthcare is a corporation in good standing authorized to do business in Maine. Christine Riendeau is the Vice President of Human Resources, and she is authorized to bind the corporation and enter into this Settlement Agreement.

**II. No Admission of Wrongdoing**

EMPLOYER agrees to the terms of this Settlement Agreement but does not admit any wrongdoing or liability as to the violations of Title 26 §604 identified in the notice of violation dated May 7, 2024, attached to this agreement.

**III. TERMS of SETTLEMENT**

**A. Compliance Monitoring**

For two (2) years following the execution of this Agreement by the Director, the employer 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. EMPLOYER 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, EMPLOYER 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 who are located in Maine. EMPLOYER shall count training as hours worked for anyone in management that may attend.

**C. Notices to be posted**

EMPLOYER 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**

EMPLOYER agrees to make procedural changes to ensure compliance with all of Maine's labor laws. EMPLOYER agrees to pay **\$2000.00** in penalties no later than 14 calendar days following the signing of this agreement.

AGENCY agrees to suspend the remaining **\$2000.00** in penalties if EMPLOYER complies with the terms of this Agreement for two years from the date of signing this Agreement.

EMPLOYER acknowledges and understands that by signing this Agreement, in consideration of the suspension in penalties, EMPLOYER withdraws, with prejudice, the pending administrative appeal of these violations and the resulting penalties. EMPLOYER acknowledges that this Agreement constitutes final bureau action and waives any right to appeal this action, including an 80C appeal. EMPLOYER acknowledges and understands that this Agreement is a public document.

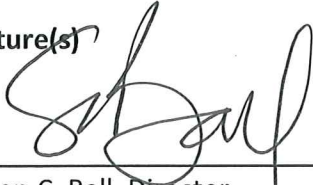
In the event of any breach of this Settlement Agreement, **AGENCY** may enforce the entire amount of the penalties suspended above, along with penalties for any additional violations subsequent to the date of this Agreement in State of Maine Superior Court. In the event of such action, EMPLOYER retains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

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

Offer of technical assistance

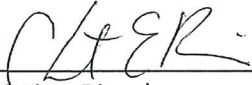
AGENCY invites EMPLOYERS to contact Chief Labor & Safety Inspector, Bartlett Hutchinson, at 207-623-7951 for confidential technical assistance.

Signature(s)



Stephen C. Ball, Director  
Bureau of Labor Standards  
Maine Department of Labor

Date: April 11, 2025



Christine Riendeau  
VP of Human Resources  
First Atlantic Healthcare

Date: April 2, 2025

