

Settlement Agreement between the Maine Department of Labor and River Tap & Grill, LLC, and Steven Armstrong. Inspection #489476

This Agreement is entered into by and between the Maine Department of Labor, Bureau of Labor Standards and River Tap & Grill, LLC, and Steven Armstrong, owner, (hereinafter called "Employers") to address and resolve violations of Title 26 § 621-A during Inspection #489476.

I. RECITALS

River Tap & Grill, LLC, is a corporation in good standing authorized to do business in Maine. Steven Armstrong is the Owner and is authorized to bind the corporation and enter into this Settlement Agreement.

II. Acknowledgement and Admission of violations

EMPLOYERS acknowledge and admit to five violations of Title 26 §621-A as identified in the citation letter dated October 25, 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 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
- Human Trafficking
- 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 comply with all of Maine's labor laws and specifically agree to make any necessary procedural changes in order to ensure compliance. EMPLOYERS acknowledge and admit violations that result in total penalties in the amount of \$2500.00. EMPLOYERS agree to pay \$500.00 of the total penalty and to make payment of the liquidated damages and interest in the amount of \$1534.20 to the employee's last known address no later than 14 calendar days after the signing of this agreement. EMPLOYERS agree to provide proof of payment of the liquidated damages to AGENCY no later than 7 calendar days after payment. If EMPLOYERS are unable to make payment of the liquidated damages and interest, EMPLOYERS shall follow Maine's Unclaimed Property rules. In consideration of these payments and that EMPLOYERS have never previously been cited by AGENCY, AGENCY agrees to suspend the remaining balance of \$2000.00 if EMPLOYERS comply with the terms of this Agreement and have no additional violations of Maine wage and hour laws for two years from the date of the Agreement.

EMPLOYERS acknowledge and understand that by signing this Settlement 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 agree that by signing this Settlement Agreement, they withdraw, with prejudice, their pending administrative appeal of the citation. 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.

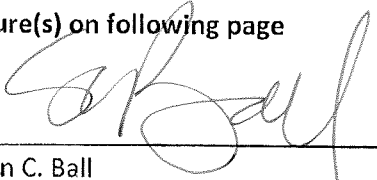
In the event of any breach of this Settlement Agreement, AGENCY may enforce the entire amount of the penalties suspended above, along with penalties for any additional violations subsequent to the date of this Agreement in State of Maine Superior Court. In the event of such action, EMPLOYER retains the 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

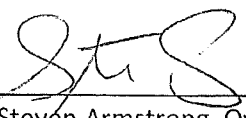
AGENCY invites EMPLOYER to contact Chief Labor & Safety Inspector, Bartlett Hutchinson, at 207-623-7951 for confidential technical assistance.

Signature(s) on following page



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

Date: 3/11/2025



Steven Armstrong, Owner for
River Tap & Grill, LLC

Date: 3/4/2025