Maine Equal Pay Law

(Title 26, § 628, Chapter 7)

MAINE DEPARTMENT OF LABOR

Bureau of Labor Standards

Maine Law requires that employees be paid the same wages as employees of the opposite sex for work that is of a comparable nature in skill, effort and responsibility.

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Are you being paid less than an employee of the opposite sex for performing the same or similar job?

If so, please ask yourself the following questions.

1. Has the other employee worked for the business or been in that job longer than I have?
2. Does the other employee have more training, education or experience related to the job than I do?
3. Is there a merit system in place that rewards employees with promotion, pay increases or other advantages on the basis of their abilities or qualifications?
4. Does the other employee have more responsibilities in comparison to my own responsibilities?

If you cannot answer at least one of the above questions with a "yes," you may want to file an Equal Pay Complaint. The Maine Department of Labor has a printable complaint form which you may access at www.maine.gov/labor/labor_laws/wagehour.html or you may call 207-623-7900 and request that an Equal Pay Complaint form be mailed to you.

For more information, contact:

Maine Department of Labor
Bureau of Labor Standards
45 State House Station
Augusta, Maine 04333-0045
Telephone: 207-623-7900 or 207-623-7930
TTY users call Maine Relay 711
www.maine.gov/labor/bls

The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to individuals with disabilities upon request.

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