

Maine Department of Labor

Commissioner Laura Fortman



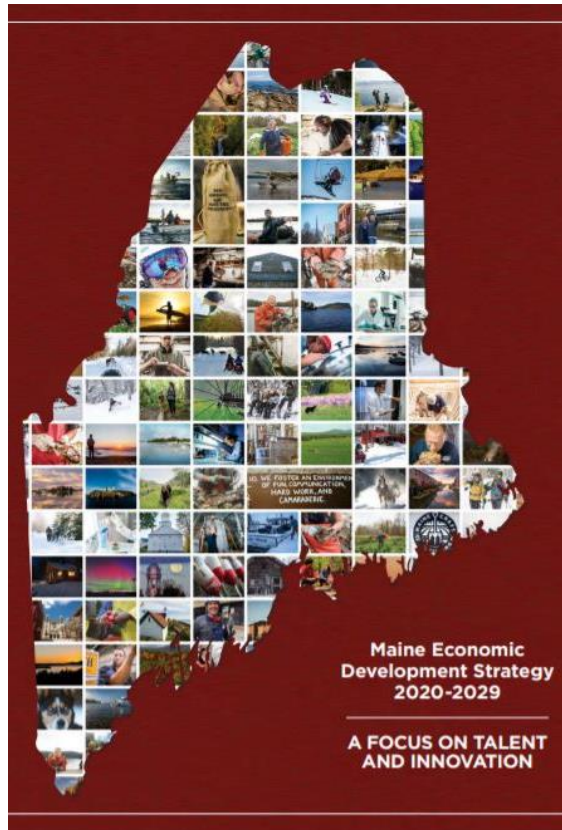
*'Helping
Maine
workers and
employers
thrive'*

MAINE
DEPARTMENT OF
LABOR

What we do:

- The Maine Department of Labor strives to ensure fair and safe working conditions, protection against loss of income and enhanced opportunities for all people of Maine to improve their economic status.
- *Examples:*
 - Enforcing employment law
 - Unemployment Insurance
 - SafetyWorks! classes
 - Vocational rehabilitation
 - CareerCenters
 - Labor market research





Maine's Economic Development Plan:

- Grow the average annual wage by 10%
- Increase the value of what we sell per worker by 10%
- Attract 75,000 people to Maine's workforce
 - Both by increasing participation among Maine's existing population, and attracting new people

Recent Legislation:

Earned Paid Time Off:

- Will go into effect January 1, 2021
- The legislation guarantees earned time off for employees who work for a business with 11 or more employees.
- The Maine Dept. of Labor is currently in the process of drafting rules to clarify the law
- Held a series of listening sessions across the state this fall
- After draft rules are published, there will then be a public comment period
- Want to be on the mailing list? Email bls.mdol@maine.gov

Recent Legislation:

Maine's Severance Notice

- You may know of the federal WARN notice law, which requires employers to notify the Department at least 60 days prior to closing or a mass layoff
- Maine has a similar severance law that was recently changed to require at least 90 days' notice for a closure, and 7 days' notice of a mass layoff.
- This gives the Dept. a chance to work with both the employer and affected employees

Strategic Enforcement

Our goal is
compliance – we
want to work
with you!

Use the
resources we
have to make
the greatest
impact

People and
businesses
treated
fairly

Use all
tools

Directed
and
complaint
inspections

For more information on labor law:
<https://www.maine.gov/labor>

Most Common Violations in 2019

Industries most frequently cited:

1. Full-service restaurants
2. Telemarketing Bureaus/Contact Centers
3. Home Healthcare Services

Timely and
full
payment of
wages

Overtime
rate and
salary
exemption

Final pay

Minimum
wage

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Or call MDOL at
207-623-7900,
and we would be
happy to connect
you with the right
person!

How to Connect with Us: CareerCenters

Augusta ~ Bangor ~ Brunswick ~ Calais ~
Lewiston ~ Machias ~ Northern Kennebec
Valley ~ Greater Portland ~ Presque Isle ~
Rockland ~ Springvale ~ Wilton

For more information and contact info,
visit <http://www.mainecareercenter.gov/>

CWRI for employment outlook:
www.maine.gov/labor/cwri/outlook.html