

# MAINE STATE LEGISLATURE

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GOVERNOR

STATE OF MAINE  
DEPARTMENT OF LABOR  
BUREAU OF LABOR STANDARDS  
45 STATE HOUSE STATION  
AUGUSTA, MAINE  
04333-0045

JOHN BUTERA  
COMMISSIONER

## 2017 EQUAL PAY REPORT

The Honorable Amy Volk, Senate Chair  
The Honorable Ryan Fecteau, House Chair  
Members of the Joint Committee on Labor, Commerce, Research and Economic Development  
128<sup>th</sup> Maine Legislature  
100 State House Station  
Augusta, ME 04333-0100

Dear Senator Volk, Representative Fecteau, and Members of the Joint Committee on Labor, Commerce, Research and Economic Development:

It is my pleasure to herein present to the Committee the Department of Labor's annual report on Compliance with the Equal Pay Law (26 MRS §628).

Maine's equal pay law can be traced back to the 94<sup>th</sup> Maine Legislature and a bill introduced in 1949 by Senator Haskell of Penobscot County. Her revision of the labor statutes prohibited employers from paying male and female workers different "salary or wage rates" for "equal work". The statute was revised in 1965 and language pertaining to "equal work" was amended to "comparable work". The legislation further defined comparable work as "jobs which have comparable requirements relating to skill, effort and responsibility".

In 2017, the Department received one complaint alleging a violation of the equal pay provision of the law. The Wage and Hour Division is currently investigating the allegation.

As a compliance assistance tool, the Department provides an optional poster titled "Maine Equal Pay" that highlights an individual's rights under the Equal Pay Law. Additional information on this law can be found on the department's website to include a self-audit tool kit for employers, an equal pay complaint form for employees, and the department's rules relating to equal pay. The link to the information on the department's website is provided below.

[http://www.maine.gov/labor/labor\\_laws/wagehour.html](http://www.maine.gov/labor/labor_laws/wagehour.html)

Respectfully,

Scott Cotnoir, Director  
Wage & Hour Division