

MAINE STATE LEGISLATURE

The following document is provided by the
LAW AND LEGISLATIVE DIGITAL LIBRARY
at the Maine State Law and Legislative Reference Library
<http://legislature.maine.gov/lawlib>



Reproduced from scanned originals with text recognition applied
(searchable text may contain some errors and/or omissions)



STATE OF MAINE
DEPARTMENT OF LABOR
54 STATE HOUSE STATION
AUGUSTA, MAINE
04333-0054

Paul R. LePage
GOVERNOR

Jeanne S. Paquette
COMMISSIONER

2014 EQUAL PAY REPORT

The Honorable Amy Volk, Senate Chair
The Honorable Erin D. Herbig, House Chair
Members of the Joint Committee on Labor, Commerce, Research and Economic Development
126th Maine Legislature
100 State House Station
Augusta, ME 04333-0100

Dear Senator Volk, Representative Herbig, 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 MRSA, §628).

Maine's equal pay law can be traced back to the 94th 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 worker different "salary or wage rates" for "equal work."

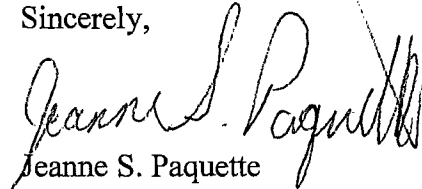
The statute was revised in 1965 and language pertaining to "equal work" was amended to "comparable work." The legislation further defined comparable work as "jobs which have comparable requirements relating to skill, effort and responsibility." Despite the best intentions of the sponsors, however, the legislation was unable to address the issue because the law was too vague and did not provide for sufficient enforcement provisions.

In 2014, the Department received one complaint alleging a violation of the equal pay provision of the law. The Wage and Hour Division investigated the allegation but found no violation. The female employee worked in a pay arrangement that set a base salary plus commission. The arrangements did not show discrimination based on sex in structure or in fact. No further action was taken on this complaint.

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, and the department's rules relating to equal pay, the links are provided below.

If you have any further questions, please contact Pamela Megathlin, Director of the Bureau of Labor Standards at (207) 623-7932.

Sincerely,



Jeanne S. Paquette
Commissioner of Labor

Reference:

Equal Pay Departmental Rules: <http://www.maine.gov/sos/cec/rules/12/170/170c012.doc>

Equal Pay Poster (optional): <http://www.maine.gov/labor/posters/equalpay.pdf>

Employer Took Kit: http://www.maine.gov/labor/labor_laws/publications/epaudit.pdf