

Settlement Agreement between the Maine Department of Labor and Law Calibration, LLC, Inspection #473965

This Agreement is entered into by and between the Maine Department of Labor, Bureau of Labor Standards and Law Calibration, LLC (Hereinafter called "Employer") to address and resolve violations of Title 26 §621-A and §664(3) identified during Inspection #473965.

I. RECITALS

Law Calibration, LLC is a corporation in good standing authorized to do business in Maine. Louis Waterhouse is the President, and he is authorized to bind the corporation and enter into this Settlement Agreement.

II. Acknowledgement and Admission of violations

EMPLOYER agrees not to contest the following 148 violations of Title 26 §621-A and §664(3) identified on the AMENDED citation letter dated July 31, 2024, attached to this agreement.

- §621-A 74 violations
- §664(3) 74 violations

III. TERMS of SETTLEMENT

A. Payment of wages and liquidated damages

EMPLOYER agrees to make back pay and liquidated damages payments in the following amounts to the following current and/or former employees:

- (a) ██████████ - \$713.97 (wages) plus \$713.97 (liquidated damages);
- (b) ██████████ - \$281.26 (wages) plus \$281.26 (liquidated damages);
- (c) ██████████ - \$1,028.88 (wages) plus \$1,028.88 (liquidated damages);
- (d) ██████████ - \$231.93 (wages) plus \$231.93 (liquidated damages);
- (e) ██████████ - \$315.03 (wages) plus \$315.03 (liquidated damages);
- (f) ██████████ - \$37.27 (wages) plus \$37.27 (liquidated damages); and
- (g) ██████████ - \$1,349.27 (wages) plus \$1,349.27 (liquidated damages).

EMPLOYER will make payment to the above-listed individuals no later than 20 calendar days following the signing of this Agreement and will send proof of payment to the Bureau no later than 7 calendar days after payment.

B. COMPROMISE OF PENALTIES

EMPLOYER agrees to comply with all of Maine's labor laws and specifically agrees to make any necessary procedural changes to ensure compliance. EMPLOYER agrees not to contest violations that result in total penalties in the amount of \$7,403.70.

EMPLOYER agrees to pay \$4,084.78 in penalties within 20 calendar days following the signing of this Agreement

AGENCY agrees to suspend the remaining penalty balance of \$3,318.92 if EMPLOYER complies with the terms of this Agreement for two years from the date of signing this Agreement.

EMPLOYER acknowledges and understands that by signing this Agreement, in consideration of the reduction in penalties, EMPLOYER waives any right to appeal the determination of violations and the resulting penalties. EMPLOYER acknowledges that this Agreement constitutes final bureau action and waives any right to appeal this action, including an 80C appeal. EMPLOYER acknowledges and understands that this Agreement is a public document.

In the event of any breach of this 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 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)



Dr. Jason Moyer-Lee
Director, Bureau of Labor Standards
Maine Department of Labor

Date: August 8, 2024



Louis Waterhouse, President
Law Calibration, LLC

Date: 07AUG2024