



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

LAURA A. FORTMAN
COMMISSIONER

JANET T. MILLS
GOVERNOR

WAGE & HOUR DIVISION

MICHAEL ROLAND
DIRECTOR

December 28, 2021

Global Disruptive Technologies Inc.
Attn: Nathan Reardon and/or Arthur Reardon
28 Research Drive
Skowhegan, ME 04976

54 Perry Road Bangor, ME 04401
304 Hancock Place Bangor, ME 04401
21 Treats Falls Drive Brewer, ME 04412

RE: Violations of title 26 MRS. Inspection #453344
Certified Mail: 70151520000109628829 and 70151520000109628812

Dear Nathan Reardon and Arthur Reardon,

When our Inspector, [REDACTED], investigated complaints against your place of business on June 16, 2021 the following violations of Maine Labor Law were found:

26 MRS §621-A (1) Minimum frequency and full payment - At regular intervals not to exceed 16 days, every employer must pay in full all wages earned by each employee. Each payment must include all wages earned to within 8 days of the payment date.

In this case, the following violations occurred:

- *The employer failed to pay [REDACTED] for work performed between 08/23/2020 and 02/18/2021.*
- *The employer failed to pay [REDACTED] for work performed between 01/06/2021 and 02/22/2021.*
- *The employer failed to pay [REDACTED] for work performed between 03/29/2021 and 04/02/2021.*
- *The employer failed to pay [REDACTED] for work performed between 03/08/2021 and 03/19/2021*
- *The employer failed to pay [REDACTED] for work performed between 03/28/2020 and 4/12/2020*
- *The employer failed to pay [REDACTED] for work performed between 03/09/2021 and 03/11/2021*
- *The employer failed to pay [REDACTED] for work performed between 12/30/2020 and 1/22/2021*

- *The employer failed to pay [REDACTED] for work performed between 12/20/2020 and 12/27/2020*

26 MRS §622 Records requires that employers keep a true record showing the date and amount paid to each employee. Every employer shall keep a daily record of the time worked by each such employee. Records required to be kept by this section must be accessible to any representative of the department at any reasonable hour.

In this case, the employer failed to provide and make accessible all payroll records and time records in accordance with this statute.

Records for the eight employees named above correspond to 36 weeks of daily time records and 19 biweekly payroll periods, none of which were provided when requested.

26 MRS §626-A PENALTIES Whoever violates any of the provisions of sections 621-A to 623 or section 626, 628, 629 or 629-B is subject to a forfeiture of not less than \$100 nor more than \$500 for each violation. Each employee is counted as a separate violation, each pay cycle.

- 19 violations of §621-A
- 55 violations of §622

26 MRS §53 Additional penalties

In addition to any penalties provided in chapter 7, subchapters I to IV, the director may assess a forfeiture against any employer, officer, agent or other person who violates any provision of chapter 7, subchapters I to IV for each violation of those subchapters. The forfeiture may not exceed \$1,000 or the amount provided in law or rule as a penalty for the specific violation, whichever is less.

- 74 violations

The total penalty for the above violation(s) is \$29,600.00.

Make checks payable to the “Treasurer, State of Maine”

The violations identified above will become a final order within fifteen (15) business days from the day it was received unless you request a penalty discussion or file an appeal (see employer options) within the specified time frame listed above.

Employer options (within 15 business days):

If you intend to correct all violations identified and wish to work with the Wage & Hour Division to possibly reduce the penalty amount, you may request a “Penalty Discussion”. This discussion will pertain only to the penalty(s) and not the violation(s). All proposed penalties will be stayed until after the penalty discussion.

Or

You may file a formal appeal of any violation or penalty within fifteen (15) days of receipt of this citation. Please be specific as to what violation(s) or penalty you wish to appeal. If a request for a formal appeal is received, the Director will set a time and date for a "hearing". The Director will serve as the hearing officer or may assign the appeal to the Administrative Hearings Division within the Department of Labor. The hearing will be at the headquarters of the Bureau or at a place mutually agreeable to the parties. All proposed penalties will be stayed until after the formal appeal is heard.

As the employer, you must respond in writing to the Director of the Bureau, at the address above, within fifteen (15) business days of receipt of this report stating what option you intend to choose. If no response is received within that time frame you accept all citations and any penalties assessed. The citation will become a final order and payment will be due at that time, made payable to **"Treasurer, State of Maine" and mailed to the address at the top of this citation.**

We strongly recommend that any correspondence be sent by certified mail. Failure to correct violations may result in additional penalties for each violation that is not corrected.

If you have questions regarding this citation, you may contact the Bureau of Labor Standards, Wage & Hour Division at (207) 623-7900.

Dates to remember:

Respond in writing, to the Director of the Bureau within fifteen (15) business days of receipt of this citation indicating what option you choose.

Respectfully,



Scott Cotnoir, Director
Wage and Hour Division
Inspection # 453344