



**ANNUAL REPORT ON
WAGE AND HOUR
COMPLAINTS AND
VIOLATIONS in 2025**

Maine Department of Labor

Bureau of Labor Standards

Wage and Hour Division

February 2026

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Introduction

So often we overlook the work and the significance of those who are not in professional jobs, of those who are not in the so-called big jobs. But let me say to you tonight, that whenever you are engaged in work that serves humanity and is for the building of humanity, it has dignity, and it has worth.

~ Dr. Martin Luther King, Jr., March 18, 1968, Memphis, Tennessee

The Wage and Hour Division of the Bureau of Labor Standards and Maine Department of Labor is given responsibility for enforcing the rights and protections set out in Title 26. These laws were enacted to ensure that workers are paid a fair wage for their work and are treated fairly by their employers – to recognize the dignity and worth of Mainer’s work.

The Division prioritizes services for workers most vulnerable to exploitation, whether due to the nature of their work, their age, their economic or educational standing, or other risk factors. The 2025 Annual Report provides data and information about how we identify the most at-risk workers and how we deploy resources to have the greatest impact for the most people.

The Maine Department of Labor presents this report to meet the requirements in 26 MRS §673, §673-A, §628, §637 and Rule 12-170 Chapter 9 Section V. The data reported is for January 1-December 31, 2025 (CY2025). This report serves as a tool in identifying labor law trends and shaping future policy and enforcement strategies.

Wage and Hour Complaints, 2025

Complaints Received

When a worker or other person contacts the Division with an allegation that an employer has violated a statutory labor standard, that is a “complaint.” Complaints can be made by phone to the Department’s Customer Service Unit, in person in a CareerCenter or other Department office, to Division staff at outreach events, email, mail, or the online complaint portal.

Of the over 12,000 calls and emails to the Department requesting assistance or information in 2025, **8,720 (61%)** involved wage and hour labor standards issues. Customer Service Unit staff are equipped to answer basic wage and hour questions and direct people to resources. They handled **39%** of inquiries, connecting people to information and referrals immediately.

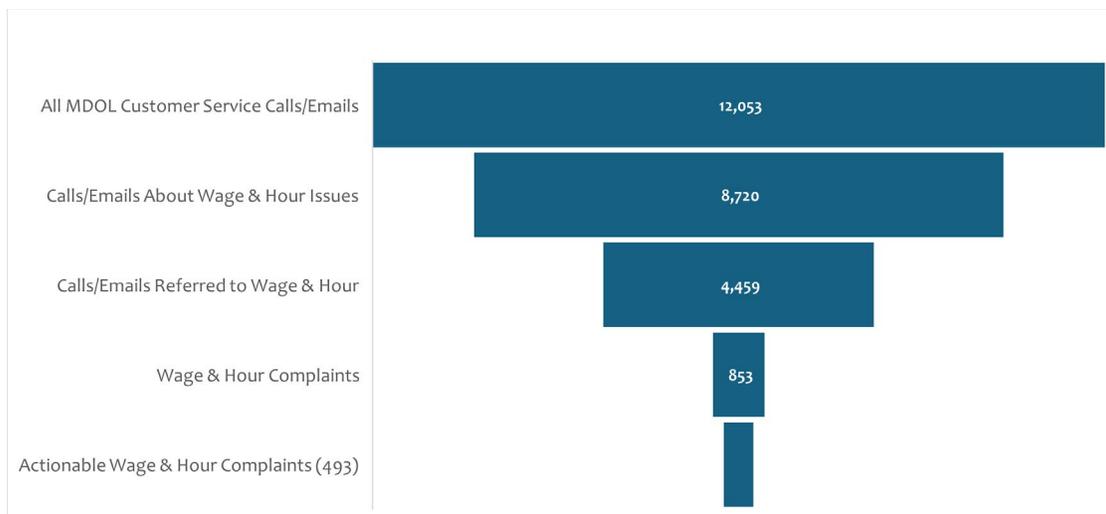
In 2025, the Customer Service Unit forwarded **4,459** requests for assistance to Division staff (3,713 calls and 746 emails). Division staff contact complainants to discuss the problem and determine

whether it is a labor standards complaint within the Division’s authority and resources. We triage complaints according to these criteria:

- ✓ Does the complaint involve child labor?
- ✓ Does the complaint involve a strategic enforcement industry?
- ✓ How many workers are affected?
- ✓ How often did the violation occur and is it ongoing?
- ✓ What is the financial impact to the worker?
- ✓ Can the worker advocate for themselves to resolve the problem? Have they attempted to resolve the problem already?
- ✓ Is there a private right of action available to the worker?

In 2025, we determined that **853** requests for assistance were possibly actionable complaints and asked the complainants to complete a detailed complaint form. After reviewing the full complaint information, we determined that **493** complaints met the criteria for investigation and were assigned to an inspector for further action.

Figure 1: Complaint Processing, 2025



The number of complaints received since 2023 has increased due to efforts to make the complaint process more accessible to workers and to improve our documentation and data collection practices. Before these changes, complaints were not entered into the Division’s case management system unless they were assigned to an inspector. We implemented a standardized triage process in late 2023. The web-based wage and hour complaint portal was launched in June 2024. The

Division fully implemented a strategic enforcement framework on July 1, 2025, necessitating a reduction in complaints assigned to allow for strategic enforcement inspections. Data from 2025 reflects the impacts of these major process improvements.

Table 1: Complaints Received, 2023-2025

	2023	2024	2025	Total
All Cases Reported	593	584	976	2,153
Complaint Cases Reported	286	570	853	1,709
Complaint Cases Assigned	227	302	493	1,022

Conciliation – Early Resolution of Complaints

The Division prioritizes making workers whole when the employer has not paid full and timely wages owed. We also recognize that our resources do not extend to investigating every complaint we receive. One way we balance these considerations is through our conciliation process. In 2024, we started referring cases to dedicated staff who reviews the allegation and attempts to resolve the complaint by talking with the employer and worker to resolve the dispute directly. In 2025, we referred **393** cases for conciliation. We resolved **333 (72%)** cases successfully – without the need to invest intensive time or resources in an investigation or to pursue a formal citation. The conciliation process is a major driver of improvements in the time it takes to resolve and close a complaint.

Table 2: Conciliation Cases

	2024	2025	Total
Closed - Educated Employer		29	29
Closed - Successful Conciliation	47	257	304
Resolved Successfully	47	286	333
Closed - No Response from claimant	5	18	23
Closed - Not Resolved. Advised to pursue private action	6	58	64
Closed - Resolved before conciliation started	13	31	44
Not Resolved	24	107	131
Total	71	393	464

Complaints Worked

The Wage and Hour Division had five (5) full-time inspectors and one (1) conciliation specialist in 2025.¹ This team of inspectors provided a full range of services to complainants, ranging from information and referral for non-jurisdictional matters and cases outside of Division priorities to conciliation of a wage claim to full investigation and resolution of the complaint.

The data reported below is for all complaints worked in 2025, including those that were received in years prior still under investigation. Of the 976 cases worked in 2025, the Division closed 904 (92.6%) within the year. Of the 853 complaint cases received and investigated in 2025, 782 (91.7%) were closed within the year. This is a substantial improvement over 2024, when only 70.2% of complaint cases received and investigated in 2024 were closed within that year.

In 2025, the Division received 853 complaint cases. As of December 31, 2025:

- 464 were investigated and closed;
- 7 were still pending resolution;
- 31 were still active;
- 318 were declined or referred to other resources; and
- 33 were open and awaiting triage and/or assignment to an inspector.

We consider a case **Closed** when the investigation is complete and the violations have all been resolved, including payment of all wages, damages, and penalties.

Cases are **Pending Resolution** when the investigation has concluded with a finding of labor violation(s), but the employer has outstanding obligations to resolve the complaint. These include cases where the period for appeal has not closed, or cases where wages may be owed or penalties assessed, but the employer has not paid everything.

Active cases are those assigned to an inspector and under investigation.

A case is **Declined/Referred** when the issue is not within the Division's jurisdiction, the complainant has a right of private right of action or other avenue to resolve their complaint, or the complainant has withdrawn the complaint or failed to respond to requests for information.

¹ The Division engaged in three recruitment efforts in 2025 to fill vacant inspector positions. The first two efforts were not successful, but we believe that we will fill two inspector positions in the first quarter of 2026 as a result of the third recruitment.

Complaint Findings

The Division made findings of at least one labor standard violation in **202 (41%)** of the 493 complaints investigated in 2025. Most cases involved more than one labor standard violation, or more than one occurrence of the same labor standard violation. The Division made findings of **1,377** separate occurrences of labor violations in 2025.

The Division found wage related violations in **197 (40%)** cases, affecting **1,441** workers. These violations totaled **\$420,269** in wages owed by employers to workers. In 2024, Maine passed legislation affording liquidated damages as a remedy for workers who were the victims of wage theft. That law went into effect on August 9, 2024, so 2025 is our first full year of assessing liquidated damages in cases involving unpaid wages.

Table 3: Complaint Findings, 2025

	Open	Active	Pending Resolution	Closed	Total
Complaint Cases Investigated	9	13	7	464	493
Complaint Cases – Finding of Violation		1	7	194	202
Complaint Violation Occurrences		34	747	596	1,377
Complaints Cases - Wages Owed		3	4	190	197
Workers Owed Wages		27	10	1,404	1,441
Wages Owed		\$113,604	\$15,134	\$291,531	\$420,269
Complaint Cases - Wages Paid		2	1	190	193
Workers Paid		16	3	241	260
Wages Paid		\$39,941	\$702	\$293,079	\$333,721
Liquidated Damages Owed		\$75,229	\$9,835	\$22,635	\$107,699
Liquidated Damages Paid		\$26,627	\$456	\$22,635	\$49,718

Note: Findings reported may change prior to final bureau action and a case being closed.

Not all employers voluntarily pay the wages and liquidated damages owed or the penalties assessed. The Division has limited ways to enforce the findings of wage violations. Legislation is currently pending (LD 1587) that would augment the Division’s ability to identify and levy against employers’ assets when wages are owed to workers, to better serve workers harmed by labor violations.

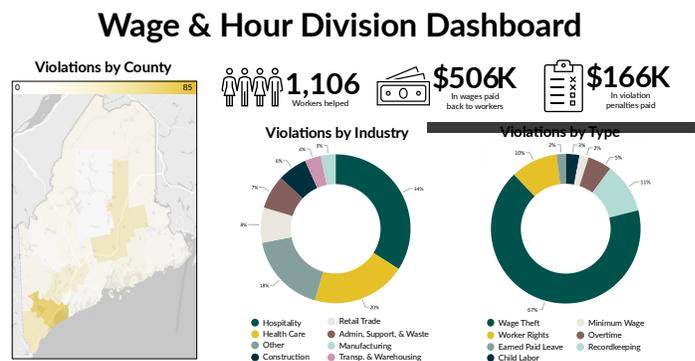
Table 4: Penalties Assessed, 2025

	Pending Resolution	Closed	Total
Complaint Cases – Penalties Assessed	3	2	5
Penalties Owed	\$570,700	\$2,500	\$573,200
Complaint Cases – Penalties Paid	1	2	3
Penalties Paid	\$400	\$2,500	\$2,900

The Division prioritizes making workers whole when resolving complaints. An essential tool is the settlement agreement, where an employer agrees to resolve violations and pay wages and liquidated damages within a reasonable timeframe. We incentivize employers to come into voluntary compliance by suspending penalties assessed, as long as the employer meets the conditions in the settlement agreement. This is a major contributor to the fact that penalties paid are routinely lower than penalties assessed.²

Violations, 2023-2025

All final decisions (citations and settlement agreements) are posted publicly online at [MDOL: Wage and Hour Violations](#). A new, comprehensive and searchable list of employers with labor violations was added to this website in 2025. The Division also launched an online dashboard in 2025, showing what we do, how well we do it, and how Mainers are better off as a result.



Violations by Type

We report violations data over three years (2023-2025) to capture the outcomes of investigations that may take more than 12 months or extend over the course of more than one calendar year. The most common type of violation found was related to recordkeeping (time and payment records).

² Another reason penalties paid is less than penalties assessed is that some cases are still in the administrative appeal process.

Over **66%** of violations between 2023 and 2025 were recordkeeping violations – found in **30%** of cases closed. This is because it is common for an employer who is in violation of one recordkeeping standard, such as keeping time records, to also be in violation of other standards, like keeping detailed pay records.

Violations related to unpaid wages, or failure to timely pay wages, were found in **64%** of closed complaints. However, the occurrences were fewer, accounting for **18.6%** of the total violation count.

Child labor complaints with findings of violations (18) made up **6%** of the total over 2023-2025. While this is a small proportion of the complaints with findings of violations, it is the Division’s highest priority for investigation and immediate resolution. This is because child labor violations involve the health and safety of young workers and require immediate action.

The following table is a summary of all cases that reached final bureau action from 2023-2025.³

Table 5: Number of Violations by Category and Citation, 2023-2025

Violation Type / Citation	Cases with Violations	Violations
Child Labor Total	18	566
26 MRS §771 Minors Under 14 Years of Age	8	41
26 MRS §772 Hazardous Occupations	6	8
26 MRS §773-A (1) Minors Under 16 years of age - Prohibited Occupations	2	161
26 MRS §774 (1) Restricted Hours - Minors 16 & 17 years of Age	2	12
26 MRS §774 (1)(E) No More Than 6 Days - 16 & 17 years of Age	1	1
26 MRS §774 (2) Restricted Hours - Minors Under 16 years of Age	5	130
26 MRS §774 (2)(E) No More Than 6 Days - Under 16 years of Age	2	7
26 MRS §774 (3) Work During School Hours	2	17
26 MRS §774 (7) Record of work hours of minors.	12	77
26 MRS §775 Work Permit	8	112
Construction Wage Survey	8	8
26 MRS §1308 (1-A) Surveys	8	8

³ A case reaches final bureau action after a citation is issued and the employer exhausts all appeals or declines to appeal; pays outstanding wages, liquidated damages, interest, and/or penalties; or enters into a settlement agreement with the agency.

Violation Type / Citation	Cases with Violations	Violations
Logging (1 case)	1	16
26 MRS §643 (1) Transportation of Workers		1
26 MRS §643 (1)(A) Vehicle Standards		1
26 MRS §643 (1)(B) Driver Standards		1
26 MRS §643 (1)(C) Vehicle Equipment Required		1
26 MRS §643 (1)(D) Limits on Driving Hours		1
26 MRS §643 (1)(E) Vehicle Insurance Requirement		1
26 MRS §643 (1)(F) Driving Safety Standards Notice		1
26 MRS §643 (1)(G) Compliance Provision		1
26 MRS §643-A First Aid Standards		1
26 MRS §643-B Copy of Federal Registration		1
26 MRS §645 Waiver of Rights Prohibited		1
26 MRS §646 Violations; Enforcement		1
26 MRS §871 Illegal Employment of Aliens		1
26 MRS §872 (2-A) Notification of Foreign Labor		1
26 MRS §872 Equipment Ownership		1
26 MRS §873 Recruitment of Qualified Workers for Logging Occupations		1
Records	89	17,447
26 MRS §1311 Certified Payroll Records	1	1
26 MRS §622 Records	78	15,540
26 MRS §665 (1) Pay Statement	24	669
26 MRS §665 (1) True and Accurate Records	16	1,237
Wages	181	4,775
26 MRS §591-A Employee Misclassification	10	169
26 MRS §621-A (2) Regular payment required	6	339
26 MRS §621-A (5) Change in Rate of Pay	2	22
26 MRS §621-A Timely and Full Payment of Wages	153	2,527
26 MRS §626 Cessation of Employment	13	15
26 MRS §635 Overcompensation	2	4
26 MRS §664 (1) Minimum Wage	19	439
26 MRS §664 (2) Tip Credit minimum wage standard	2	2
26 MRS §664 (2) Tips - Property of Employee	16	297
26 MRS §664 (2-A) Tip Pooling	7	307
26 MRS §664 (3) Overtime Rate	31	654
Workplace Rights	71	2,947
26 MRS §42-B (3) Employer to Post Notice	16	21
26 MRS §600-A (2) Criminal history record information; employment application	2	9

Violation Type / Citation	Cases with Violations	Violations
26 MRS §601 Rest Breaks	1	5
26 MRS §604 Nursing Mothers in the Workplace	1	8
26 MRS §620 Actions intended to prevent exercise of protected rights	1	1
26 MRS §628 Equal Pay	1	4
26 MRS §629 Unfair Agreements	15	252
26 MRS §629-B Employee Health Benefit Plans	1	16
26 MRS §630 Written statement of reason for termination	1	1
26 MRS §631 Employee right to review personnel file	3	164
26 MRS §637 Earned Paid Leave (2)	11	709
26 MRS §637 Earned Paid Leave (3) Accrual	3	130
26 MRS §637 Earned Paid Leave (4) Rate	5	88
26 MRS §672 Unfair Contracts	6	277
26 MRS §807 (1) Workplace Posting - Sexual Harassment	14	19
26 MRS §807 (2) Sexual Harassment - Annual Notice	27	917
26 MRS §807 (3) Sexual Harassment Training - New Employees	11	312
26 MRS §839 Whistleblower's Protection Act - Poster	8	13
26 MRS §850 Leave for Victims of Domestic Violence	1	1
Total	294	25,759

Violations by Industry

The Division continues to receive the most complaints about industries that employ unskilled, young, and/or vulnerable workers. During 2023-2025, the hospitality industry – accommodation, food services, etc. – had the largest number of complaint cases **343 (22%)**. In these, **12,736** violations were found in **121** cases, with **324** workers owed **\$545,873** wages.

The industry with the second highest number of complaints was health care and social services: **307 (19.5%)** complaints. In these, there were **87** cases with **1,963** violations, and **1,324** workers owed **\$272,713** wages. The retail industry had the third highest number of complaints: **150 (9.5%)**. The Division found **1,061** violations in **40** cases, with **91** workers owed **\$60,974**.

Table 6 shows the top twenty industries by numbers of violations in cases that reached final bureau action from 2023-2025.

Table 6: Number of Violations by Industry, Top 20 2023-2025

Industry Group	Complaints Entered	Complaints with Violations	Number of Violations	Workers Owed	Wages Owed
72.Accommodation and Food Services	343	121	12,736	324	\$545,873
62.Health Care and Social Assistance	307	87	1,963	1,374	\$272,713
44-45. Retail Trade	150	40	1,061	91	\$60,974
56.Administrative and Support and Waste Management and Remediation Services	126	38	456	64	\$152,617
23.Construction	122	33	2,416	89	\$214,430
31-33. Manufacturing	78	18	168	20	\$24,523
48-49. Transportation and Warehousing	72	14	150	24	\$29,819
81.Other Services (except Public Administration)	53	19	198	42	\$49,065
61.Educational Services	44	11	463	15	\$9,611
54.Professional, Scientific, and Technical Services	40	11	162	17	\$17,400
42.Wholesale Trade	30	7	262	14	\$16,381
53.Real Estate and Rental and Leasing	28	9	20	9	\$37,984
71.Arts, Entertainment, and Recreation	27	6	154	7	\$16,214
92.Public Administration	27	4	9	6	\$8,722
11.Agriculture, Forestry, Fishing and Hunting	25	9	9	10	\$12,984
51.Information	21	2	2	2	\$1,925
52.Finance and Insurance	16	1	1	1	\$256
22.Utilities	12	7	765	115	\$372,632
55.Management of Companies and Enterprises	6	-	-	1	\$14
21.Mining, Quarrying, and Oil and Gas Extraction	2	2	2	1	\$1,715
Total	1,529	439	20,997	2,226	\$1,845,850

Penalties

The Division assesses penalties and fines according to statute. The Bureau has discretion to suspend or adjust penalties to promote resolution of complaints.

From 2023-2025, violations related to full and timely payment of wages resulted in the most cases with penalties assessed, followed by recordkeeping violations and overtime violations. Recordkeeping violations result in significant penalties. This is due to the nature of the violation, which often involves many occurrences, each of which is subject to penalty.

Table 7: Penalties Assessed Violations by Statute Section, 2023-2025

Statute Citation	Cases With this Citation*	Penalty Assessed	Penalty Adjustments	Amount Paid
26 MRS §53 - Additional Penalties	2	\$34,950		\$7,350
26 MRS §591-A - Employee Misclassification	4	\$174,044	-\$96,101	\$40,155
26 MRS §600-A Criminal History record information	1	\$534		
26 MRS §601 - Rest Break-30 minutes	1	\$500		\$500
26 MRS §604 - Nursing Mothers	1	\$4,000	-\$2,000	\$2,000
26 MRS §621-A - Timely and Full Payment of Wages	61	\$187,383	-\$14,817	\$55,283
26 MRS §622 - Records	26	\$247,384	-\$73,517	\$28,645
26 MRS §626 - Final Pay / Cessation	5	\$2,327		\$1,627
26 MRS §629 - Unfair Agreement	10	\$37,472		\$1,480
26 MRS §631 - Personnel File-10 days	1	\$500		\$500
26 MRS §632-A Fund for Recovered Wages	10	\$64,215		\$41,228
26 MRS §637 - Earned Paid Leave	3	\$65,932	-\$51,883	\$9,821
26 MRS §663 (5) Wages	1	\$50		\$50
26 MRS §664(1) - Minimum Wage	11	\$22,205	-\$2,561	\$1,541
26 MRS §664(2) - Tips Property of Employee	7	\$11,591		\$2,720
26 MRS §664(3) - Overtime	23	\$26,171	-\$4,094	\$14,697
26 MRS §665 - Examination of Records & Pay Statements	9	\$11,275		\$6,362
26 MRS §665 - Powers and Duties / including pay statement	6	\$12,956	-\$1,681	\$1,297
26 MRS §672 - Unfair Contract w Employee	3	\$18,680	-\$2,174	\$226
26 MRS §771 - Youth Minimum Age	3	\$3,617		\$3,617
26 MRS §772 - Youth Hazardous Jobs	4	\$2,876		\$375
26 MRS §773 - Youth Prohibited Places	1	\$2,667		\$2,667
26 MRS §774 - Youth Hours of Employment	14	\$50,372	-\$13,871	\$22,568

Statute Citation	Cases With this Citation*	Penalty Assessed	Penalty Adjustments	Amount Paid
26 MRS §774(F) - Youth -AM/PM Limits	3	\$24,000		\$15,500
26 MRS §775 - Work Permits for under 16	7	\$30,432	-\$3,735	\$13,423
26 MRS §807 Sexual Harassment notification and training	2	\$62,698	-\$49,616	\$8,943
26 MRS §1308 1-A Construction Wage Surveys	2	\$500		\$500
Total	91	\$1,099,329	-\$316,049	\$283,075

The industry with the most violations in 2023-2025 also accounts for the most in penalties assessed. The Division assessed over \$400,000.00 in penalties for violations by employers operating drinking establishments and food services.

Table 8: Penalties Assessed by Industry, 2023-2025

Industry	Cases with Violations	Penalty Assessed	Penalty Adjustments	Amount Paid
221.Utilities	2	\$116,700		\$250
236.Construction of Buildings	2	\$8,000		
238.Specialty Trade Contractors	5	\$12,896		\$4,762
311.Food Manufacturing	1	\$200		\$200
321.Wood Product Manufacturing	2	\$56,784		\$5,650
336.Transportation Equipment Manufacturing	1	\$500		\$500
423.Merchant Wholesalers, Durable Goods	1	\$22,500		
424.Merchant Wholesalers, Nondurable Goods	1	\$27,200		
445.Food and Beverage Retailers	3	\$10,437		\$500
455.General Merchandise Retailers	3	\$3,000		\$1,000
458.Clothing, Clothing Accessories, Shoe, and Jewelry Retailers	1	\$67		\$67
459.Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	3	\$59,046	-\$21,832	\$28,774
484.Truck Transportation	3	\$4,936		
492.Couriers and Messengers	2	\$600		\$600
493.Warehousing and Storage	1	\$67		\$67
541.Professional, Scientific, and Technical Services	3	\$8,435		\$6,035
561.Administrative and Support Services	6	\$41,284		\$16,420

Industry	Cases with Violations	Penalty Assessed	Penalty Adjustments	Amount Paid
562. Waste Management and Remediation Services	1	\$834		
611.Educational Services	1	\$66		\$66
621.Ambulatory Health Care Services	3	\$27,633		\$27,633
622.Hospitals	2	\$92,967	-\$84,050	\$8,917
623.Nursing and Residential Care Facilities	4	\$30,673	-\$2,000	\$2,000
624.Social Assistance	4	\$64,700		\$2,200
713.Amusement, Gambling, and Recreation Industries	2	\$9,200	-\$5,000	\$4,200
721.Accommodation	10	\$26,143	-\$1,342	\$24,717
722.Food Services and Drinking Places	21	\$404,940	-\$201,825	\$147,665
811.Repair and Maintenance	1	\$35,685		
812.Personal and Laundry Services	1	\$854		\$854
813.Religious, Grantmaking, Civic, Professional, and Similar Organizations	1	\$32,983		
Total	91	\$1,099,329	-\$316,049	\$283,075

A detailed table of violations by industry is provided in Appendix A.

Time to Resolve Violations

The Division does not consider a complaint resolved until an employer has paid all its obligations to workers and to the State of Maine. This affects the “length of time between the filing of the complaint and final resolution.”⁴ While the Division has increased its ability to initiate collections action when an employer refuses to pay what is owed, there are significant limits to what we can do to reduce the time it takes an employer to pay its obligations. This is why in some industries in Table 7, we cannot report average days for resolution because the employer has not satisfied their obligations to resolve the violations.

In 2025, the Division began partnering with the Attorney General’s Office to pursue judgments and collections actions against employers who failed or refused to pay what was owed to workers or penalties owed to the state. We anticipate that this will, over time, reduce the length of time between receipt of a complaint and final resolution.

⁴ See 26 MRSA §673(1)(d).

Table 9: Final Action Complaint Penalties in 2023-2025 by Industry Group

Industry	Cases	Average Days from Receipt to Resolution
221.Utilities	2	132
236.Construction of Buildings	2	*
238.Specialty Trade Contractors	5	292
311.Food Manufacturing	1	166
321.Wood Product Manufacturing	2	1,082
336.Transportation Equipment Manufacturing	1	607
423.Merchant Wholesalers, Durable Goods	1	*
424.Merchant Wholesalers, Nondurable Goods	1	*
445.Food and Beverage Retailers	3	211
455.General Merchandise Retailers	3	433
458.Clothing, Clothing Accessories, Shoe, and Jewelry Retailers	1	220
459.Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	3	292
484.Truck Transportation	3	40
492.Couriers and Messengers	2	307
493.Warehousing and Storage	1	*
541.Professional, Scientific, and Technical Services	3	489
561.Administrative and Support Services	6	327
562. Waste Management and Remediation Services	1	*
611.Educational Services	1	313
621.Ambulatory Health Care Services	3	820
622.Hospitals	2	400
623.Nursing and Residential Care Facilities	4	313
624.Social Assistance	4	213
713.Amusement, Gambling, and Recreation Industries	2	393
721.Accommodation	10	721
722.Food Services and Drinking Places	21	475
811.Repair and Maintenance	1	*
812.Personal and Laundry Services	1	326
813.Religious, Grantmaking, Civic, Professional, and Similar Organizations	1	*
Total	91	504

*The investigation is complete and a citation has been issued, but the employer has not paid what is owed to the worker(s) or State or otherwise taken actions needed to resolve the violations.

Strategic Enforcement

12 CMR 170 Chapter 9 Section V. provides “By no later than April 1 of each legislative session, the Director shall produce a report evaluating the extent of labor law violations and probable violations in the state, the effectiveness of the Bureau’s enforcement measures, and setting out an enforcement strategy for the forthcoming year.” The Division implemented a strategic enforcement framework on July 1, 2025. Based on a robust review of wage and hour data, the Bureau identified three industries with the highest likelihood of labor standards violations: hospitality (Accommodation and Food Services, NAICS Group 72), health care and social services (NAICS Group 62), and construction (NAICS Group 23). The Bureau is partnering with the Harvard Impact Lab and the Heller School for Social Policy and Management at Brandeis University to further refine the data used to implement our strategic enforcement and to develop a program evaluation plan.

What is a strategic enforcement inspection?

An inspection is an unannounced in-person visit of a business by a wage and hour inspector. The inspector uses a simple tool to interview the owner or manager about labor standards. Inspectors offer education, updated labor posters, and other compliance information during the visit. If the inspector identifies a minor violation, they have discretion to educate the employer and give them an opportunity to rectify the problem. If the inspector identifies a major violation during the interview, they request records and initiate a more detailed investigation.

The Division completed **111** inspections from July 1-December 31, 2025. Inspectors found labor standards violations during **36** inspections, with **1,072** occurrences of these violations. Inspectors found that an employer owed workers wages in the course of **1** inspection, with **9** workers owed over **\$90,000**. One inspection resulted in a penalty of **\$10,000** assessed to an employer.

Overtime Cases

26 MRSA §673-A mandates that the Bureau report on its “educational activities on overtime laws . . . and the result of those activities.” In 2025 the Bureau hosted **27** Wage and Hour Compliance Classes – which include all of the labor standards related to overtime – for **616** attendees. One of these classes was offered with live interpretation in Mandarin Chinese. The Bureau participated in **39** outreach events around Maine, providing information to **1,330** people.

The Division received, investigated, and resolved **12** complaints involving overtime in 2025. In **11** of these cases, the Division found violations – with **4,018** occurrences of the violations. In these cases, **83** workers were entitled to **\$26,990** in unpaid overtime wages. The Division assessed penalties in **5** cases, totaling **\$34,200**. Four of those employers have paid their penalties, totaling **\$20,500**.

Equal Pay Report

26 MRSA §628 requires the Department to report on “progress made in the State to comply” with the Maine Equal Pay Act. The Division provides education and outreach to employers and workers related to the Equal Pay Act. This topic was included in the 27 Wage and Hour Compliance and 39 outreach events around Maine in 2025. The Division received and investigated 4 complaints alleging violations of the Equal Pay Act, finding no violations.

Conclusion

The Maine Department of Labor, Bureau of Labor Standards, and Wage and Hour Division remain dedicated to ensuring fair labor practices for businesses and protecting Maine workers. The implementation of new enforcement tools and complaint processing improvements in 2025 marked a significant step forward in labor law compliance. While challenges remain, particularly in wage recovery and employer accountability, the Bureau is confident that ongoing enhancements will lead to more effective enforcement and better outcomes for workers and businesses across the state.

Appendix A: Detailed Industry Data, Complaints Received 2023-2025

Industry Category	Complaints	Complaints w/ Violations	Root Citations	Violations	Workers Owed Wages	Wages Owed	Workers Paid	Wages Paid
111211.Potato Farming	1	-	-					
111331.Apple Orchards	1	-	-					
111411.Mushroom Production	3	-	-					
111419.Other Food Crops Grown Under Cover	7	3	3	3	3	\$5,949	3	\$5,949
111998.All Other Miscellaneous Crop Farming	2	1	1	1	1	\$2,750	1	\$2,750
112120.Dairy Cattle and Milk Production	4	-	-		2	\$1,847	2	\$1,847
112512.Shellfish Farming	1	1	1	1	1	\$761	1	\$761
113310.Logging	5	3	3	3	2	\$1,157	2	\$1,157
115310.Support Activities for Forestry	1	1	1	1	1	\$520	1	\$520
212321.Construction Sand and Gravel Mining	2	2	2	2	1	\$1,715	1	\$0
221114.Solar Electric Power Generation	5	2	5	244	83	\$168,820	49	\$210,399
221310.Water Supply and Irrigation Systems	5	4	5	7	4	\$4,019	4	\$4,019
221320.Sewage Treatment Facilities	1	-	-					
236115.New Single-Family Housing Construction (except For-Sale Builders)	13	5	9	9	5	\$6,494	3	\$3,040
236116.New Multifamily Housing Construction (except For-Sale Builders)	1	1	1	1	1	\$437	1	\$437
236117.New Housing For-Sale Builders	2	-	-					
236118.Residential Remodelers	10	2	2	2	2	\$1,392	2	\$1,392
236210.Industrial Building Construction	1	-	-		1	\$3	1	\$3
236220.Commercial and Institutional Building Construction	3	-	-					
237110.Water and Sewer Line and Related Structures Construction	1	-	-					
237130.Power and Communication Line and Related Structures Construction	5	1	4	101	33	\$154,948	7	\$17,195
237310.Highway, Street, and Bridge Construction	1	1	1	1	1	\$1,840	1	\$1,840

Industry Category	Complaints	Complaints w/ Violations	Root Citations	Violations	Workers Owed Wages	Wages Owed	Workers Paid	Wages Paid
237990.Other Heavy and Civil Engineering Construction	1	-	-					
238110.Poured Concrete Foundation and Structure Contractors	3	-	-					
238131.Residential Framing Contractors	1	1	1	1	1	\$640	1	\$640
238140.Masonry Contractors	1	-	-					
238141.Residential Masonry Contractors	1	-	-					
238142.Nonresidential Masonry Contractors	1	-	-					
238161.Residential Roofing Contractors	1	-	-					
238170.Siding Contractors	1	-	-					
238171.Residential Siding Contractors	2	1	1	1	1	\$1,906	1	\$1,906
238190.Other Foundation, Structure, and Building Exterior Contractors	1	1	1	1	1	\$175	1	\$175
238192.Other Nonresidential Foundation, Structure, and Building Exterior Contractors	1	1	1	1	1	\$1,364	1	\$1,364
238210.Electrical Contractors and Other Wiring Installation Contractors	8	1	1	1	2	\$2,342	2	\$2,342
238211.Residential Electrical Contractors and Other Wiring Installation Contractors	3	-	-					
238212.Nonresidential Electrical Contractors and Other Wiring Installation Contractors	4	1	1	1	1	\$207	1	\$207
238220.Plumbing, Heating, and Air-Conditioning Contractors	4	1	1	1	1	\$697	1	\$697
238221.Residential Plumbing, Heating, and Air-Conditioning Contractors	3	-	-		1	\$8,000		
238222.Nonresidential Plumbing, Heating, and Air-Conditioning Contractors	3	2	3	16	2	\$2,448	1	\$792
238310.Drywall and Insulation Contractors	6	2	5	2,104	11	\$9,234	11	\$9,234
238311.Residential Drywall and Insulation Contractors	4	1	1	1	1	\$139	1	\$139
238312.Nonresidential Drywall and Insulation Contractors	1	-	-					

Industry Category	Complaints	Complaints w/ Violations	Root Citations	Violations	Workers Owed Wages	Wages Owed	Workers Paid	Wages Paid
238320.Painting and Wall Covering Contractors	3	-	-					
238321.Residential Painting and Wall Covering Contractors	1	-	-					
238350.Finish Carpentry Contractors	3	2	2	2	2	\$988	2	\$988
238351.Residential Finish Carpentry Contractors	3	2	2	2	2	\$830	2	\$830
238390.Other Building Finishing Contractors	1	-	-					
238910.Site Preparation Contractors	1	-	-					
238911.Residential Site Preparation Contractors	4	-	-					
238912.Nonresidential Site Preparation Contractors	3	1	1	1				
238990.All Other Specialty Trade Contractors	4	-	-					
238991.All Other Residential Specialty Trade Contractors	1	-	-					
238992.All Other Nonresidential Specialty Trade Contractors	6	1	1	1	1	\$660	1	\$660
311111.Dog and Cat Food Manufacturing	1	1	2	2	1	\$102	1	\$102
311352.Confectionery Manufacturing from Purchased Chocolate	1	-	-					
311612.Meat Processed from Carcasses	2	-	-					
311710.Seafood Product Preparation and Packaging	1	-	-					
311811.Retail Bakeries	3	1	1	1	1	\$512	1	\$512
311812.Commercial Bakeries	2	-	-					
311813.Frozen Cakes, Pies, and Other Pastries Manufacturing	1	-	-					
311821.Cookie and Cracker Manufacturing	1	-	-					
311919.Other Snack Food Manufacturing	1	-	-					
311920.Coffee and Tea Manufacturing	2	-	-					
312111.Soft Drink Manufacturing	1	-	-		1	\$2,308	1	\$2,253

Industry Category	Complaints	Complaints w/ Violations	Root Citations	Violations	Workers Owed Wages	Wages Owed	Workers Paid	Wages Paid
312112.Bottled Water Manufacturing	1	-	-					
312113.Ice Manufacturing	1	-	-					
312120.Breweries	3	-	-					
312130.Wineries	2	2	4	7	1	\$375	1	\$375
314999.All Other Miscellaneous Textile Product Mills	1	-	-					
316990.Other Leather and Allied Product Manufacturing	1	-	-					
321113.Sawmills	1	-	-					
321114.Wood Preservation	1	1	1	1	1	\$1,536	1	\$1,536
321911.Wood Window and Door Manufacturing	1	-	-					
321992.Prefabricated Wood Building Manufacturing	1	1	1	1	1	\$1,750	1	\$1,750
321999.All Other Miscellaneous Wood Product Manufacturing	2	1	1	1	1	\$1,188	1	\$1,188
322110.Pulp Mills	1	1	1	1	1	\$1,500	1	\$1,500
322291.Sanitary Paper Product Manufacturing	1	-	-		1	\$1,132	1	\$1,132
323113.Commercial Screen Printing	1	1	1	1	1	\$260	1	\$260
325199.All Other Basic Organic Chemical Manufacturing	1	-	-					
325412.Pharmaceutical Preparation Manufacturing	1	-	-					
325413.In-Vitro Diagnostic Substance Manufacturing	1	-	-					
325611.Soap and Other Detergent Manufacturing	2	-	-		2	\$3,222	3	\$645
327320.Ready-Mix Concrete Manufacturing	1	1	1	1	1	\$240	1	\$240
327390.Other Concrete Product Manufacturing	1	-	-					
332321.Metal Window and Door Manufacturing	1	-	-					
332710.Machine Shops	5	1	1	1	1	\$774	1	\$774

Industry Category	Complaints	Complaints w/ Violations	Root Citations	Violations	Workers Owed Wages	Wages Owed	Workers Paid	Wages Paid
332721.Precision Turned Product Manufacturing	2	-	-					
332812.Metal Coating, Engraving (except Jewelry and Silverware), and Allied Services to Manufacturers	1	-	-					
332994.Small Arms, Ordnance, and Ordnance Accessories Manufacturing	2	-	-					
332999.All Other Miscellaneous Fabricated Metal Product Manufacturing	1	1	1	9	1	\$2,200	1	\$2,200
333248.All Other Industrial Machinery Manufacturing	1	-	-					
333995.Fluid Power Cylinder and Actuator Manufacturing	2	-	-					
334413.Semiconductor and Related Device Manufacturing	1	1	1	1	1	\$1,292	1	\$912
334418.Printed Circuit Assembly (Electronic Assembly) Manufacturing	1	-	-					
334510.Electromedical and Electrotherapeutic Apparatus Manufacturing	1	-	-					
334516.Analytical Laboratory Instrument Manufacturing	2	1	1	1	1	\$1,000	1	\$1,000
336214.Travel Trailer and Camper Manufacturing	1	-	-					
336412.Aircraft Engine and Engine Parts Manufacturing	5	2	2	3	2	\$5,092	3	\$5,092
336611.Ship Building and Repairing	4	1	1	3	1	\$40	1	\$40
336612.Boat Building	1	-	-					
337122.Nonupholstered Wood Household Furniture Manufacturing	2	-	-					
337127.Institutional Furniture Manufacturing	1	-	-					
339910.Jewelry and Silverware Manufacturing	1	-	-					
339950.Sign Manufacturing	1	-	-					

Industry Category	Complaints	Complaints w/ Violations	Root Citations	Violations	Workers Owed Wages	Wages Owed	Workers Paid	Wages Paid
423110.Automobile and Other Motor Vehicle Merchant Wholesalers	1	-	-					
423220.Home Furnishing Merchant Wholesalers	1	1	1	1	1	\$1,081	1	\$1,081
423320.Brick, Stone, and Related Construction Material Merchant Wholesalers	1	-	-					
423390.Other Construction Material Merchant Wholesalers	3	-	-					
423450.Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	1	-	-					
423510.Metal Service Centers and Other Metal Merchant Wholesalers	1	1	1	1				
423690.Other Electronic Parts and Equipment Merchant Wholesalers	1	-	-					
423710.Hardware Merchant Wholesalers	1	-	-					
423720.Plumbing and Heating Equipment and Supplies (Hydronics) Merchant Wholesalers	1	-	-					
423930.Recyclable Material Merchant Wholesalers	2	-	-					
424210.Drugs and Druggists' Sundries Merchant Wholesalers	1	-	-					
424350.Clothing and Clothing Accessories Merchant Wholesalers	1	-	-					
424450.Confectionery Merchant Wholesalers	1	-	-					
424460.Fish and Seafood Merchant Wholesalers	2	-	-					
424480.Fresh Fruit and Vegetable Merchant Wholesalers	1	-	-					
424490.Other Grocery and Related Products Merchant Wholesalers	2	1	1	1	1	\$1,817	1	\$750
424590.Other Farm Product Raw Material Merchant Wholesalers	2	1	1	1				

Industry Category	Complaints	Complaints w/ Violations	Root Citations	Violations	Workers Owed Wages	Wages Owed	Workers Paid	Wages Paid
424720.Petroleum and Petroleum Products Merchant Wholesalers (except Bulk Stations and Terminals)	1	-	-					
424810.Beer and Ale Merchant Wholesalers	1	-	-					
424820.Wine and Distilled Alcoholic Beverage Merchant Wholesalers	2	-	-					
425120.Wholesale Trade Agents and Brokers	1	1	1	1	1	\$3,229	1	\$3,229
441110.New Car Dealers	9	1	1	1	2	\$1,090	2	\$1,090
441120.Used Car Dealers	2	1	1	1	1	\$127	1	\$127
441227.Motorcycle, ATV, and All Other Motor Vehicle Dealers	3	1	1	1	1	\$1,040	1	\$1,040
441330.Automotive Parts and Accessories Retailers	4	-	-					
441340.Tire Dealers	2	1	1	1	1	\$540	1	\$540
444110.Home Centers	2	1	1	1	1	\$220	1	\$220
444140.Hardware Retailers	2	-	-					
444180.Other Building Material Dealers	2	-	-					
444240.Nursery, Garden Center, and Farm Supply Retailers	2	-	-					
445110.Supermarkets and Other Grocery Retailers (except Convenience Retailers)	11	2	2	2	2	\$1,531	4	\$1,531
445131.Convenience Retailers	11	3	4	6	6	\$4,501	7	\$3,809
445132.Vending Machine Operators	1	-	-					
445250.Fish and Seafood Retailers	3	1	1	1	1	\$1,094	1	\$1,094
445292.Confectionery and Nut Retailers	1	1	2	24	9	\$4,530	9	\$4,530
445298.All Other Specialty Food Retailers	2	-	-		1	\$30	1	\$30
449110.Furniture Retailers	4	2	5	19	15	\$25,887	9	\$18,531
449121.Floor Covering Retailers	1	-	-					
449129.All Other Home Furnishings Retailers	2	-	-					
449210.Electronics and Appliance Retailers	4	2	2	2	3	\$2,527	2	\$2,527
455110.Department Stores	1	-	-					
455211.Warehouse Clubs and Supercenters	2	1	1	1	1	\$3,769	1	\$3,759

Industry Category	Complaints	Complaints w/ Violations	Root Citations	Violations	Workers Owed Wages	Wages Owed	Workers Paid	Wages Paid
455219.All Other General Merchandise Retailers	10	4	5	24	20	\$7,725	20	\$6,414
456110.Pharmacies and Drug Retailers	5	-	-		1	\$500	1	\$500
456191.Food (Health) Supplement Retailers	5	1	1	1	2	\$1,091	2	\$1,091
457110.Gasoline Stations with Convenience Stores	15	4	5	5	4	\$490	4	\$490
457120.Other Gasoline Stations	1	-	-					
457210.Fuel Dealers	7	2	2	2	2	\$260	2	\$260
458110.Clothing and Clothing Accessories Retailers	2	2	2	2	2	\$350	2	\$350
458210.Shoe Retailers	1	-	-					
458310.Jewelry Retailers	1	-	-					
459110.Sporting Goods Retailers	2	-	-					
459510.Used Merchandise Retailers	3	1	4	4	1	\$439	1	\$439
459910.Pet and Pet Supplies Retailers	3	-	-					
459930.Manufactured (Mobile) Home Dealers	1	-	-					
459991.Tobacco, Electronic Cigarette, and Other Smoking Supplies Retailers	15	5	9	737	6	\$2,530	7	\$2,530
459999.All Other Miscellaneous Retailers	5	1	1	1	1	\$983	1	\$983
484110.General Freight Trucking, Local	7	-	-					
484121.General Freight Trucking, Long-Distance, Truckload	4	-	-		1	\$1,119	1	\$1,119
484122.General Freight Trucking, Long-Distance, Less Than Truckload	4	-	-					
484210.Used Household and Office Goods Moving	2	1	1	1	2	\$4,530	1	\$2,816
484230.Specialized Freight (except Used Goods) Trucking, Long-Distance	1	1	1	3	2	\$3,826	2	\$3,826
485113.Bus and Other Motor Vehicle Transit Systems	1	-	-					
485210.Interurban and Rural Bus Transportation	2	-	-					

Industry Category	Complaints	Complaints w/ Violations	Root Citations	Violations	Workers Owed Wages	Wages Owed	Workers Paid	Wages Paid
485310.Taxi and Ridesharing Services	3	-	-		1	\$468	1	\$503
485410.School and Employee Bus Transportation	1	-	-					
485510.Charter Bus Industry	2	1	1	1	2	\$1,235	2	\$1,235
485991.Special Needs Transportation	2	1	1	1	1	\$600	1	\$500
488190.Other Support Activities for Air Transportation	2	-	-					
488410.Motor Vehicle Towing	6	1	1	1	1	\$1,395	1	\$1,395
488490.Other Support Activities for Road Transportation	2	-	-					
491110.Postal Service	7	-	-					
492110.Couriers and Express Delivery Services	19	5	5	55	4	\$8,647	4	\$8,647
492210.Local Messengers and Local Delivery	1	-	-					
493110.General Warehousing and Storage	2	-	-		8	\$6,875	8	\$0
512131.Motion Picture Theaters (except Drive-Ins)	1	-	-					
513110.Newspaper Publishers	2	-	-					
513210.Software Publishers	4	-	-					
516110.Radio Broadcasting Stations	1	-	-					
516210.Media Streaming Distribution Services, Social Networks, and Other Media Networks and Content Providers	2	-	-					
517111.Wired Telecommunications Carriers	5	-	-					
517112.Wireless Telecommunications Carriers (except Satellite)	3	1	1	1	1	\$1,425	1	\$1,425
517122.Agents for Wireless Telecommunications Services	1	1	1	1	1	\$500	1	\$500
518210.Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	1	-	-					
519210.Libraries and Archives	1	-	-					
522110.Commercial Banking	5	1	1	1	1	\$256	1	\$256

Industry Category	Complaints	Complaints w/ Violations	Root Citations	Violations	Workers Owed Wages	Wages Owed	Workers Paid	Wages Paid
522130.Credit Unions	1	-	-					
522180.Savings Institutions and Other Depository Credit Intermediation	1	-	-					
522292.Real Estate Credit	1	-	-					
522320.Financial Transactions Processing, Reserve, and Clearinghouse Activities	2	-	-					
523150.Investment Banking and Securities Intermediation	1	-	-					
524113.Direct Life Insurance Carriers	2	-	-					
524210.Insurance Agencies and Brokerages	3	-	-					
531110.Lessors of Residential Buildings and Dwellings	6	2	2	2	2	\$1,200	2	\$1,200
531210.Offices of Real Estate Agents and Brokers	5	1	3	12	1	\$8,887	1	\$8,887
531311.Residential Property Managers	8	4	4	4	4	\$26,418	4	\$26,418
531312.Nonresidential Property Managers	1	-	-					
531390.Other Activities Related to Real Estate	1	-	-					
532120.Truck, Utility Trailer, and RV (Recreational Vehicle) Rental and Leasing	2	-	-					
532210.Consumer Electronics and Appliances Rental	2	1	1	1	1	\$1,017	1	\$1,017
532284.Recreational Goods Rental	1	1	1	1	1	\$463	1	\$463
532289.All Other Consumer Goods Rental	1	-	-					
532490.Other Commercial and Industrial Machinery and Equipment Rental and Leasing	1	-	-					
541110.Offices of Lawyers	5	1	1	1	1	\$544	1	\$500
541211.Offices of Certified Public Accountants	3	-	-					
541213.Tax Preparation Services	1	-	-					
541310.Architectural Services	2	1	1	1	1	\$3,078	1	\$3,078
541320.Landscape Architectural Services	1	-	-					
541330.Engineering Services	2	-	-					
541380.Testing Laboratories and Services	1	1	2	148	7	\$7,915	7	\$7,915

Industry Category	Complaints	Complaints w/ Violations	Root Citations	Violations	Workers Owed Wages	Wages Owed	Workers Paid	Wages Paid
541512.Computer Systems Design Services	4	-	-					
541612.Human Resources Consulting Services	2	1	1	1	1	\$690	1	\$690
541613.Marketing Consulting Services	3	-	-					
541614.Process, Physical Distribution, and Logistics Consulting Services	2	1	1	1	1	\$378	1	\$378
541810.Advertising Agencies	1	1	1	2	1	\$364	1	\$364
541850.Indoor and Outdoor Display Advertising	2	1	1	1	1	\$117	1	\$117
541890.Other Services Related to Advertising	4	2	2	2	2	\$1,622	2	\$1,622
541910.Marketing Research and Public Opinion Polling	1	-	-					
541921.Photography Studios, Portrait	1	-	-					
541930.Translation and Interpretation Services	1	-	-					
541940.Veterinary Services	3	1	2	2	1	\$2,562		
551112.Offices of Other Holding Companies	1	-	-					
551114.Corporate, Subsidiary, and Regional Managing Offices	5	-	-		1	\$14	1	\$14
561110.Office Administrative Services	4	2	2	2				
561311.Employment Placement Agencies	7	1	1	1	1	\$136	1	\$136
561320.Temporary Help Services	13	4	4	4	4	\$1,359	4	\$1,359
561330.Professional Employer Organizations	5	1	2	4	1	\$3,018	1	\$3,018
561410.Document Preparation Services	2	-	-					
561421.Telephone Answering Services	1	1	1	1	1	\$756	1	\$756
561422.Telemarketing Bureaus and Other Contact Centers	2	-	-					
561499.All Other Business Support Services	2	1	1	1	1	\$456	1	\$456
561520.Tour Operators	2	2	2	2	2	\$1,601	2	\$1,596
561612.Security Guards and Patrol Services	11	2	2	2	3	\$4,813	3	\$4,813
561621.Security Systems Services (except Locksmiths)	4	1	1	1	1	\$692	1	\$692
561720.Janitorial Services	25	6	7	21	7	\$5,201	7	\$5,286
561730.Landscaping Services	33	9	12	190	13	\$8,374	13	\$8,374

Industry Category	Complaints	Complaints w/ Violations	Root Citations	Violations	Workers Owed Wages	Wages Owed	Workers Paid	Wages Paid
561790.Other Services to Buildings and Dwellings	3	1	1	1	1	\$325	1	\$325
561990.All Other Support Services	1	-	-					
562111.Solid Waste Collection	3	-	-					
562119.Other Waste Collection	2	1	1	1	1	\$1,800	1	\$1,800
562998.All Other Miscellaneous Waste Management Services	1	1	1	1	1	\$262	1	\$262
611110.Elementary and Secondary Schools	23	4	4	4	9	\$7,668	9	\$7,668
611310.Colleges, Universities, and Professional Schools	8	2	2	2	2	\$885	2	\$885
611519.Other Technical and Trade Schools	4	1	1	1	1	\$144	1	\$144
611620.Sports and Recreation Instruction	4	3	7	455	2	\$276	2	\$376
611699.All Other Miscellaneous Schools and Instruction	5	1	1	1	1	\$639	1	\$639
621111.Offices of Physicians (except Mental Health Specialists)	12	2	2	2	2	\$6,057	2	\$6,057
621112.Offices of Physicians, Mental Health Specialists	1	-	-					
621210.Offices of Dentists	10	1	2	394				
621310.Offices of Chiropractors	3	2	2	2	2	\$3,914	2	\$3,914
621320.Offices of Optometrists	1	1	1	1	4	\$3,947	4	\$3,947
621330.Offices of Mental Health Practitioners (except Physicians)	7	4	4	4	4	\$3,184	4	\$3,184
621340.Offices of Physical, Occupational and Speech Therapists, and Audiologists	7	3	3	4	3	\$8,681	3	\$8,681
621399.Offices of All Other Miscellaneous Health Practitioners	5	1	2	4	1	\$617	1	\$617
621420.Outpatient Mental Health and Substance Abuse Centers	13	3	3	3	4	\$4,446	4	\$4,446
621498.All Other Outpatient Care Centers	6	1	1	1	1	\$934	1	\$934
621511.Medical Laboratories	1	-	-		1	\$437	1	\$437
621610.Home Health Care Services	50	19	21	148	78	\$90,738	68	\$90,213

Industry Category	Complaints	Complaints w/ Violations	Root Citations	Violations	Workers Owed Wages	Wages Owed	Workers Paid	Wages Paid
621910.Ambulance Services	4	-	-					
621999.All Other Miscellaneous Ambulatory Health Care Services	5	-	-					
622110.General Medical and Surgical Hospitals	23	6	9	82	15	\$64,345	15	\$64,348
622210.Psychiatric and Substance Abuse Hospitals	2	-	-					
622310.Specialty (except Psychiatric and Substance Abuse) Hospitals	3	1	3	4	1	\$1,026	1	\$1,026
623110.Nursing Care Facilities (Skilled Nursing Facilities)	28	5	5	93	4	\$4,899	5	\$4,899
623210.Residential Intellectual and Developmental Disability Facilities	19	2	2	2	1	\$1,029	3	\$1,029
623220.Residential Mental Health and Substance Abuse Facilities	8	1	2	2				
623311.Continuing Care Retirement Communities	14	5	7	203	4	\$2,851	4	\$2,851
623312.Assisted Living Facilities for the Elderly	14	5	5	5	5	\$4,262	5	\$4,262
623990.Other Residential Care Facilities	3	1	1	1	1,150	\$1,150	1	\$1,150
624110.Child and Youth Services	7	2	3	85	2	\$3,955	3	\$3,955
624120.Services for the Elderly and Persons with Disabilities	20	6	6	10	24	\$12,693	24	\$12,693
624190.Other Individual and Family Services	7	-	-		1	\$1,200	1	\$1,200
624229.Other Community Housing Services	2	1	1	2	1	\$1,200	1	\$895
624230.Emergency and Other Relief Services	2	-	-		32	\$20,471	32	\$20,471
624410.Child Care Services	26	11	17	442	32	\$27,117	16	\$9,602
711212.Racetracks	1	-	-					
711310.Promoters of Performing Arts, Sports, and Similar Events with Facilities	2	1	1	1	1	\$860	1	\$860
711410.Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures	1	-	-					
712110.Museums	1	-	-					
712130.Zoos and Botanical Gardens	1	-	-					

Industry Category	Complaints	Complaints w/ Violations	Root Citations	Violations	Workers Owed Wages	Wages Owed	Workers Paid	Wages Paid
713110.Amusement and Theme Parks	1	-	-					
713910.Golf Courses and Country Clubs	9	4	7	151	5	\$13,687	5	\$13,687
713940.Fitness and Recreational Sports Centers	2	1	1	2	1	\$1,668	1	\$1,668
713950.Bowling Centers	1	-	-					
713990.All Other Amusement and Recreation Industries	8	-	-					
721110.Hotels (except Casino Hotels) and Motels	49	19	27	373	32	\$349,756	29	\$22,007
721191.Bed-and-Breakfast Inns	4	1	1	8	1	\$62	1	\$62
721199.All Other Traveler Accommodation	4	1	4	4				
721211.RV (Recreational Vehicle) Parks and Campgrounds	9	2	4	4	10	\$7,492	5	\$4,945
721214.Recreational and Vacation Camps (except Campgrounds)	4	3	5	11	5	\$6,482	4	\$4,482
722310.Food Service Contractors	4	2	2	3	1	\$20	1	\$20
722320.Caterers	11	5	5	5	6	\$3,620	6	\$3,620
722330.Mobile Food Services	1	1	3	21	1	\$1,873	1	\$1,873
722410.Drinking Places (Alcoholic Beverages)	9	3	3	3	2	\$286	2	\$286
722511.Full-Service Restaurants	129	46	106	9,238	136	\$66,970	137	\$68,002
722513.Limited-Service Restaurants	84	24	45	137	41	\$15,550	33	\$11,340
722515.Snack and Nonalcoholic Beverage Bars	30	9	13	430	55	\$42,048	54	\$41,291
811111.General Automotive Repair	1	1	1	1	1	\$880	1	\$880
811191.Automotive Oil Change and Lubrication Shops	2	1	1	1				
811192.Car Washes	2	1	1	1	1	\$840	1	\$840
811210.Electronic and Precision Equipment Repair and Maintenance	1	1	1	1	1	\$200	1	\$200
811310.Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	2	-	-					
811412.Appliance Repair and Maintenance	1	-	-					

Industry Category	Complaints	Complaints w/ Violations	Root Citations	Violations	Workers Owed Wages	Wages Owed	Workers Paid	Wages Paid
811490.Other Personal and Household Goods Repair and Maintenance	3	-	-					
812112.Beauty Salons	5	1	2	2	2	\$3,630	1	\$1,252
812199.Other Personal Care Services	4	-	-					
812210.Funeral Homes and Funeral Services	1	-	-					
812310.Coin-Operated Laundries and Drycleaners	2	-	-					
812320.Drycleaning and Laundry Services (except Coin-Operated)	1	1	1	1	1	\$144	1	\$144
812910.Pet Care (except Veterinary) Services	7	3	3	3	3	\$2,009	3	\$2,009
812990.All Other Personal Services	4	2	3	43	22	\$6,749	22	\$6,749
813319.Other Social Advocacy Organizations	3	1	2	8	7	\$25,046	7	\$25,046
813410.Civic and Social Organizations	4	1	1	21				
813910.Business Associations	2	1	1	1	1	\$713	1	\$713
813930.Labor Unions and Similar Labor Organizations	1	-	-					
813990.Other Similar Organizations (except Business, Professional, Labor, and Political Organizations)	1	1	4	43	1	\$8,366	1	\$8,366
814110.Private Households	5	3	3	3	2	\$488	2	\$458
921110.Executive Offices	1	-	-					
921120.Legislative Bodies	8	3	5	8	4	\$2,691	3	\$2,691
921190.Other General Government Support	3	1	1	1	1	\$1,350	1	\$1,350
922120.Police Protection	1	-	-					
922140.Correctional Institutions	2	-	-		1	\$4,681	1	\$4,681
922160.Fire Protection	3	-	-					
923110.Administration of Education Programs	1	-	-					
923120.Administration of Public Health Programs	4	-	-					
923130.Administration of Human Resource Programs (except Education, Public Health, and Veterans' Affairs Programs)	1	-	-					

Industry Category	Complaints	Complaints w/ Violations	Root Citations	Violations	Workers Owed Wages	Wages Owed	Workers Paid	Wages Paid
924110.Administration of Air and Water Resource and Solid Waste Management Programs	1	-	-					
924120.Administration of Conservation Programs	1	-	-					
928110.National Security	1	-	-					
999999.Unknown/Uncoded	43	-	-					
Total	1,540	407	584	16,347	2,095	\$1,436,041	838	\$943,536