

Maine Legislature Changes Rules for Minimum Wage and Overtime Exemptions

Kai W. McGintee | June 27 , 2008

As a reminder, Maine's minimum wage will increase to \$7.25 per hour starting on October 1, 2008. In addition, two categories of exemptions have been eliminated from Maine's minimum wage law. First, employees in domestic service in private homes, if they are employed by the resident or family of the resident, are no longer exempt from the state's minimum wage and overtime requirements. Second, the Maine legislature has repealed the exemption from minimum wage and overtime requirements for public supported nonprofit organizations and educational nonprofit organizations. **Both of these changes to the current exemptions go into effect on July 17, 2008.**

Although federal wage and overtime laws do not exempt nonprofits, Maine has long exempted eligible employers from the higher state requirements. As a result of this recent change in Maine law, however, nonprofit employers must now pay employees the state minimum wage and overtime rate. To avoid potential civil penalties, nonprofit employers should take appropriate measures to comply with Maine's minimum wage laws by July 17, 2008.

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