



Maine wage and hour cheat sheet

Minimum wage, overtime, breaks, final pay, and record retention on one sheet. Rates verified August 2026.

Minimum wage

\$15.10/hr (effective Jan 1, 2026; up from \$14.65). Tipped/service employee direct wage \$7.55/hr (tips must bring total to \$15.10). Local variants higher: Portland \$16.75/hr, Rockland \$16.00/hr (both effective Jan 1, 2026). As of January 1, 2026, agricultural workers are also covered by the state minimum wage (LD 589).

Overtime

1.5x the regular rate for hours over 40 in a workweek under Maine's own statute, 26 MRS 664(3). Maine DOL confirms overtime is based on the weekly total, not daily hours.

Daily overtime

None. No daily overtime or double-time. Maine DOL states overtime is due only after 40 hours in a workweek, not after 8 hours in a day (unless a collective bargaining agreement requires it).

Meal break

30 consecutive minutes of rest after 6 consecutive hours worked (Title 26 §601). This rest period may be used as unpaid mealtime if the employee is completely relieved of duty. Exempt where fewer than 3 employees are on duty at one time (and the work allows frequent shorter paid breaks). This is Maine's single break requirement; there is no separate meal-break statute.

Rest break

No separate paid rest-break requirement for adults. Maine's only break rule is the 30-minutes-after-6-hours provision in Title 26 §601 (usable as unpaid mealtime); the state does not mandate paid 10/15-minute rest breaks.

Final paycheck

Due by the employee's next established payday, or within 2 weeks of a written demand for wages, whichever is earlier (Title 26 §626). Applies to both voluntary and involuntary separation. Accrued unused vacation earned on/after Jan 1, 2023 must also be paid out at cessation, except for employers with 10 or fewer employees and public employers.

How long to keep time records

Federal law requires keeping time cards 2 years and payroll records 3 years, and some states go longer. Keep the records where you can produce them; a wage claim is decided on whoever has the better records.

Rates verified August 2026. Maine adjusts its minimum wage each January 1 by the Northeast CPI-W, so the rate will change on January 1, 2027. Portland and Rockland set their own higher local minimums that also adjust annually, so confirm the exact municipal rate before relying on it. This is general information, not legal or payroll advice. Check the Maine labor department for the current rules, and talk to a professional for your situation.

Primary source: https://www.maine.gov/labor/news_events/article.shtml?id=13270099. Full list of sources: getclox.com/blog/maine-time-tracking.