MAINE
Rockland Labor Laws

Department of Labor
Rockland Employment Laws

CITY OF ROCKLAND

Effective January 1, 2026
Minimum Wage in the City of Rockland is $16.00 per hour

Service Employees

- A service employee is someone who regularly receives more than $191 a month in tips.
- An employer may consider tips as part of a service employee's Minimum Wage.
- An employer must pay tipped workers a "direct wage" of at least $8.00 cash per hour.
- If a service employee's direct wage and total tips do not equal or exceed $16.00 per hour, the employer must pay the service employee the difference.

Applicability of State Law

- Employers must still comply with all labor laws of the State of Maine, as detailed in Title 26. This includes:
  - Which workers are eligible for overtime pay;
  - Notice to employees.

Know Your Rights

If you feel that your wages do not comply with this ordinance, please consult a lawyer about your legal rights under this ordinance.

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