

UNITED STATES DISTRICT COURT
DISTRICT OF NEW HAMPSHIRE

.....
JULIE A. SU, Acting Secretary of Labor,
United States Department of Labor,

Plaintiff,

v.

ULSTER PROPERTY SERVICES, LLC d/b/a
ULSTER PROPERTY SERVICES; and
KIERAN RICE,

Defendants.
.....

Civil Action No.1:24-cv-117

CONSENT JUDGMENT AND ORDER

Plaintiff Julie A. Su, Acting Secretary of Labor, United States Department of Labor (the “Acting Secretary”), has filed a Complaint in this case under the Fair Labor Standards Act of 1938, as amended, 29 U.S.C. § 201, et seq. (the “FLSA”). Defendants Ulster Property Services, LLC d/b/a Ulster Property Services and Kieran Rice (collectively, the “Defendants”), have received a copy of the Complaint and waive service of process. Defendants admit that they violated Sections 6, 7, 11, and 12(c) of the FLSA, 29 U.S.C. §§ 206, 207, 211, and 212(c).

The Court finds that it has jurisdiction to enter this Consent Judgment and Order (the “Consent Judgment”), and the Acting Secretary and Defendants agree to its terms.

It is therefore ORDERED, ADJUGED, and DECREED that:

1. Defendants and their successors, assigns, agents, servants, employees, and all persons in active concert or participation with them, or acting or claiming to act in their interest and behalf, hereby are permanently enjoined and restrained from violating the FLSA, in any of

the following manners.

a. Defendants shall not, contrary to Sections 6 and 15(a)(2) of the FLSA, 29 U.S.C. §§ 206 and 215(a)(2), pay any employee who in any workweek is engaged in commerce or in the production of goods for commerce, or who is employed in an enterprise engaged in commerce or in the production of goods for commerce, as defined by the FLSA, wages at less than the applicable minimum wage.

b. Defendants shall not, contrary to Sections 7 and 15(a)(2) of the FLSA, 29 U.S.C. §§ 207 and 215(a)(2), employ any employees who in any workweek are engaged in commerce or in the production of goods for commerce, or who are employed in an enterprise engaged in commerce or in the production of goods for commerce, within the meaning of the FLSA, for workweeks longer than 40 hours, unless such employees receive compensation for their employment in excess of 40 hours at rates not less than one-and-one-half times the employees' regular rates of pay.

c. Defendants shall not fail to make, keep, and preserve records of hours worked by employees, dates of birth of employees under the age of 19, and other conditions and practices of employment maintained by Defendants as prescribed by the regulations issued, and from time to time amended, pursuant to Sections 11(c) and 15(a)(5) of the FLSA, 29 U.S.C. §§ 211(c) and 215(a)(5), and found in 29 C.F.R. Part 516.

d. Defendants shall not fail to cooperate with the United States Department of Labor in any investigation conducted pursuant to Section 11(a) of the FLSA, 29 U.S.C. § 211(a), and commenced after the entry of this Consent Judgment.

Defendants shall provide truthful responses and other information and documents to the United States Department of Labor. Defendants shall provide the United States Department of Labor access to all records that are required to be maintained pursuant to Section 11(c) of the FLSA, 29 U.S.C. § 211(c), and 29 C.F.R. Part 516, and shall provide access to other information necessary for the proper execution of any United States Department of Labor investigation. Nothing contained in this Consent Judgment, including the requirement to cooperate as set forth in this Paragraph, abrogates Defendants' rights under the United States Constitution.

e. Defendants shall not, contrary to Sections 12(c) and 15(a)(4), employ any oppressive child labor, as defined in Section 3(l) of the FLSA, 29 U.S.C. § 203(l) and set out in 29 C.F.R. Part 570, in commerce or in the production of goods for commerce or in any enterprise engaged in commerce or in the production of goods for commerce.

f. Defendants shall not, contrary to Section 15(a)(3) of the FLSA, 29 U.S.C. § 215(a)(3), discharge or in any other manner discriminate against or take any adverse action or threaten or imply that adverse action will be taken against any individual who provides, or may seek to provide, information to the United States Department of Labor, or who exercises or asserts their rights under the FLSA or this Consent Judgment.

2. Further, the Court, finding that Defendants owe \$155,096.25 in back wages and \$155,096.25 in liquidated damages to the employees listed in the attached Exhibit A, which is incorporated in and made a part of this Consent Judgment, it is ordered that Defendants are

restrained from withholding said back wages and shall pay, jointly and severally, said back wages and liquidated damages in accordance with the terms set forth herein.

3. The back wage and liquidated damages payments shall be made on or before 14 days from the Court's entry of this Consent Judgment.

4. Defendants may make the back wage and liquidated damages payments required by this Consent Judgment online by ACH transfer, credit card, debit card, or digital wallet by going to <https://pay.gov/public/form/start/77689032> or by going to <http://www.pay.gov> and searching for WHDBWNE. Alternatively, payment may be made in the form of separate certified checks for the back wage and liquidated damages amounts made payable to "Wage and Hour Division—Labor" and delivered to the United States Department of Labor, Wage and Hour Division, 1155 Elm Street, Suite 501, Manchester, New Hampshire 03103, Attn: Katherine Rosario. Any such check shall have Case Number 1983675 written on the face of the check. Funds received by the Secretary pursuant to this Consent Judgment shall be credited first towards liquidated damages due and then towards back wages due. Deductions for Defendants' employees' share of social security and federal withholding taxes will be made by the United States Department of Labor. Defendants, jointly and severally, shall further pay the employer's share of FICA to the appropriate authorities for the back wages paid pursuant to this Consent Judgment after presentation of the United States Department of Labor's quarterly summary of employee payments made.

5. Defendants have certified that their employment practices are currently in compliance with all applicable provisions of the FLSA as interpreted by the Acting Secretary. Defendants represent that, to the best of their knowledge and following diligent review and inquiry, they have been in compliance with the FLSA since October 23, 2023. In resolving the

amount of back wages and liquidated damages in this Consent Judgment, the Acting Secretary has relied on this representation and, accordingly, the back wage and liquidated damages provisions of this Consent Judgment shall have no effect upon any back wages and liquidated damages which may have accrued since October 23, 2023. If Defendants' representation about their compliance with the FLSA is determined to be false, and Defendants are found to be in violation of the FLSA, additional civil money penalties may be owed, in addition to back wages, liquidated damages, and other damages as appropriate.

6. Defendants shall pay civil money penalties associated with the wage-related violations in this case in the amount of \$31,920.00, which are issued pursuant to Section 16(e) of the FLSA, 29 U.S.C. § 216(e), and 29 C.F.R. §§ 578.1-578.4.

7. Defendants shall pay the civil money penalties set out in Paragraph 6 on or before March 8, 2024.

8. Defendants may make the civil money penalty payment required by this Consent Judgment online by ACH transfer, credit card, debit card, or digital wallet by going to <https://pay.gov/public/form/start/77734139> or by going to <http://www.pay.gov> and searching for WHDCMPNE. Alternatively, payment may be made in the form of a certified check made payable to "Wage and Hour Division—Labor" and delivered to the United States Department of Labor, Wage and Hour Division, 1835 Market Street, 19th Floor, Philadelphia, Pennsylvania 19103-2968, Attn: Linda Estacio. Any such check shall have Case Number 1983675 written on the face of the check.

9. The civil money penalties set out in Paragraph 6 above are not related to the child labor violations in this case and nothing in this Consent Judgment shall limit the Acting Secretary's ability to issue civil money penalties to Defendants for any child labor violations in

this case, nor shall this Consent Judgment limit in any way the Acting Secretary's ability to pursue any litigation with respect to child labor civil money penalties that may be assessed against Defendants.

10. In the event Defendants fail to make a payment within 10 days of the payment being due under this Consent Judgment, then Defendants consent to the entry of a Writ of Execution, pursuant to Federal Rule of Civil Procedure 69, to enforce the monetary terms of this Consent Judgment. The Secretary may seek such a writ at any time if Defendants have failed to make payment under this Consent Judgment and more than 10 days have passed since the date the payment was due. The Secretary may represent in filing for such a writ that Defendants consent to its issuance. Upon request from the Secretary, Defendants agree to furnish a complete and accurate list of their real, personal, and business property, including any bank accounts and account numbers, with an estimated value of \$2,000.00 or more and the locations of such property for purposes of the Secretary seeking a Writ of Execution in accordance with this Paragraph of the Consent Judgment.

11. On or before 10 days from the entry of this Consent Judgment, Defendants shall deliver to the United States Department of Labor, Wage and Hour Division, 1155 Elm Street, Suite 501, Manchester, New Hampshire 03103, Attn: Katherine Rosario, a statement showing the following: employers' Federal ID number(s), the name of each employee listed in Exhibit A, and each employee's current address and social security number (only to the extent currently known by Defendants).

12. When recovered wages or liquidated damages have not been claimed by an employee within three years, because of inability to locate the employee or because of the employee's refusal to accept such sums, the Acting Secretary shall deposit the wages or

liquidated damages into the United States Treasury as miscellaneous receipts, pursuant to 29 U.S.C. § 216(c).


13. Defendants shall not, in any way, solicit, demand, accept, or keep any amount paid or payable to any employee or former employee under this Consent Judgment or in any manner attempt to recover any amounts paid to such employee or former employee in connection with this Consent Judgment. In the event any such amount is received from any employee, Defendants shall immediately remit such amount to the United States Department of Labor at the following address: United States Department of Labor, Wage and Hour Division, 1155 Elm Street, Suite 501, Manchester, New Hampshire 03103, Attn: Katherine Rosario.

14. On or before 30 days from the Court's entry of this Consent Judgment, Defendants shall provide to all current employees copies of the U.S. Department of Labor Wage and Hour Division Basic Information (in English and Portuguese) and Fact Sheets #23 and #77 (in English and Portuguese), which are attached as Exhibits B, C, D, E, and F.

15. Nothing in this Consent Judgment precludes the Acting Secretary from using evidence discovered in the investigation that led to the Complaint in this matter in any future investigation, enforcement action, or legal action.

16. Each party shall bear its own fees and other expenses incurred by such party in connection with any stage of this proceeding.

SO ORDERED, this 3rd day of May, 2024.


Steven J. McAuliffe,
United States District Judge
District of New Hampshire

For the Secretary:

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Dated: April 25, 2024

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