

**UNITED STATES DEPARTMENT OF LABOR**  
**OFFICE OF ADMINISTRATIVE LAW JUDGES**  
**Washington, DC**

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**Issue Date: 04 November 2024** ~~Issue Date: 04 November 2024~~

**OALJ Case No.: 2025-CLA-00004**  
**WHD Case No.: 1981626**  
**CMP Id. 68559**

*In the Matter of:*

**ADMINISTRATOR, WAGE AND HOUR DIVISION,  
UNITED STATES DEPARTMENT OF LABOR,**  
*Plaintiff,*

v.

**IRONBLUEBEAR, INC., d/b/a PIZZA PARLOR,  
a corporation, and MICHELLE DROUGAS,  
an individual,**  
*Respondents.*

**ORDER APPROVING CONSENT FINDINGS**

This matter arises under Section 16(e) of the Fair Labor Standards Act of 1938 (“FLSA”), 29 U.S.C. § 201 et seq., and 29 C.F.R. Parts 579 and 580. On or about January 12, 2024, an assistant district director in the Milwaukee, Wisconsin office of the Department of Labor’s Wage and Hour Division (“Plaintiff”) issued a determination letter finding Respondents allegedly employed eleven (11) minors in violation of the child labor provisions of the FLSA and assessed civil money penalties (“CMP”) totaling \$199,764.86. Respondents timely objected to the findings and CMP assessment and requested a hearing. 29 C.F.R. § 580.6.

Complainant filed an *Order of Reference* with the Office of Administrative Law Judges (“OALJ”) on October 31, 2024. 29 C.F.R. § 580.10. OALJ docketed the matter the same day, initiating this proceeding. Contemporaneous with the *Order of Reference*, counsel for the Plaintiff also filed *Consent Findings*, reflecting that the parties have resolved all issues currently pending before the tribunal. The *Consent Findings*, signed by both parties, detail their agreement that Respondents are currently in compliance with and will continue to comply with the requirements and limitations on the employment of minors in the future, withdraw its hearing request, and pay a reduced civil money penalty in the amount of \$99,882.44. Plaintiff has received the first payment of \$33,294.14 and the remaining payments

will be made in monthly installments, with the last payment due on or before September 30, 2025.

The rules of procedure governing FLSA administrative proceedings are set forth in 29 C.F.R. Part 580. Section 580.7(a) states that the OALJ Rules of Practice and Procedure, found at 29 C.F.R. Part 18, shall apply to the extent they do not conflict with the provisions of Part 580. As Part 580 does not provide standards for approving a settlement agreement or consent findings, it is appropriate to apply the standards provided in 29 C.F.R. § 18.71.

After reviewing the terms of the agreement, I am satisfied that they conform to the requirements set forth in section 18.71(b)(1)-(4) and are a satisfactory resolution of the issues previously contested. The parties agree that the entire record upon which this final order is based shall consist solely of the Notice of Determination, the Order of Reference, and the *Consent Findings*; and waive any further procedural rights and right to challenge or contest the validity of any order issued consistent with these Consent Findings.

### **Order**

Accordingly, the *Consent Findings* are adopted and incorporated in full into this Order and APPROVED; shall constitute my findings of fact and conclusions of law; shall constitute full, final, and complete adjudication of the proceeding; and shall have the same force and effect as an order made after a full hearing. Each party shall bear its own fees and expenses incurred in connection with this proceeding. Upon payment of the last installment, this matter is DISMISSED WITH PREJUDICE.

**SO ORDERED.**

**STEPHEN R. HENLEY**  
Chief Administrative Law Judge

## SERVICE SHEET

Case Name: Ironbluebear\_Inc\_dba\_v\_Wage\_and\_Hour\_Divisi\_

Case Number: **2025CLA00004**

Document Title: **ORDER APPROVING CONSENT FINDINGS**

I hereby certify that a copy of the above-referenced document was sent to the following this 4th day of November, 2024:

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