

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

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**Issue Date: 30 October 2024**

**OALJ Case No.: 2025-CLA-00001**  
**WHD Case No.: 1980378**

*In the Matter of:*

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

v.

**ABSOLUTELY CLEAN SERVICES,**  
*Respondent.*

**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 April 4, 2024, an assistant district director in the Grand Rapids, Michigan office of the Department of Labor’s Wage and Hour Division (“Plaintiff”) issued a determination letter finding Respondent allegedly employed three (3) minors in violation of the child labor provisions of the FLSA and assessed civil money penalties (“CMP”) totaling \$63,402.12. Respondent 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 16, 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 Respondent is 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 \$29,210.00 in two installments of \$14,605.00. Plaintiff has received the first payment and the second payment is due on or before January 6, 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 second installment, this matter is DISMISSED WITH PREJUDICE.

**SO ORDERED.**

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

## SERVICE SHEET

Case Name: Wage\_and\_Hour\_Divisi\_v\_Absolutely\_Clean\_Ser\_

Case Number: **2025CLA00001**

Document Title: **ORDER APPROVING CONSENT FINDINGS**

I hereby certify that a copy of the above-referenced document was sent to the following this 30th day of October, 2024:

**SHEILA SMITH**  
LEGAL ASSISTANT

Wage and Hour Division Administrator  
Administrator  
Wage and Hour Division  
U. S. Dept. of Labor  
Room S-3502, FPB  
200 Constitution Ave., N.W.  
WASHINGTON DC 20210  
*{Electronic - Regular Email}*

Camille Blair  
cbwindowchic@gmail.com  
Absolutely Clean Services  
6505 Division Ave., SE  
GRAND RAPIDS MI 49548  
*{Electronic - Regular Email}*

Counsel for Trial Litigat Fair Labor Standards  
FLS-Filings@dol.gov  
Counsel for Trial Litigation  
Division of Fair Labor Standards  
U. S. Department of Labor  
Room N-2716, FPB  
200 Constitution Ave., N.W.  
WASHINGTON DC 20210  
*{Electronic - Regular Email}*

Emma Goold  
goold.emma.l@dol.gov  
200 Constitution Ave NW  
Suite N-4611  
WASHINGTON, D.C. DC 20210  
*{Electronic - Regular Email}*

