

STATE OF CONNECTICUT LABOR DEPARTMENT
WAGE AND WORKPLACE STANDARDS DIVISION
200 FOLLY BROOK BOULEVARD, WETHERSFIELD, CT 06109

Rev 6/14/00

NOTICE TO EMPLOYER - UNPAID WAGES DUE		INVESTIGATOR'S SIGNATURE									
		DATE OF INVESTIGATION: #REF!	NAME OF ESTABLISHMENT: 0								
THIS IS A NOTICE OF UNPAID WAGES & INTEREST DUE YOUR EMPLOYEES OR FORMER EMPLOYEES UNDER THE CONNECTICUT MINIMUM WAGE ACT OR APPLICABLE WAGE ORDER.		TELEPHONE NO.: 0	ADDRESS: 0								
PLEASE FURNISH ADDRESSES AND SOCIAL SECURITY NUMBERS WHERE INDICATED		PERIOD COVERED BY AUDIT: 1/12/2020 TO: 1/15/2023									
		<table border="1"> <tr> <th rowspan="2">ADDRESS STREET</th> <th rowspan="2">CITY STATE ZIP</th> <th colspan="2">PERIOD COVERED</th> <th rowspan="2">WAGE DUE INT DUE</th> <th rowspan="2">INT DUE</th> </tr> <tr> <th>REGIN</th> <th>FNIN</th> </tr> </table>	ADDRESS STREET	CITY STATE ZIP	PERIOD COVERED		WAGE DUE INT DUE	INT DUE	REGIN	FNIN	
ADDRESS STREET	CITY STATE ZIP	PERIOD COVERED			WAGE DUE INT DUE	INT DUE					
		REGIN	FNIN								
		<table border="1"> <tr> <td>2</td> <td>Chad Wilson, Robert</td> <td>8/21/2022</td> <td>11/13/2022</td> <td>\$7,930.01</td> <td>\$431.63</td> </tr> </table>	2	Chad Wilson, Robert	8/21/2022	11/13/2022	\$7,930.01	\$431.63			
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13											
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M. John Strafaci, Esq. / M. Joseph Strafaci, Esq.
Paralegals: Jennifer L. Gibbons / Darlene K. Torcoletti

January 22, 2024

Via Email: todd.startz@ct.gov

Todd Startz
Wage Enforcement Agent
Connecticut Department of Labor

RE: Spirit Gallery LLC – Offer to Resolve Wage Dispute

Dear Mr. Startz:

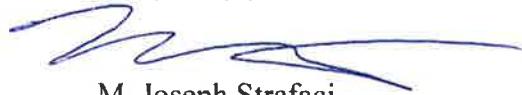
Thank you for your patience in providing time for my client to prepare a settlement offer to the claimants in this matter. My client has authorized the following offers to the claimants:

Robert Chad Wilson: \$8,361.64 (acceptance of full claim amount)



I believe the offers above represent a fair and reasonable resolution to this matter. I am available to discuss this offer and resolution further at your convenience.

Very truly yours,



M. Joseph Strafaci

JOE/jlg

State of Connecticut
Department of Labor
Wage and Workplace Standards Division

INVESTIGATION – FINAL REPORT

Company Name: Spirit Gallery LLC
Local Address: [REDACTED]
Contact Person: Michael Dodd
Telephone: [REDACTED] **Fax:** _____ **Email:** _____
:

Complainant: Robert Wilson

Text

Type of Investigation Complaint **Nature of Complaint** Wage Enforcement **Scope of Audit:**
Issue:

Investigation Findings: Not Compliant

Unsubstantiated:

No Jurisdiction:

In Violation: Record Keeping; Workers Compensation; Wage Payment;

Violations Cited:

Case Summary: Through a review of available time and wage records it was determined that "C" was not paid for all hours worked. Specifically, "C" was only paid for the time he was actively with a customer performing tattoo/piercing work. "C" was required by the employer to be at the establishment on specific days and times while "C" was not actively earning compensation from his duties while with a customer. "C" was not compensated for the time he was required to be at the establishment performing such duties as cleaning, inventory, answering the phone, responding to emails, etc. "C" was interviewed to determine actual weekly hours worked and it was confirmed that "E" failed to pay overtime compensation given alleged hours worked by "C" in excess of 40 per week. Further, it was determined that "C" was misclassified as an independent contractor during the entire duration of his employment. "C" was paid fully by cash or business check with no paystub provided. Wages paid to "C" were based on a percentage of customer charges (commission) given work performed while actively tattooing/piercing. It was determined that in/out time records were not maintained and payroll records were determined to be inadequate. Obtained full payment wage and interest check from "E" to "C" Wilson in the amount of \$8,361.64gross (\$7,930.01wages, \$431.63interest). In addition to wages collected for "C" Wilson, agent also obtained the following full payment checks for additional employees that were determined to be owed wages but did not file wage claims. Payments were obtained through negotiated settlement:



Multiple claimants - See case ID 23-44012 for CP assessment

LABOR DEPARTMENT - WAGE AND WORKPLACE STANDARDS DIVISION

Form Rev 6/14/00

WAGE TRANSCRIPTION AND COMPUTATION SHEET

COMPANY NAME: Spirit Gallery LLC

EMPLOYEE	OCCUPATION	YEAR & WORK WEEK ENDING	DAILY HOURS WORKED		HOURLY RATE	HOURS IN TIME AND OR WAGE RECORDS	ACTUAL HOURS WORKED	NON- WORK HOURS PAID	TOTAL WAGES PAID	TOTAL WAGES DUE	DIFF. DUE	INTEREST DUE	COMMENTS	AUDIT DATE
			Su	M										

Chad Wilson, Robert	est. tattoo hrs	8/21/2022					\$75.00	n/a	3.33		\$250.00	\$249.75	\$0.00	\$0.00		2/28/2023
Chad Wilson, Robert	other hrs	8/21/2022					\$14.00	n/a	41.67		\$0.00	\$629.68	\$629.68	\$44.08		2/28/2023
Chad Wilson, Robert	est. tattoo hrs	8/28/2022					\$75.00	n/a	6.2		\$490.00	\$465.00	\$0.00	\$0.00		2/28/2023
Chad Wilson, Robert	other hrs	8/28/2022					\$14.00	n/a	38.8		\$0.00	\$599.20	\$599.20	\$41.94		2/28/2023
Chad Wilson, Robert	est. tattoo hrs	9/4/2022					\$75.00	n/a	4		\$300.00	\$300.00	\$0.00	\$0.00		2/28/2023
Chad Wilson, Robert	other hrs	9/4/2022					\$14.00	n/a	43		\$0.00	\$669.20	\$669.20	\$40.15		2/28/2023
Chad Wilson, Robert	est. tattoo hrs	9/11/2022					\$75.00	n/a	9		\$675.00	\$675.00	\$0.00	\$0.00		2/28/2023
Chad Wilson, Robert	other hrs	9/11/2022					\$14.00	n/a	36		\$0.00	\$569.50	\$589.50	\$34.17		2/28/2023

LABOR DEPARTMENT - WAGE AND WORKPLACE STANDARDS DIVISION

WAGE TRANSCRIPTION AND COMPUTATION SHEET

COMPANY NAME: Spirit Gallery LLC

EMPLOYEE OCCUPATION	YEAR & WORK WEEK ENDING	DAILY HOURS WORKED						HOURS IN TIME AND OR WAGE RECORDS			ACTUAL HOURS WORKED			NON- WORK HOURS WORKED			TOTAL WAGES PAID		TOTAL WAGES DUE		INTEREST DUE		AUDIT COMMENTS DATE	
		Su	M	T	W	Th	F	Sa	Rate	Hours	Hours	Hours	Hours	Wages	Wages	Diff.	Due	Interest Due	Interest Due	Interest Due	Interest Due			
Chad Wilson, Robert	other hrs	9/25/2022						\$14.00	n/a	38.59				\$597.51	\$597.51	\$35.85							2/28/2023	
Chad Wilson, Robert	est. tattoo hrs	10/2/2022						\$75.00	n/a	8.53				\$640.00	\$639.75	\$0.00	\$0.00						2/28/2023	
Chad Wilson, Robert	other hrs	10/2/2022						\$14.00	n/a	38.47				\$626.60	\$626.60	\$31.33							2/28/2023	
Chad Wilson, Robert	est. tattoo hrs	10/9/2022						\$75.00	n/a	4.92				\$369.00	\$369.00	\$0.00	\$0.00						2/28/2023	
Chad Wilson, Robert	other hrs	10/9/2022						\$14.00	n/a	40.08				\$612.79	\$612.79	\$30.64							2/28/2023	
Chad Wilson, Robert	est. tattoo hrs	10/16/2022						\$75.00	n/a	7.78				\$583.75	\$583.50	\$0.00	\$0.00						2/28/2023	
Chad Wilson, Robert	other hrs	10/16/2022						\$14.00	n/a	37.22				\$647.51	\$647.51	\$32.38							2/28/2023	
Chad Wilson, Robert	est. tattoo hrs	10/23/2022						\$75.00	n/a	8.67				\$650.50	\$650.25	\$0.00	\$0.00						2/28/2023	
Chad Wilson, Robert	other hrs	10/23/2022						\$14.00	n/a	36.33				\$573.02	\$573.02	\$28.65							2/28/2023	
Chad Wilson, Robert	est. tattoo hrs	10/30/2022						\$75.00	n/a	7.83				\$587.50	\$587.25	\$0.00	\$0.00						2/28/2023	
Chad Wilson, Robert	other hrs	10/30/2022						\$14.00	n/a	37.17				\$582.18	\$582.18	\$29.11							2/28/2023	
Chad Wilson, Robert	est. tattoo hrs	11/6/2022						\$75.00	n/a	2.9				\$217.50	\$217.50	\$0.00	\$0.00						2/28/2023	
Chad Wilson, Robert	other hrs	11/6/2022						\$14.00	n/a	44.1				\$679.56	\$679.56	\$27.18							2/28/2023	
Chad Wilson, Robert	est. tattoo hrs	11/13/2022						\$75.00	n/a	4.03				\$302.50	\$302.25	\$0.00	\$0.00						2/28/2023	
Chad Wilson, Robert	other hrs	11/13/2022						\$14.00	n/a	40.97				\$622.23	\$622.23	\$24.89							2/28/2023	
FMP1 OYFF TOTAL														WAGES	WAGES	WAGES	WAGES	WAGES	WAGES	WAGES	WAGES	WAGES		
														\$7,930.01	\$431.63									