

**WAGE AND WORKPLACE STANDARDS**  
200 Folly Brook Boulevard  
Wethersfield, CT 06109  
**WAGE AND HOUR**

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Date of this notice: November 6, 2007

**Notice of Violation and Opportunity to Show Cause**

Please be notified that in accordance with Connecticut General Statute Section 31-69a the Commissioner of the Department of Labor through its designee, the Wage and Workplace Standards Division has found you in violation of Chapter 557 and/or Chapter 558.

Specifically, Cafe Goodfellas (hereinafter Employer) has violated the following provisions:

<u>No. of</u> <u>Employees</u>	<u>Section</u>	<u>No. of</u> <u>Employees</u>	<u>Section</u>
_____	Conn. Gen. Stat. Section 31-13a	_____	Conn. Gen. Stat. Section 31-71d
_____	Conn. Gen. Stat. Section 31-53(b)	_____	Conn. Gen. Stat. Section 31-71e
_____	Conn. Gen. Stat. Section 31-53(f)	_____	Conn. Gen. Stat. Section 31-71f
<u>8</u>	Conn. Gen. Stat. Section 31-60	_____	Conn. Gen. Stat. Section 31-73
<u>23</u>	Conn. Gen. Stat. Section 31-66	_____	Conn. Gen. Stat. Section 31-76c
_____	Conn. Gen. Stat. Section 31-71b	_____	Conn. Gen. Stat. Section 31-76k
_____	Conn. Gen. Stat. Section 31-71c	_____	Conn. Gen. Stat. Section 31-288

Total number of employee-violations 31 times \$300 = Total Assessment \$9,300.00

Payment of the civil penalty assessment to be made by check payable to the Wage and Workplace Standards Division and mailed to the Department of Labor, Wage and Workplace Standards Division, 200 Folly Brook Boulevard, Wethersfield, CT 06109.

By the Regulations of Connecticut State Agencies, Section 31-71h-1 through 31-71h-6, the Employer is hereby notified that it has an opportunity to show cause why a civil penalty should not be assessed and the Employer may request a hearing within twenty-one (21) days from the date of this notice. No hearing shall be granted unless a written request for hearing is received by the Department of Labor, Wage and Workplace Standards Division, 200 Folly Brook Boulevard, Wethersfield, CT 06109.

Any such request for hearing must concisely state the reason(s) for such request, including facts to demonstrate that no violation(s) has occurred.

**IMPORTANT: WITHIN TWENTY-ONE (21) DAYS FROM THE DATE OF THIS NOTICE THE EMPLOYER MUST MAKE FULL PAYMENT OF THE CIVIL PENALTY IN ACCORDANCE WITH THE ABOVE STATED DIRECTIONS OR SHALL REQUEST A HEARING TO SHOW CAUSE WHY NO VIOLATION(S) HAS OCCURRED.**

**IMPORTANT: THERE IS NO LEGAL RIGHT TO A HEARING. THE DETERMINATION AS TO WHETHER THE EMPLOYER HAS STATED SUFFICIENT REASONS TO WARRANT A HEARING IS WITHIN THE DISCRETION OF THE LABOR COMMISSIONER.**

Wage and Workplace Standards Division

Gary Pechie, Director

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DESCRIPTION OF WAGE TRANSCRIPTION CALCULATIONS:

Bartenders were paid less than correct min. wage due (\$7.02). Employer took improper tip credit deduction- paying bartenders at server's rate (\$5.41). Employer failed to keep time records for employees and failed to obtain daily tip earning statements.

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PRIOR HISTORY OR PAST AUDITS:

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FINAL DISPOSITION OF CASE:

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TOTAL BACK WAGES PAID: \$ # OF EMPLOYEES AFFECTED: 6

DATE CLOSED: 2/1/08 \$ 5,353.99

**CONNECTICUT DEPARTMENT OF LABOR  
WAGE AND WORKPLACE STANDARDS DIVISION  
MINIMUM WAGE / OVERTIME AUDIT**

200 Folly Brook Blvd. Wethersfield, CT 06109

**INVESTIGATION – FINAL REPORT**

**INVESTIGATOR:** Riky Jakobsohn

**Industry Code:** 32

**COMPANY NAME:** Café Goodfellas

**HOME OFFICE:**
**OWNER:** Gennaro Iannaccone

**CONTACT:**
**LOCAL ADDRESS:** 758 State St. New Haven, CT 06511

**ADDRESS:**
**TEL:** 203-785-8722

**TEL:**
☐ **Corporation: officers (%)**:

☐ **Limited Liability Company: managing member (%)**:

☐ **Individual Ownership: owner**:

☐ **Partnership: partners**:

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**TYPE OF ESTABLISHMENT:** Restaurant

**REASON FOR INVESTIGATION:** Complaint ☒

 Routine ☐

 Special ☐
**SCOPE OF AUDIT:** 1/1/07-10/7/07

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☐ **ESTABLISHMENT FOUND TO BE IN COMPLIANCE.**
☒ **ESTABLISHMENT FOUND TO BE IN VIOLATION:**
☒ **STATUTORY VIOLATIONS:** ☒ **WAGES** ☒ **RECORDS** ☐ **Minor Violation, no action necessary**
☐ **ADMINISTRATIVE REGULATION VIOLATIONS:** ☐ **Administrative** ☐ **Professional** ☐ **Executive**

210	Failure to Pay Minimum Wage	211a	Failure to Pay Premium Overtime
310	Not Paid Weekly all Monies Due	211b	Failure to Pay Overtime on Commissions
310a	Minimum Daily Earnings Guarantee not paid	211d	Failure to Pay Overtime on other earnings
311	Not Paid for All Hours Worked	211e	Failure to pay Overtime on Seventh Consecutive Day
313	Travel Time not Paid	340	Illegal Deduction from Wages
235	Falsification of Records	223	Records Not Available for Inspection
220	No Time Records	236	Failure to Show Payment for overtime or hourly rate
221	No Wage Records	237	Four-Hour Waivers Not on File
224	No Weekly Total of Hours	225	No Daily Total of Hours
245	Pay Stub Violation	240	<b>Wage Order &amp;/or Regulations not posted</b>
226	No In-and-Out Time Records	312	Failure to Pay on a Regularly Scheduled Pay Day
227	In-and-Out Time Records Not Suff. Complete	350	<b>Failure to provide written hiring agreement</b>
228	In-and-Out Time Records Not Suff. Inclusive	238	Age Certificates Not on File
230	Time-Wage Records in Arrears	101a	Illegal Employment of Minor
232	Time-Wage records Not Completely Adequate	101b	Daily Limitation of Hours (15 year olds)
234	Time-Wage records Not Completely Accurate	101b	Weekly Limitation of Hours (15 year olds)
480	Employees incorrectly reported as Independent Contractors		

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**CORRECTIVE ACTION SHEET:**
**PRESENTED IN PERSON TO:** Gennaro Iannaccone

**Date Presented:** 10/29/07

**TO BE MAILED TO:**
**NOTICE TO EMPLOYER AND WAGE TRANSCRIPTION:**
**PRESENTED IN PERSON TO:**
**Date Presented:**
**TO BE MAILED TO:**
**ADMINISTRATIVE CIVIL PENALTIES:** Yes ☒ No ☐
**TOTAL BACK WAGES DUE:** \$7,299.97

**# OF EMPLOYEES AFFECTED:** 8

**DATE BILLED:**

85



WAGE AND WORKPLACE STANDARDS DIVISION  
 MINIMUM WAGE / OVERTIME AUDIT  
 200 Folly Brook Boulevard, Waterbury, CT 06109

INVESTIGATION - FINAL REPORT

AGENT: Kimberley Adams-Ribeiro

Industry Code: 32

COMPANY NAME: Good Fellas  
 OWNER: Gennaro Iannaccone  
 LOCAL ADDRESS: 758 State Street  
 (city, state, zip): New Haven, CT 06511  
 TEL: 203-785-8722

HOME OFFICE: same  
 CONTACT: same  
 ADDRESS: same  
 (city, state, zip): same  
 TEL: same

CONTACT PERSON (title): Gennaro Iannaccone, Pat. Acct.  
 EMPLOYER'S ATTORNEY:  
 CLAIMANT:

X ESTABLISHMENT FOUND TO BE IN VIOLATION:

- |  |   |
|--|---|
| <u>   </u> 310 Not Paid Weekly all Monies Due                            | <u>   </u> 330 Failure to pay where wages disputed                |
| <u>   </u> 311 Not Paid for All Hours Worked                             | <u>   </u> 340 Illegal Deduction from Wages                       |
| <u>   </u> 313 Travel Time not Paid                                      | <u>   </u> 360 Requiring refund of wages for providing employment |
| <u>X</u> 320 Failure to pay properly upon termination of employment      | <u>   </u> 312 Failure to Pay on a Regularly Scheduled Pay Day    |
| <u>   </u> 370 Failure to pay fringe benefits upon termination           | <u>   </u> 350 Failure to Provide Written Hiring Agreement        |
| <u>   </u> 220 No Time Records   | <u>   </u> 235 Falsification of Records                           |
| <u>   </u> 221 No Wage Records   | <u>X</u> 210 Failure to pay minimum wage                          |
| <u>   </u> 223 Records Not Available for Inspection                      |   |
| <u>   </u> 480 Employees incorrectly reported as Independent Contractors |   |

DATE CLOSED: 9/19/07 8/13/08

AMOUNT PAID: \$786.22

    UNSUBSTANTIATED     Paid Correctly     Non-Work Time     Fringe Benefits

    NO JURISDICTION (\*see disposition)

- |  |   |
|--|---|
| <u>   </u> Bankruptcy                        | <u>   </u> Work Performed Outside CT            |
| <u>   </u> No Employer/Employee Relationship | <u>   </u> Withdrawal of Complaint              |
| <u>   </u> Statute of Limitations            | <u>   </u> Unable to Locate Employer / Claimant |

FINAL DISPOSITION OF CASE:

Claimant not paid proper minimum wage for bartenders and not paid final paycheck upon termination.

FURTHER ACTION TAKEN:

- Criminal Prosecution - Defendant:  
    Disposition:

REFERRALS:

- Wage and Hour  
    Assistant Attorney General for collection  
    Field Audit  
    USDOL  
    Other -

ADMINISTRATIVE CIVIL PENALTIES: X No     Yes Amount Assessed:

*Handwritten signature/initials*

CONNECTICUT DEPARTMENT OF LABOR  
WAGE AND WORKPLACE STANDARDS DIVISION  
MINIMUM WAGE / OVERTIME AUDIT  
200 Foily Brook Boulevard, Wethersfield, CT 06109

Rev. 10/04

INVESTIGATION - FINAL REPORT

AGENT: Kimberley Adams-Ribeiro

Industry Code: 32

COMPANY NAME: Café Goodfellas

HOME OFFICE: same

OWNER:

CONTACT: same

LOCAL ADDRESS: 758 State Street

ADDRESS: same

(city, state, zip): New Haven, CT 06511

(city, state, zip): same

TEL: 203-785-8722

TEL: same

CONTACT PERSON (title): Gennaro Iannaccone, Owner/Pat, payroll

EMPLOYER'S ATTORNEY: N/A

CLAIMANT:

X ESTABLISHMENT FOUND TO BE IN VIOLATION:

- |   |  |
|---|--|
| <u>    </u> 310 Not Paid Weekly all Monies Due                            | <u>    </u> 330 Failure to pay where wages disputed                |
| <u>X</u> 311 Not Paid for All Hours Worked                                | <u>    </u> 340 Illegal Deduction from Wages                       |
| <u>    </u> 313 Travel Time not Paid                                      | <u>    </u> 360 Requiring refund of wages for providing employment |
| <u>    </u> 320 Failure to pay properly upon termination of employment    | <u>    </u> 312 Failure to Pay on a Regularly Scheduled Pay Day    |
| <u>    </u> 370 Failure to pay fringe benefits upon termination           | <u>    </u> 350 Failure to Provide Written Hiring Agreement        |
| <u>    </u> 220 No Time Records   | <u>    </u> 235 Falsification of Records                           |
| <u>    </u> 221 No Wage Records   |  |
| <u>    </u> 223 Records Not Available for Inspection                      |  |
| <u>    </u> 480 Employees incorrectly reported as Independent Contractors |  |

DATE CLOSED: 5/27/10

AMOUNT PAID: \$1,215.40

     UNSUBSTANTIATED           Paid Correctly           Non-Work Time           Fringe Benefits

     NO JURISDICTION

- |   |  |
|---|--|
| <u>    </u> Bankruptcy                        | <u>    </u> Work Performed Outside CT            |
| <u>    </u> No Employer/Employee Relationship | <u>    </u> Withdrawal of Complaint              |
| <u>    </u> Statute of Limitations            | <u>    </u> Unable to Locate Employer / Claimant |

FINAL DISPOSITION OF CASE:

Employer failed to compensate wages upon termination.

FURTHER ACTION TAKEN:

- Criminal Prosecution - Defendant:  
     Disposition:

REFERRALS:

- Wage and Hour  
     Assistant Attorney General for collection  
     Field Audit  
     USDOL  
     Other -

ADMINISTRATIVE CIVIL PENALTIES:      No      Yes Amount Assessed:

*ma*  
*P*

CONNECTICUT DEPARTMENT OF LABOR  
WAGE AND WORKPLACE STANDARDS DIVISION  
MINIMUM WAGE / OVERTIME AUDIT  
200 Folly Brook Boulevard, Wethersfield, CT 06109

Rev. 12/04

INVESTIGATION - FINAL REPORT

Industry Code: 32

AGENT: Kimberley Adams-Ribeiro

COMPANY NAME: Good Fellas  
OWNER:  
LOCAL ADDRESS: 758 State Street  
(city, state, zip): New Haven, CT 06511  
TEL: 203-785-8722

HOME OFFICE: same  
CONTACT: same  
ADDRESS: same  
(city, state, zip): same  
TEL: same

CONTACT PERSON (title): Gennaro Iannaccone, Owner  
EMPLOYER'S ATTORNEY: N/A  
CLAIMANT:

x ESTABLISHMENT FOUND TO BE IN VIOLATION:

       310 Not Paid Weekly all Monies Due  
       311 Not Paid for All Hours Worked  
       313 Travel Time not Paid  
  X   320 Failure to pay properly upon termination of employment  
       370 Failure to pay fringe benefits upon termination  
       220 No Time Records  
       221 No Wage Records  
       223 Records Not Available for Inspection  
       480 Employees incorrectly reported as Independent Contractors

       330 Failure to pay where wages disputed  
       340 Illegal Deduction from Wages  
       360 Requiring refund of wages for providing employment  
       312 Failure to Pay on a Regularly Scheduled Pay Day  
       350 Failure to Provide Written Hiring Agreement  
       235 Falsification of Records

DATE CLOSED: 5/28/09

AMOUNT PAID: \$402.72

       UNSUBSTANTIATED             Paid Correctly             Non-Work Time             Fringe Benefits

       NO JURISDICTION

       Bankruptcy  
       No Employer/Employee Relationship  
       Statute of Limitations

       Work Performed Outside CT  
       Withdrawal of Complaint  
       Unable to Locate Employer / Claimant

FINAL DISPOSITION OF CASE:

Employer failed to compensate promptly and properly upon termination.

FURTHER ACTION TAKEN:

       Criminal Prosecution - Defendant:  
       Disposition:

REFERRALS:

       Wage and Hour  
       Assistant Attorney General for collection  
       Field Audit  
       USDOL  
       Other -

ADMINISTRATIVE CIVIL PENALTIES:        No        Yes Amount Assessed:

*Handwritten signature/initials*



CONNECTICUT DEPARTMENT OF LABOR  
WAGE AND WORKPLACE STANDARDS DIVISION  
MINIMUM WAGE / OVERTIME AUDIT  
200 Folly Brook Boulevard, Waterbury, CT 06109

Rev. 10/04

INVESTIGATION - FINAL REPORT

AGENT: Kimberley Adams-Ribeiro

Industry Code: 32

COMPANY NAME: Café Goodfellas

OWNER:

LOCAL ADDRESS: 758 State Street

(city, state, zip): New Haven, CT 06511

TEL: 203-785-8722

HOME OFFICE:

CONTACT:

ADDRESS: 758 State Street

(city, state, zip): New Haven, CT 06511

TEL: 203-785-8722

CONTACT PERSON (title): Gennaro Iannaccone, Owner

EMPLOYER'S ATTORNEY: N/A

CLAIMANT:

X ESTABLISHMENT FOUND TO BE IN VIOLATION:

- |  |   |
|--|---|
| <input type="checkbox"/> 310 Not Paid Weekly all Monies Due                                    | <input type="checkbox"/> 330 Failure to pay where wages disputed                |
| <input type="checkbox"/> 311 Not Paid for All Hours Worked                                     | <input type="checkbox"/> 340 Illegal Deduction from Wages                       |
| <input type="checkbox"/> 313 Travel Time not Paid  | <input type="checkbox"/> 360 Requiring refund of wages for providing employment |
| <input checked="" type="checkbox"/> 320 Failure to pay properly upon termination of employment | <input type="checkbox"/> 312 Failure to Pay on a Regularly Scheduled Pay Day    |
| <input type="checkbox"/> 370 Failure to pay fringe benefits upon termination                   | <input type="checkbox"/> 350 Failure to Provide Written Hiring Agreement        |
| <input type="checkbox"/> 220 No Time Records   | <input type="checkbox"/> 235 Falsification of Records                           |
| <input type="checkbox"/> 221 No Wage Records   |   |
| <input type="checkbox"/> 223 Records Not Available for Inspection                              |   |
| <input type="checkbox"/> 480 Employees incorrectly reported as Independent Contractors         |   |

DATE CLOSED: 8/4/09

AMOUNT PAID: \$1,769.18

☐ UNSUBSTANTIATED ☐ Paid Correctly ☐ Non-Work Time ☐ Fringe Benefits

☐ NO JURISDICTION

- |  |   |
|--|---|
| <input type="checkbox"/> Bankruptcy                        | <input type="checkbox"/> Work Performed Outside CT            |
| <input type="checkbox"/> No Employer-Employee Relationship | <input type="checkbox"/> Withdrawal of Complaint              |
| <input type="checkbox"/> Statute of Limitations            | <input type="checkbox"/> Unable to Locate Employer / Claimant |

FINAL DISPOSITION OF CASE:

Employer failed to compensate claimant upon termination.

FURTHER ACTION TAKEN:

- ☐ Criminal Prosecution - Defendant:  
☐ Disposition:

REFERRALS:

- ☐ Wage and Hour  
☐ Assistant Attorney General for collection  
☐ Field Audit  
☐ USDOJ  
☐ Other -

ADMINISTRATIVE CIVIL PENALTIES: ☐ No ☐ Yes Amount Assessed:

