

STATE OF NEW YORK DEPARTMENT OF LABOR

IN THE MATTER OF

The New York State Department of Labor,

Complainant,
Universal Custom Millwork, Inc.

Respondent,

In a proceeding pursuant to New York Labor Law Article 25-A and 12 NYCRR Part 921 for a determination that a violation of the WARN Act (L. 2008 ch.475) has occurred.

**DETERMINATION
&
ORDER**

WRAN-09-0004

WHEREAS a hearing was held in the above-captioned matter; and

WHEREAS the Hearing Officer submitted the annexed Report & Recommendation dated November 30, 2011:

NOW, upon review of the entire record, and upon reading the Hearing Officer's Report & Recommendation, and due deliberation having been had thereon, it is

ORDERED that the Hearing Officer's findings of fact and conclusions of law be, and hereby are, adopted; and it is further

ORDERED that the Hearing Officer's recommended determinations and orders be, and hereby are, adopted, and they shall constitute the final **Determination & Order** of the Commissioner of Labor as if fully set forth herein.

Dated: November 2, 2012
Albany, New York



Peter M. Rivera,
Commissioner of Labor
State of New York