



Issue Date: 08 December 2016

CASE NO.: 2016-ACA-00002

IN THE MATTER OF

ANGELA VILLAGOMEZ
Complainant

v.

CAMBRIDGE INTERNATIONAL, LLC.
Respondent

DECISION AND ORDER APPROVING SETTLEMENT
AND DISMISSING CLAIM

1. Nature of Request. The matter arises pursuant to a complaint alleging violations under the employee protective provisions of the Patient Protection and Affordable Care Act (PPACA), 29 U.S.C. § 218(c), and the implementing regulations at 29 C.F.R. Part 1984. The Act includes a whistleblower protection provision with a Department of Labor complaint procedure. The parties submitted a proposed Settlement Agreement and Mutual Release for approval by the undersigned.

2. Procedural History, Findings of Fact and Legal Conclusions.

a. Complainant filed a Complaint on March 8, 2016, asserting Respondent committed discrimination prohibited by PPACA. Respondent filed a Response to the Complaint in which it denied liability. The undersigned set the matter for hearing.

b. Subsequently, on October 31, 2016, the parties notified the undersigned's office that they reached a settlement in this matter. By letter dated December 2, 2016, the parties submitted the Settlement Agreement. The Settlement Agreement was signed in counterpart by each of the parties.

c. The proposed Settlement Agreement is a proper, fair, and reasonable resolution of claim in this matter. The Settlement Agreement is not a product of duress upon either party. None of the terms violate the public interest, and it complies with PPACA.

3. Ruling and Order

a. The Settlement Agreement is approved pursuant to 29 C.F.R. 1984.111(d)(2). The parties

are directed to comply with its terms by the established dates.

b. In the event of a request for access to the original, full and un-redacted copy of the Settlement Agreement, or if the document is directed to be opened by a competent legal order, the Department of Labor will provide the parties with pre-disclosure notification and an opportunity to respond before any disclosure is made. *See* 29 C.F.R. § 70.26. However, the pre-disclosure notice procedure does not constitute a finding that the Settlement Agreement will be exempt from disclosure under FOIA. Similarly, this procedure does not suggest the appropriate FOIA review officer would decline disclosure of the Settlement Agreement if a FOIA request is received. *See* 29 C.F.R. § 70.26(f).

c. The hearing in this matter is cancelled, and the claim is dismissed.

SO ORDERED this day in Covington, LA.

TRACY A. DALY
Administrative Law Judge