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Helen F. Dalton & Associates, P.C. Roman Avshalumov (RA 5508) 69-12 Austin Street Forest Hills, NY 11375 Telephone: 718-263-9591

UNITED STATES DISTRICT COURT EASTERN DISTRICT OF NEW YORK

FILED
IN CLERK'S OFFICE
U.S. DISTRICT COURT E.D.N.Y.

2018 APR 26 PM 2: 37

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U.S. BIOTHIST COUN**LONG ISLAND OFFICE**EASTERN DISTRICT

CV 18-

2473

FRANCISCO AMAYA and CESAR FUENTES, individually and on behalf of all others similarly situated,

Plaintiff,

COLLECTIVE ACTION COMPLAINT

-against-

JURY TRIAL DEMANDED

ED'S LANDSCAPES & SERVICES, CORP. and EDUARDO CARMONA, as an individual,

HURLEY, J.

Defendants.

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LOCKE, M.J.

1. Plaintiff, FRANCISCO AMAYA and CESAR FUENTES, individually and on behalf of all others similarly situated, (hereinafter referred to as "Plaintiff"), by their attorneys at Helen F. Dalton & Associates, P.C., alleges, upon personal knowledge as to themselves and upon information and belief as to other matters, as follows:

PRELIMINARY STATEMENT

- 2. Plaintiff, FRANCISCO AMAYA and CESAR FUENTES, individually and on behalf of all others similarly situated, through undersigned counsel, brings this action against ED'S LANDSCAPES & SERVICES, CORP., and EDUARDO CARMONA, as an individual, (hereinafter referred to as "Defendants"), to recover damages for egregious violations of state and federal wage and hour laws arising out of Plaintiffs' employment at ED'S LANDSCAPES & SERVICES, CORP., located at 8 Partridge Drive, Sag Harbor, New York 11963.
- 3. As a result of the violations of Federal and New York State labor laws delineated below, Plaintiffs seek compensatory damages and liquidated damages in an amount

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exceeding \$100,000.00. Plaintiffs also seek interest, attorneys' fees, costs, and all other legal and equitable remedies this Court deems appropriate.

JURISDICTION AND VENUE

- 4. This Court has subject matter jurisdiction over Plaintiffs' federal claims pursuant to the FLSA, 29 U.S.C. §216 and 28 U.S.C. §1331.
- 5. This Court has supplemental jurisdiction over Plaintiffs' state law claims pursuant to 28 U.S.C. §1367.
- 6. Venue is proper in the EASTERN District of New York pursuant to 28 U.S.C. §1391(b) because a substantial part of the events or omissions giving rise to the claims occurred in this district.
- 7. This Court is empowered to issue a declaratory judgment pursuant to 28 U.S.C. §§2201 & 2202.

THE PARTIES

- 8. Plaintiff FRANCISCO AMAYA residing 28 Wood Avenue, Mastic, New York 11950, was employed by Defendants at ED'S LANDSCAPES & SERVICES, CORP. from in or around March 2013 until in or around December 2017.
- 9. Plaintiff CESAR FUENTES residing 97 Broadway, Shirley, New York 11967, was employed by Defendants at ED'S LANDSCAPES & SERVICES, CORP. from in or around May 2017 until in or around December 2017.
- 10. Upon information and belief, Defendant, ED'S LANDSCAPES & SERVICES, CORP., is a corporation organized under the laws of New York with a principal executive office at 8 Partridge Drive, Sag Harbor, New York 11963.
- 11. Upon information and belief, Defendant, ED'S LANDSCAPES & SERVICES, CORP., is a corporation authorized to do business under the laws of New York.
- 12. Upon information and belief, Defendant EDUARDO CARMONA owns and/or operates ED'S LANDSCAPES & SERVICES, CORP.
- 13. Upon information and belief, Defendant EDUARDO CARMONA is the Chairman of the Board of ED'S LANDSCAPES & SERVICES, CORP.

- 14. Upon information and belief, Defendant EDUARDO CARMONA is the Chief Executive Officer of ED'S LANDSCAPES & SERVICES, CORP.
- 15. Upon information and belief, Defendant EDUARDO CARMONA is an agent of ED'S LANDSCAPES & SERVICES, CORP.
- 16. Upon information and belief, Defendant EDUARDO CARMONA has power over personnel decisions at ED'S LANDSCAPES & SERVICES, CORP.
- 17. Upon information and belief, Defendant EDUARDO CARMONA has power over payroll decisions at ED'S LANDSCAPES & SERVICES, CORP.
- 18. Defendant EDUARDO CARMONA has the power to hire and fire employees at ED'S LANDSCAPES & SERVICES, CORP., establish and pay their wages, set their work schedule, and maintains their employment records.
- 19. During all relevant times herein, Defendant EDUARDO CARMONA was Plaintiffs' employer within the meaning of the FLSA and NYLL.
- 20. On information and belief, ED'S LANDSCAPES & SERVICES, CORP. is, at present and has been at all times relevant to the allegation in the complaint, an enterprise engaged in interstate commerce within the meaning of the FLSA in that the entity (i) has had employees engaged in commerce or in the production of goods for commerce, and handle, sell or otherwise work on goods or material that have been moved in or produced for commerce by any person: and (ii) has had an annual gross volume of sales of not less than \$500,000.00.

FACTUAL ALLEGATIONS

- 21. Plaintiff FRANCISCO AMAYA was employed by Defendants at ED'S LANDSCAPES & SERVICES, CORP. from in or around March 2013 until in or around December 2017.
- 22. During Plaintiff FRANCISCO AMAYA'S employment by Defendants at ED'S LANDSCAPES & SERVICES, CORP., Plaintiff's primary duties were as a landscaper, laborer and performing other miscellaneous duties from in or around March 2013 until in or around December 2017.

- 23. However, Plaintiff regularly stopped working after the first week of December each winter season and would return to work at the beginning of March at the end of each winter season during his employment with Defendants.
- 24. As such, Plaintiff regularly did not work during the months of December, January and February each year of his employment with Defendants.
- 25. Plaintiff FRANCISCO AMAYA was paid by Defendants approximately \$1,270.00 per week from in our around March 2013 until in or around December 2017 during the months in which he was employed by Defendants.
- 26. Plaintiff FRANCISCO AMAYA worked approximately seventy-two (72) hours per week at ED'S LANDSCAPES & SERVICES, CORP. from in or around March 2013 until in or around December 2017 during the months in which he was employed by Defendants.
- 27. Although Plaintiff FRANCISCO AMAYA worked approximately seventy-two (72) or more per week during his employment by Defendants from in or around March 2013 until in or around December 2017, Defendants did not pay Plaintiff time and a half (1.5) for hours worked over forty (40), a blatant violation of the overtime provisions contained in the FLSA and NYLL.
- 28. Plaintiff CESAR FUENTES was employed by Defendants at ED'S LANDSCAPES & SERVICES, CORP. from in or around May 2017 until in or around December 2017.
- 29. During Plaintiff CESAR FUENTES'S employment by Defendants at ED'S LANDSCAPES & SERVICES, CORP., Plaintiff's primary duties were as a landscaper, laborer and performing other miscellaneous duties from in or around May 2017 until in or around December 2017.
- 30. Plaintiff CESAR FUENTES was paid by Defendants approximately \$1,270.00 per week from in our around May 2017 until in or around December 2017 during the months in which he was employed by Defendants.
- 31. Plaintiff CESAR FUENTES worked approximately seventy-two (72) hours per week at ED'S LANDSCAPES & SERVICES, CORP. from in or around May 2017 until in or around December 2017 during the months in which he was employed by Defendants.

- 32. Although Plaintiff CESAR FUENTES worked approximately seventy-two (72) or more per week during his employment by Defendants from in or around May 2017 until in or around December 2017, Defendants did not pay Plaintiff time and a half (1.5) for hours worked over forty (40), a blatant violation of the overtime provisions contained in the FLSA and NYLL.
- 33. Upon information and belief, Defendants willfully failed to post notices of the minimum wage and overtime wage requirements in a conspicuous place at the location of their employment as required by both the NYLL and the FLSA.
- 34. Upon information and belief, Defendants willfully failed to keep accurate payroll records as required by both NYLL and the FLSA.
- 35. As a result of these violations of Federal and New York State labor laws, Plaintiffs seek compensatory damages and liquidated damages in an amount exceeding \$100,000.00. Plaintiff also seeks interest, attorneys' fees, costs, and all other legal and equitable remedies this Court deems appropriate.

COLLECTIVE ACTION ALLEGATIONS

- 36. Plaintiff bring this action on behalf of himself and other employees similarly situated as authorized under the FLSA, 29 U.S.C. § 216(b). The employees similarly situated are the collective class.
- 37. Collective Class: All persons who are or have been employed by the Defendants as landscapers, laborers, or other similarly titled personnel with substantially similar job requirements and pay provisions, who were performing the same sort of functions for Defendants, other than the executive and management positions, who have been subject to Defendants' common practices, policies, programs, procedures, protocols and plans including willfully failing and refusing to pay required minimum and overtime wage compensation.
- 38. Upon information and belief, Defendants employed approximately 20 to 25 employees within the relevant time period who were subjected to similar payment structures.

- 39. Upon information and belief, Defendants suffered and permitted Plaintiff and the Collective Class to work more than forty hours per week without appropriate overtime compensation.
- 40. Defendants' unlawful conduct has been widespread, repeated, and consistent.
- 41. Upon information and belief, Defendants had knowledge that Plaintiff and the Collective Class performed work requiring overtime pay.
- 42. Defendants' conduct as set forth in this Complaint, was willful and in bad faith, and has caused significant damages to Plaintiff and the Collective Class.
- 43. Defendants are liable under the FLSA for failing to properly compensate Plaintiff and the Collective Class, and as such, notice should be sent to the Collective Class. There are numerous similarly situated current and former employees of Defendants who have been denied overtime pay in violation of the FLSA and NYLL, who would benefit from the issuance of a Court-supervised notice of the present lawsuit, and the opportunity to join the present lawsuit. Those similarly situated employees are known to Defendants and are readily identifiable through Defendants' records.
- 44. The questions of law and fact common to the putative class predominate over any questions affecting only individual members.
- 45. The claims of Plaintiff are typical of the claims of the putative class.
- 46. Plaintiff and his counsel will fairly and adequately protect the interests of the putative class.
- 47. A collective action is superior to other available methods for the fair and efficient adjudication of this controversy.

FIRST CAUSE OF ACTION

Overtime Wages Under The Fair Labor Standards Act

- 48. Plaintiffs re-allege and incorporate by reference all allegations in all preceding paragraphs.
- 49. Plaintiffs have consented in writing to be a party to this action, pursuant to 29 U.S.C. §216(b).

- 50. At all times relevant to this action, Plaintiffs were engaged in commerce or the production of goods for commerce within the meaning of 29 U.S.C. §§206(a) and 207(a).
- 51. At all times relevant to this action, Defendants were employers engaged in commerce or the production of goods for commerce within the meaning of 29 U.S.C. §§206(a) and 207(a).
- 52. Defendants willfully failed to pay Plaintiffs overtime wages for hours worked in excess of forty (40) hours per week at a wage rate of one and a half (1.5) times the regular wage, to which Plaintiffs were entitled under 29 U.S.C. §\$206(a) in violation of 29 U.S.C. §207(a)(1).
- 53. Defendants' violations of the FLSA as described in this Complaint have been willful and intentional. Defendants have not made a good effort to comply with the FLSA with respect to the compensation of the Plaintiffs.
- 54. Due to Defendants' FLSA violations, Plaintiffs are entitled to recover from Defendants, jointly and severally, their unpaid wages and an equal amount in the form of liquidated damages, as well as reasonable attorneys fees and costs of the action, including interest, pursuant to the FLSA, specifically 29 U.S.C. §216(b).

SECOND CAUSE OF ACTION

Overtime Wages Under New York Labor Law

- 55. Plaintiffs re-allege and incorporate by reference all allegations in all preceding paragraphs.
- 56. At all times relevant to this action, Plaintiffs were employed by Defendants within the meaning of New York Labor Law §§2 and 651.
- 57. Defendants failed to pay Plaintiffs overtime wages for hours worked in excess of forty hours per week at a wage rate of one and a half (1.5) times the regular wage to which Plaintiffs were entitled under New York Labor Law §652, in violation of 12 N.Y.C.R.R. 137-1.3.
- 58. Due to Defendants' New York Labor Law violations, Plaintiffs were entitled to recover from Defendants, jointly and severally, their unpaid overtime wages and an amount equal to his unpaid overtime wages in the form of liquidated damages, as well

as reasonable attorneys' fees and costs of the action, including interest in accordance with NY Labor Law §198(1-a).

THIRD CAUSE OF ACTION

Violation of the Notice and Recordkeeping Requirements of the New York Labor Law

- 59. Plaintiffs re-allege and incorporate by reference all allegations in all preceding paragraphs.
- 60. Defendants failed to provide Plaintiffs with a written notice, in English and in Spanish (Plaintiffs' primary language), of their rate of pay, regular pay day, and such other information as required by NYLL §195(1).
- 61. Defendants are liable to Plaintiffs in the amount of \$5,000.00 each, together with costs and attorneys' fees.

FOURTH CAUSE OF ACTION

Violation of the Wage Statement Requirements of the New York Labor Law

- 62. Plaintiffs re-allege and incorporate by reference all allegations in all preceding paragraphs.
- 63. Defendants failed to provide Plaintiffs with wage statements upon each payment of wages, as required by NYLL §195(3)
- 64. Defendants are liable to Plaintiffs in the amount of \$5,000.00 each, together with costs and attorneys' fees.

PRAYER FOR RELIEF

Wherefore, Plaintiffs respectfully request that judgment be granted:

- a. Declaring Defendants' conduct complained herein to be in violation of the Plaintiffs' rights under the FLSA, the New York Labor Law, and its regulations;
- b. Awarding Plaintiffs unpaid overtime wages;
- c. Awarding Plaintiffs unpaid wages;
- d. Awarding Plaintiffs liquidated damages pursuant to 29 U.S.C. §216 and New York Labor Law §§198(1-a), 663(1);
- e. Awarding Plaintiffs prejudgment and post-judgment interest;

- f. Awarding Plaintiffs the costs of this action together with reasonable attorneys' fees; and
- g. Awarding such and further relief as this court deems necessary and proper.

DEMAND FOR TRIAL BY JURY

Pursuant to Rule 38(b) of the Federal Rules of Civil Procedure, Plaintiffs demand a trial by jury on all questions of fact raised by the complaint.

Dated: This 18th day of April 2018.

Roman Avshalumov, Esq. (RA 5508) Helen F. Dalton & Associates, PC

69-12 Austin Street Forest Hills, NY 11375 Telephone: 718-263-9591

Fax: 718-263-9598

UNITED STATES DISTRICT COURT EASTERN DISTRICT OF NEW YORK

FRANCISCO AMAYA and CESAR FUENTES, individually and on behalf of all others similarly situated,

Plaintiff,

-against-

ED'S LANDSCAPES & SERVICES, CORP., and EDUARDO CARMONA, as an individual,

Defendants.

SUMMONS & COMPLAINT

HELEN F. DALTON & ASSOCIATES, P.C.

Attorneys for Plaintiffs 69-12 Austin Street Forest Hills, NY 11375 Phone (718) 263-9591 Fax (718) 263-9598

TO: ED'S LANDSCAPES & SERVICES, CORP. 8 PARTRIDGE DRIVE SAG HARBOR, NEW YORK 11963

EDUARDO CARMONA 8 PARTRIDGE DRIVE SAG HARBOR, NEW YORK 11963 JS 44 (Rev. 1/2013)

#465 3127 341

CIVIL COVER SHEET

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON NEXT PAGE OF THIS FORM.)

I. (a) PLAINTIFFS FRANCISCO AMAYA an of all others similarly situa		individually and on be	half ED'S LANDSCAPE	DEFENDANTS ED'S LANDSCAPES & SERVICES, CORP. and EDUARDO CARMONA, as an individual		
(b) County of Residence of	f First Listed Plaintiff S XCEPT IN U.S. PLAINTIFF CA	SUFFOLK ASES)	County of Residence	County of Residence of First Listed Defendant SUFFOLK (IN U.S. PLAINTIFF CASES ONLY)		
Helen F. Dalton & Associ 69-12 Austin Street		73	NOTE: IN LAND CO THE TRACT Attorneys (If Known)	THE TRACT OF LAND INVOLVED.		
Forest Hills, NY 11375 (7 II. BASIS OF JURISDI		Due Boy On TIII	CITIZENSHIP OF P	DINCIPAL PARTIES	Place an "X" in One Box for Plaintiff	
			(For Diversity Cases Only)		and One Box for Defendant)	
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IV. NATURE OF SUIT		nly) ORTS	FORFEITURE/PENALTY	BANKRUPTCY	OTHER STATUTES	
110 Insurance	PERSONAL INJURY	PERSONAL INJURY	☐ 625 Drug Related Seizure	☐ 422 Appeal 28 USC 158	375 False Claims Act	
☐ 120 Marine	☐ 310 Airplane	365 Personal Injury -	of Property 21 USC 881	☐ 423 Withdrawal	☐ 400 State Reapportionment	
130 Miller Act	315 Airplane Product	Product Liability	☐ 690 Other	28 USC 157	410 Antitrust	
☐ 140 Negotiable Instrument ☐ 150 Recovery of Overpayment	Liability 320 Assault, Libel &	☐ 367 Health Care/ Pharmaceutical		PROPERTY RIGHTS	☐ 430 Banks and Banking ☐ 450 Commerce	
& Enforcement of Judgment		Personal Injury		820 Copyrights	460 Deportation	
151 Medicare Act	☐ 330 Federal Employers'	Product Liability		☐ 830 Patent	☐ 470 Racketeer Influenced and	
152 Recovery of Defaulted	Liability	☐ 368 Asbestos Personal		☐ 840 Trademark	Corrupt Organizations	
Student Loans (Excludes Veterans)	340 Marine 345 Marine Product	Injury Product Liability	LABOR	SOCIAL SECURITY	☐ 480 Consumer Credit☐ 490 Cable/Sat TV	
☐ 153 Recovery of Overpayment	Liability		☑ 710 Fair Labor Standards	☐ 861 HIA (1395ff)	☐ 850 Securities/Commodities/	
of Veteran's Benefits	☐ 350 Motor Vehicle	370 Other Fraud	Act	☐ 862 Black Lung (923)	Exchange	
☐ 160 Stockholders' Suits ☐ 190 Other Contract	355 Motor Vehicle Product Liability	☐ 371 Truth in Lending ☐ 380 Other Personal	720 Labor/Management Relations	☐ 863 DIWC/DIWW (405(g)) ☐ 864 SSID Title XVI	890 Other Statutory Actions 891 Agricultural Acts	
195 Contract Product Liability	360 Other Personal	Property Damage	740 Railway Labor Act	☐ 865 RSI (405(g))	893 Environmental Matters	
196 Franchise	Injury	☐ 385 Property Damage	751 Family and Medical		☐ 895 Freedom of Information	
	☐ 362 Personal Injury -	Product Liability	Leave Act	مر ترکید ا	: Act	
REAL PROPERTY	Medical Malpractice CIVIL RIGHTS	PRISONER PETITIONS	790 Other Labor Litigation 791 Employee Retirement	FEDERAL TAX SUITS	896 Arbitration 899 Administrative Procedure	
☐ 210 Land Condemnation	440 Other Civil Rights	Habeas Corpus:	Income Security Act	☐ 870 Taxes (U.S. Plaintiff-	Act/Review or Appeal of	
☐ 220 Foreclosure	441 Voting	☐ 463 Alien Detainee		or Defendant)	Agency Decision	
☐ 230 Rent Lease & Ejectment ☐ 240 Torts to Land	442 Employment	510 Motions to Vacate		871 IRS—Third Party	990 Constitutionality of	
245 Tort Product Liability	443 Housing/ Accommodations	Sentence 530 General		26 USC 7609	State Statutes	
☐ 290 All Other Real Property			IMMIGRATION	~~~		
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		Conditions of Confinement				
V. ORIGIN (Place an "X" in	••		B	I	·	
	te Court	Appellate Court	(specify)	r District Litigation	ct	
VI. CAUSE OF ACTIO	N Fair Labor Standa Brief description of ca	ards Act	ing (Do not cite jurisdictional stat	utes unless diversity):		
		r unpaid overtime wage				
VII. REQUESTED IN COMPLAINT:	CHECK IF THIS UNDER RULE 2	IS A CLASS ACTION 3, F.R.Cv.P.	DEMAND \$ 100,000.00	CHECK YES only JURY DEMAND:	if demanded in complaint: XI Yes □ No	
VIII. RELATED CASE	E(S)	100	() /			
IF ANY	(See instructions):	JUDGE 1/2	<u> </u>	DOCKET NUMBER		
FOR OFFICE USE ONLY		SIGNATURE OF ATTORI	NEY OF RECORD			
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CERTIFICATION OF ARBITRATION ELIGIBILITY

exclusiv	e of inter	est and costs, are eligible for compulsory arbitration. The amount of damages is presumed to be below the threshold amount unless a e contrary is filed.		
I,		, counsel for , do hereby certify that the above captioned civil action is		
ineligil	ble for c	, counsel for, do hereby certify that the above captioned civil action is compulsory arbitration for the following reason(s):		
		monetary damages sought are in excess of \$150,000, exclusive of interest and costs,		
		the complaint seeks injunctive relief,		
		the matter is otherwise ineligible for the following reason		
		DISCLOSURE STATEMENT - FEDERAL RULES CIVIL PROCEDURE 7.1		
		Identify any parent corporation and any publicly held corporation that owns 10% or more or its stocks:		
		RELATED CASE STATEMENT (Section VIII on the Front of this Form)		
provides because same jud case: (A	that "A of the cases lge and m involves	es that are arguably related pursuant to Division of Business Rule 50.3.1 in Section VIII on the front of this form. Rule 50.3.1 (a) civil case is "related" to another civil case for purposes of this guideline when, because of the similarity of facts and legal issues or arise from the same transactions or events, a substantial saving of judicial resources is likely to result from assigning both cases to the agistrate judge." Rule 50.3.1 (b) provides that "A civil case shall not be deemed "related" to another civil case merely because the civil identical legal issues, or (B) involves the same parties." Rule 50.3.1 (c) further provides that "Presumptively, and subject to the power runine otherwise pursuant to paragraph (d), civil cases shall not be deemed to be "related" unless both cases are still pending before the		
		NY-E DIVISION OF BUSINESS RULE 50.1(d)(2)		
1.)	Is the c	ivil action being filed in the Eastern District removed from a New York State Court located in Nassau or Suffolk		
2.)		answered "no" above: the events or omissions giving rise to the claim or claims, or a substantial part thereof, occur in Nassau or Suffolk ? YES		
	b) Did the events of omissions giving rise to the claim or claims, or a substantial part thereof, occur in the Eastern District? YES			
Suffolk	County, olk Coun	o question 2 (b) is "No," does the defendant (or a majority of the defendants, if there is more than one) reside in Nassau or or, in an interpleader action, does the claimant (or a majority of the claimants, if there is more than one) reside in Nassau ty?		
		BAR ADMISSION		
I am cu	rrently a	dmitted in the Eastern District of New York and currently a member in good standing of the bar of this court.		
	•	☑ Yes ☐ No		
Are you	current	ly the subject of any disciplinary action (s) in this or any other state or federal court? Yes (If yes, please explain) No		
Attorn	ey Bar	Code: RA5508		
I certify	the acci	argery of all information provided above.		

ClassAction.org

This complaint is part of ClassAction.org's searchable class action lawsuit database and can be found in this post: Ed's Landscapes & Services Facing Former Employees' Unpaid Overtime Complaint