

IN THE UNITED STATES DISTRICT COURT
EASTERN DISTRICT OF ARKANSAS
WESTERN DIVISION

FILED
U.S. DISTRICT COURT
EASTERN DISTRICT ARKANSAS

NOV 13 2018

JAMES W. MCCORMACK, CLERK
By:  DEP CLERK

**CALEB CAULEY and ASHLYN WAGLEY,
Each Individually and on Behalf of All
Others Similarly Situated**

PLAINTIFFS

vs.

Case No. 4:18-cv- 845 - KGB

**UNITED CEREBRAL PALSY OF CENTRAL
ARKANSAS, INC., and PAULA RADER**

DEFENDANTS

**ORIGINAL COLLECTIVE ACTION COMPLAINT
AND CLASS ACTION COMPLAINT**

COME NOW Plaintiffs Caleb Cauley and Ashlyn Wagley, each individually and on behalf of all other similarly situated current and former employees of Defendants United Cerebral Palsy of Central Arkansas, Inc., and Paula Rader (collectively "Defendant"), by and through their attorneys Steve Rauls and Josh Sanford, and bring this putative collective action, and in support thereof they do hereby state and allege as follows:

I.

OVERVIEW This case assigned to District Judge Baker
and to Magistrate Judge Volpe

1. Plaintiffs bring claims under the Fair Labor Standards Act ("FLSA"), 29 U.S.C. § 201, *et seq.* to recover unpaid overtime compensation under § 216(b) of the FLSA. They bring these claims as a collective action on behalf of themselves and all current or former home healthcare workers employed by Defendant from November 13, 2015, to the present.

2. Plaintiffs file a *Notice of Related Case* for disposed action Adams, et al., v. United Cerebral Palsy of Central Arkansas, Inc., 4:16-cv-930-JLH.

3. The proposed Rule 23 class will seek recovery of monetary damages for all overtime worked by Plaintiff and the putative class members.

4. Plaintiffs, in addition the federal claims identified above, bring this action under the Arkansas Minimum Wage Act, Ark. Code Ann. § 11-4-201, *et seq.* (“AMWA”), for declaratory judgment, monetary damages, liquidated damages, prejudgment interest, civil penalties and costs, including reasonable attorneys’ fees as a result of Defendant’s commonly applied policy and practice of failing to pay Plaintiff and all others similarly situated overtime compensation for the hours in excess of forty hours in a single week that they were/are made to work.

II. THE PARTIES

A. Plaintiffs

5. Plaintiff Caleb Cauley is a citizen of the United States, domiciled in the City of Vilonia, and has been employed by Defendant in Arkansas at times after November 13, 2015, as a home healthcare worker who provided companionship services.

6. Plaintiff Cauley’s hours varied from week to week but he regularly worked more than 40 hours a week, including some weeks in which he worked in excess of 60 hours.

7. Despite his overtime work, he was not properly compensated for all overtime hours worked in excess of 40 hours per week. Plaintiff Cauley’s consent to sue is attached hereto as Exhibit “A”.

8. Plaintiff Ashlyn Wagley is a citizen of the United States, domiciled in the City of Conway, and has been employed by Defendant in Arkansas at times after November 13, 2015, as a home healthcare worker who provided companionship services.

9. Plaintiff Wagley's hours varied from week to week but she regularly worked more than 40 hours a week, including some weeks in which she worked in excess of 60 hours.

10. Despite her overtime work, she was not properly compensated for all overtime hours worked in excess of 40 hours per week. Plaintiff Wagley's consent to sue is attached hereto as Exhibit "A".

11. Plaintiffs bring this action on behalf of themselves and all other similarly situated individuals pursuant to 29 U.S.C. § 216(b). Plaintiffs and the similarly situated individuals were, or are, employed by Defendant as home healthcare workers since November 13, 2015. As this case proceeds, it is likely that more individuals will join this action as opt-in plaintiffs.

12. The precise size of the FLSA Collective and the identity of the putative plaintiffs will be ascertainable from the business records of Defendant and its related and affiliated entities.

B. Defendants

13. Separate Defendant United Cerebral Palsy of Central Arkansas, Inc., d/b/a United Cerebral Palsy of Arkansas, is an Arkansas corporation with its principal place of business located in Little Rock.

14. This Defendant is, and has been, an enterprise engaged in commerce or in the production of goods or services for commerce within the meaning of 29 U.S.C. §

203(s)(1), and, upon information and belief, Defendant has had an annual gross volume of sales made or business done of not less than \$500,000.00 at all relevant times.

15. Paula Rader is a resident of Arkansas, and at times relevant to this Complaint, was an officer and executive of the corporate Defendant.¹

16. At all times relevant hereto, Paula Rader had operational control over the corporate Defendant.

17. At all times relevant hereto, Paula Rader had the power to hire and fire employees of the corporate Defendant, supervised and set wages and wage policies for the employees of the corporate Defendant.

18. Plaintiffs, and all those similarly situated, are “employees” of Defendant engaged in commerce or in the production of goods or services for commerce as defined by 29 U.S.C. § 206(a) and 207(a)(1).

19. At all relevevant times, Defendant is, and has been, an “employer” of Plaintiffs and the similarly situated individuals within the meaning of the FLSA, 29 U.S.C. § 203(d).

20. This claim is brought pursuant to the Fair Labor Standards Act, 29 U.S.C. § 201 *et seq.* and is a collective action pursuant to 29 U.S.C. § 216(b). Plaintiffs’ claims arise under § 207(a) of the FLSA.

III.

VENUE

21. Venue is proper in this Court as a substantial part of the events giving rise the claims occurred in the Western Division of this District.

¹ <http://ucpark.org/about/leadership-staff/> (last viewed November 9, 2018)

**IV.
COLLECTIVE ACTION DEFINITION**

22. The class of similarly situated employees sought to be certified under 29 U.S.C. § 216(b) as a collective action is defined as:

**All home healthcare workers employed after
November 13, 2015 (the “FLSA Collective”).**

**V.
CLASS ACTION ALLEGATIONS**

23. Plaintiffs repeat and re-allege all previous paragraphs of this Complaint as though fully incorporated in this section.

24. Plaintiffs, individually and on behalf of all others similarly situated who were employed by Defendant within the State of Arkansas, bring this claim for relief for violation of the AMWA as a class action pursuant to Rule 23 of the Federal Rules of Civil Procedure.

25. Plaintiffs propose to represent a class of individuals defined as follows:

**All Arkansas home healthcare workers employed
after since November 13, 2015 (the “AMWA Class”).**

26. The proposed class encompasses all home healthcare workers for Defendant.

27. Upon information and belief, there are over one hundred (100) persons in the proposed class. Therefore, the proposed class is so numerous that joinder of all members is impracticable.

28. Common questions of law and fact relate to all of the proposed class members, such as these:

- A. Whether Plaintiffs and the class members were properly paid for their work;
- B. Whether Defendant has failed to pay Plaintiffs and members of the Class overtime compensation for all of the hours worked over forty (40) each week; and
- C. Whether Defendant is liable to Plaintiffs and members of the Class for violations of the AMWA.

29. The above common questions of law and fact predominate over any questions affecting only the individual named Plaintiffs, and a class action is superior to other available methods for fairly and efficiently adjudicating the controversy.

30. The class members have no interest in individually controlling the prosecution of separate actions because the policy of the AMWA provides a bright-line rule for protecting all non-exempt employees as a class. To wit: "It is declared to be the public policy of the State of Arkansas to establish minimum wages for workers in order to safeguard their health, efficiency, and general well-being and to protect them as well as their employers from the effects of serious and unfair competition resulting from wage levels detrimental to their health, efficiency, and well-being." Ark. Code Ann. § 11-4-202. To that end, all non-exempted employees must be paid for time worked over forty (40) hours per week at a rate of one and one-half times their regular rate. Ark. Code Ann. § 11-4-211.

31. At the time of the filing of this Complaint, neither Plaintiffs nor Plaintiffs' counsel know of ongoing litigation that bears on the claims asserted herein.

32. No difficulties are likely to be encountered in the management of this class action.

33. The claims of Plaintiffs are typical of the claims of the proposed class in that Plaintiffs and all others in the proposed class will claim that they were not paid for all hours worked in violation of the AMWA.

34. Plaintiffs and their counsel will fairly and adequately protect the interests of the class.

35. Plaintiffs' counsel are competent to litigate Rule 23 class actions and other complex litigation matters, including wage and hour cases like this one.

VI. FACTS

36. Defendant employed Plaintiffs and the FLSA Collective as home healthcare workers who provided companionship services for the elderly, ill and/or disabled.

37. Plaintiffs' hours varied from week to week, but Defendant suffered and permitted them to regularly work more than 40 hours a week, including some weeks in which they worked up to and including 60 or more hours in a workweek.

38. Upon information and belief, Defendant suffered and permitted the members of the FLSA Collective to work more than 40 hours in a week, and members of the FLSA Collective worked more than 40 hours in certain workweeks.

39. Neither Plaintiffs nor the members of the FLSA Collective were compensated in accordance with the FLSA because they were not paid proper overtime wages for all hours worked in excess of forty hours a week for all weeks worked. Rather than paying them 1.5 times their regular rate of pay for all hours worked over 40 in a workweek, Defendant paid them a day rate without regard to the number of hours.

40. Plaintiffs are aware of other current and former employees of Defendant who were subject to the same payroll practice.

**VII.
COLLECTIVE ACTION ALLEGATIONS**

41. Plaintiffs re-allege and incorporate by reference all allegations in all preceding paragraphs.

42. Plaintiffs file this action on behalf of themselves and all similarly situated individuals. As mentioned above, the proposed FLSA Collective is defined as follows:

**All home healthcare workers employed
after since November 13, 2015**

43. Pursuant to the FLSA, 29 U.S.C. § 207, employers are generally required to pay overtime compensation at an hourly rate of 1.5 times an employee's regular rate of pay for hours worked over 40 in a workweek.

44. The FLSA contains an exemption from overtime for "domestic workers" who provide companionship and other services to individuals who were unable to care for themselves and also contains an exemption for live in domestic service workers. 29 U.S.C. §§ 213(b)(21) and 213(a)(15).

45. In October of 2013, the United States Department of Labor explained that these exemptions do not apply to domestic-service workers employed by third-party agencies or employers.

46. Beginning on January 1, 2015, the regulations provide that domestic workers employed by third-party agencies or employers are not exempt from the FLSA's minimum wage and overtime requirements. 29 C.F.R. § 552.109(a).

47. As of January 1, 2015, all domestic workers employed by third-party agencies or employers are entitled to overtime compensation at an hourly rate of 1.5 times the employee's regular rate of pay for hours worked over 40 in a work week.

48. Since January 1, 2015, Plaintiffs and the FLSA Collective have routinely worked in excess of 40 hours per workweek without receiving proper overtime compensation for their overtime hours worked.

49. Defendant has violated, and is violating, the provisions of the FLSA, 29 U.S.C. §§ 207 and 215(a)(2), by not paying domestic workers, like Plaintiffs and the FLSA Collective, overtime as required by law.

50. Despite the Department of Labor's position that domestic workers employed by third-party agencies or employers are not exempt from the FLSA's minimum wage and overtime requirements, Defendant maintained its practice of failing to pay the proper overtime compensation to Plaintiffs and the FLSA Collective.

51. Defendant knowingly, willfully, or in reckless disregard of the law, maintained an illegal practice of failing to pay Plaintiffs and the FLSA Collective proper overtime compensation for all hours worked over 40.

VIII.
COUNT ONE:
FAIR LABOR STANDARDS ACT—OVERTIME WAGES

52. Plaintiffs re-allege and incorporate by reference all allegations in all preceding paragraphs.

53. The FLSA, 29 U.S.C. § 207, requires employers to pay non-exempt employees 1.5 times the regular rate of pay for all hours worked over 40 hours per workweek.

54. Defendant suffered and permitted Plaintiffs and the FLSA Collective to routinely work more than 40 hours in a workweek without proper overtime compensation as required by the FLSA, 29 U.S.C. § 201 *et seq.* and its implementing regulations.

55. The preceding violation harmed each Named Plaintiff individually, and it also harmed the proposed class.

56. Defendant knew, or showed reckless disregard for the fact, that it failed to pay these individuals proper overtime compensation in violation of the FLSA.

57. Defendant's failure to comply with the FLSA overtime protections caused Plaintiffs and the FLSA Collective to suffer loss of wages and interest thereon.

58. Plaintiffs and the FLSA Collective are entitled to unpaid overtime, liquidated damages, and attorney's fees and costs under the FLSA.

IX.
COUNT TWO:
ARKANSAS MINIMUM WAGE ACT—OVERTIME WAGES

59. Plaintiffs re-allege and incorporate by reference all allegations in all preceding paragraphs.

60. Plaintiffs, individually and on behalf of the members of the proposed class, assert this claim for damages and declaratory relief pursuant to the AMWA, Arkansas Code Annotated §§ 11-4-201 *et seq.*

61. At all relevant times, Defendant has been, and continues to be, an "employer" of Plaintiffs and the members of the proposed class within the meaning of the AMWA, Arkansas Code Annotated § 11-4-203(4).

62. Defendant, at all times relevant hereto, classified Plaintiffs and the members of the proposed class as exempt from the overtime requirements of the AMWA.

63. Defendant required Plaintiffs to work in excess of forty (40) hours each week but failed to pay Plaintiffs overtime compensation for the hours in excess for forty (40) worked each week.

64. Defendant deprived Plaintiffs of overtime compensation for all of the hours over forty (40) per week, in violation of the AMWA.

65. The preceding violation harmed each Named Plaintiff individually, and it also harmed the proposed class.

66. By reason of the unlawful acts alleged herein, Defendant is liable to Plaintiffs and all members of the proposed class for monetary damages, liquidated damages, and costs, including reasonable attorneys' fees, for all violations that occurred within the three (3) years prior to the filing of this Complaint.

X.

RELIEF SOUGHT

WHEREFORE, premises considered, Plaintiffs Caleb Cauley and Ashlyn Wagley prays that each Defendant be summoned to appear and answer herein and for judgment against each Defendant as follows:

1. Permitting this case to proceed as a collective action under § 216(b) of the FLSA and ordering notice to the putative plaintiffs at the earliest opportunity to ensure their claims are not lost to the FLSA statute of limitations;
2. Judgment that Plaintiffs and those similarly situated are entitled to the overtime protections under the FLSA;
3. Judgment against Defendant for violation of the overtime provisions of the FLSA;
4. Judgment that Defendants' violations of the FLSA were willful;
5. An award to Plaintiffs and those similarly situated in the amount of unpaid overtime wages and liquidated damages;
6. An award of prejudgment interest (to the extent liquidated damages are not awarded);
7. An award of reasonable attorneys' fees and costs;

8. Leave to add additional plaintiffs and/or state law claims by motion, the filing of written consent forms, or any other method approved by the Court;
9. Certification of a class of AMWA claimants pursuant to Rule 23 of the FRCP;
10. Judgment for unpaid wages, all as set forth above, for damages accrued under the AMWA; and
11. For such further relief as may be necessary and appropriate.

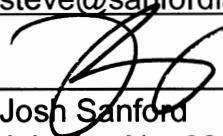
Respectfully submitted,

PLAINTIFFS CALEB CAULEY, et al.

SANFORD LAW FIRM, PLLC
One Financial Center
650 South Shackleford, Suite 411
Little Rock, Arkansas 72211
Telephone: (501) 221-0088
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ATTORNEYS FOR PLAINTIFFS
and the PUTATIVE CLASSES

IN THE UNITED STATES DISTRICT COURT
EASTERN DISTRICT OF ARKANSAS
WESTERN DIVISION

**CALEB CAULEY and ASHLYN WAGLEY,
Each Individually and on Behalf of All
Others Similarly Situated**

PLAINTIFFS

vs.

Case No. 4:18-cv-_____

**UNITED CEREBRAL PALSY OF CENTRAL
ARKANSAS, INC., and PAULA RADER**

DEFENDANTS

CONSENT TO JOIN COLLECTIVE ACTION

I was employed as a home healthcare worker and/or Direct Care Worker for Defendants United Cerebral Palsy of Central Arkansas, Inc., d/b/a United Cerebral Palsy of Arkansas, and Paula Rader (collectively "Defendant"), on or after November 13, 2015. I understand this lawsuit is being brought under the Fair Labor Standards Act for unpaid overtime compensation. I consent to becoming a party-plaintiff in this lawsuit, to be represented by Sanford Law Firm, PLLC, and to be bound by any settlement of this action or adjudication by the Court.

I declare under penalty of perjury that the foregoing is true and correct.

Signature: _____



CALEB CAULEY

Date: November 13, 2018

/s/ Josh Sanford
Josh Sanford, Esq.
SANFORD LAW FIRM, PLLC
One Financial Center
650 South Shackleford Road, Suite 411
Little Rock, Arkansas 72211
Telephone: (501) 221-0088
Facsimile: (888) 787-2040
josh@sanfordlawfirm.com

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I declare under penalty of perjury that the foregoing is true and correct.

Signature:



ASHLYN WAGLEY

Date: November 13, 2018

/s/ Josh Sanford

**Josh Sanford, Esq.
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JS 44 (Rev. 06/17)

CIVIL COVER SHEET *4:18-cv-845-KGB*

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

CALEB CAULEY and ASHLYN WAGLEY, Each Individually and on Behalf of All Others Similarly Situated

(b) County of Residence of First Listed Plaintiff **FAULKNER**
(EXCEPT IN U.S. PLAINTIFF CASES)

(c) Attorneys (Firm Name, Address, and Telephone Number)
Josh Sanford, SANFORD LAW FIRM, PLLC, One Financial Center, 650 South Shackleford, Suite 411, Little Rock, Arkansas 72211 501-221-0088; josh@sanfordlawfirm.com

DEFENDANTS

UNITED CEREBRAL PALSY OF CENTRAL ARKANSAS, INC., and PAULA RADER

County of Residence of First Listed Defendant _____
(IN U.S. PLAINTIFF CASES ONLY)

NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE TRACT OF LAND INVOLVED.

Attorneys (If Known)
Brent Wakefield, Barber Law Firm

II. BASIS OF JURISDICTION (Place an "X" in One Box Only)

- 1 U.S. Government Plaintiff
- 3 Federal Question (U.S. Government Not a Party)
- 2 U.S. Government Defendant
- 4 Diversity (Indicate Citizenship of Parties in Item III)

III. CITIZENSHIP OF PRINCIPAL PARTIES (Place an "X" in One Box for Plaintiff and One Box for Defendant)

- | | | | | | |
|---|----------------------------|----------------------------|---|----------------------------|----------------------------|
| | PTF | DEF | | PTF | DEF |
| Citizen of This State | <input type="checkbox"/> 1 | <input type="checkbox"/> 1 | Incorporated or Principal Place of Business In This State | <input type="checkbox"/> 4 | <input type="checkbox"/> 4 |
| Citizen of Another State | <input type="checkbox"/> 2 | <input type="checkbox"/> 2 | Incorporated and Principal Place of Business In Another State | <input type="checkbox"/> 5 | <input type="checkbox"/> 5 |
| Citizen or Subject of a Foreign Country | <input type="checkbox"/> 3 | <input type="checkbox"/> 3 | Foreign Nation | <input type="checkbox"/> 6 | <input type="checkbox"/> 6 |

IV. NATURE OF SUIT (Place an "X" in One Box Only)

Click here for: Nature of Suit Code Descriptions.

CONTRACT	TORTS	FORFEITURE/PENALTY	BANKRUPTCY	OTHER STATUTES	
<input type="checkbox"/> 110 Insurance <input type="checkbox"/> 120 Marine <input type="checkbox"/> 130 Miller Act <input type="checkbox"/> 140 Negotiable Instrument <input type="checkbox"/> 150 Recovery of Overpayment & Enforcement of Judgment <input type="checkbox"/> 151 Medicare Act <input type="checkbox"/> 152 Recovery of Defaulted Student Loans (Excludes Veterans) <input type="checkbox"/> 153 Recovery of Overpayment of Veteran's Benefits <input type="checkbox"/> 160 Stockholders' Suits <input type="checkbox"/> 190 Other Contract <input type="checkbox"/> 195 Contract Product Liability <input type="checkbox"/> 196 Franchise	PERSONAL INJURY <input type="checkbox"/> 310 Airplane <input type="checkbox"/> 315 Airplane Product Liability <input type="checkbox"/> 320 Assault, Libel & Slander <input type="checkbox"/> 330 Federal Employers' Liability <input type="checkbox"/> 340 Marine <input type="checkbox"/> 345 Marine Product Liability <input type="checkbox"/> 350 Motor Vehicle <input type="checkbox"/> 355 Motor Vehicle Product Liability <input type="checkbox"/> 360 Other Personal Injury <input type="checkbox"/> 362 Personal Injury - Medical Malpractice	<input type="checkbox"/> 365 Personal Injury - Product Liability <input type="checkbox"/> 367 Health Care/Pharmaceutical Personal Injury Product Liability <input type="checkbox"/> 368 Asbestos Personal Injury Product Liability PERSONAL PROPERTY <input type="checkbox"/> 370 Other Fraud <input type="checkbox"/> 371 Truth in Lending <input type="checkbox"/> 380 Other Personal Property Damage <input type="checkbox"/> 385 Property Damage Product Liability	<input type="checkbox"/> 625 Drug Related Seizure of Property 21 USC 881 <input type="checkbox"/> 690 Other LABOR <input checked="" type="checkbox"/> 710 Fair Labor Standards Act <input type="checkbox"/> 720 Labor/Management Relations <input type="checkbox"/> 740 Railway Labor Act <input type="checkbox"/> 751 Family and Medical Leave Act <input type="checkbox"/> 790 Other Labor Litigation <input type="checkbox"/> 791 Employee Retirement Income Security Act IMMIGRATION <input type="checkbox"/> 462 Naturalization Application <input type="checkbox"/> 465 Other Immigration Actions	<input type="checkbox"/> 422 Appeal 28 USC 158 <input type="checkbox"/> 423 Withdrawal 28 USC 157 PROPERTY RIGHTS <input type="checkbox"/> 820 Copyrights <input type="checkbox"/> 830 Patent <input type="checkbox"/> 835 Patent - Abbreviated New Drug Application <input type="checkbox"/> 840 Trademark SOCIAL SECURITY <input type="checkbox"/> 861 HIA (1395ff) <input type="checkbox"/> 862 Black Lung (923) <input type="checkbox"/> 863 DIWC/DIWW (405(g)) <input type="checkbox"/> 864 SSID Title XVI <input type="checkbox"/> 865 RSI (405(g)) FEDERAL TAX SUITS <input type="checkbox"/> 870 Taxes (U.S. Plaintiff or Defendant) <input type="checkbox"/> 871 IRS—Third Party 26 USC 7609	<input type="checkbox"/> 375 False Claims Act <input type="checkbox"/> 376 Qui Tam (31 USC 3729(a)) <input type="checkbox"/> 400 State Reapportionment <input type="checkbox"/> 410 Antitrust <input type="checkbox"/> 430 Banks and Banking <input type="checkbox"/> 450 Commerce <input type="checkbox"/> 460 Deportation <input type="checkbox"/> 470 Racketeer Influenced and Corrupt Organizations <input type="checkbox"/> 480 Consumer Credit <input type="checkbox"/> 490 Cable/Sat TV <input type="checkbox"/> 850 Securities/Commodities/Exchange <input type="checkbox"/> 890 Other Statutory Acts <input type="checkbox"/> 891 Agricultural Acts <input type="checkbox"/> 893 Environmental Matters <input type="checkbox"/> 895 Freedom of Information Act <input type="checkbox"/> 896 Arbitration <input type="checkbox"/> 899 Administrative Procedure Act/Review or Appeal of Agency Decision <input type="checkbox"/> 950 Constitutionality of State Statutes
REAL PROPERTY	CIVIL RIGHTS	PRISONER PETITIONS			
<input type="checkbox"/> 210 Land Condemnation <input type="checkbox"/> 220 Foreclosure <input type="checkbox"/> 230 Rent Lease & Ejectment <input type="checkbox"/> 240 Torts to Land <input type="checkbox"/> 245 Tort Product Liability <input type="checkbox"/> 290 All Other Real Property	<input type="checkbox"/> 440 Other Civil Rights <input type="checkbox"/> 441 Voting <input type="checkbox"/> 442 Employment <input type="checkbox"/> 443 Housing/Accommodations <input type="checkbox"/> 445 Amer. w/Disabilities - Employment <input type="checkbox"/> 446 Amer. w/Disabilities - Other <input type="checkbox"/> 448 Education	Habeas Corpus: <input type="checkbox"/> 463 Alien Detainee <input type="checkbox"/> 510 Motions to Vacate Sentence <input type="checkbox"/> 530 General <input type="checkbox"/> 535 Death Penalty Other: <input type="checkbox"/> 540 Mandamus & Other <input type="checkbox"/> 550 Civil Rights <input type="checkbox"/> 555 Prison Condition <input type="checkbox"/> 560 Civil Detainee - Conditions of Confinement			

V. ORIGIN (Place an "X" in One Box Only)

- 1 Original Proceeding
- 2 Removed from State Court
- 3 Remanded from Appellate Court
- 4 Reinstated or Reopened
- 5 Transferred from Another District (specify)
- 6 Multidistrict Litigation - Transfer
- 8 Multidistrict Litigation - Direct File

VI. CAUSE OF ACTION

Cite the U.S. Civil Statute under which you are filing (Do not cite jurisdictional statutes unless diversity):

29 U.S.C. 201, et seq.

Brief description of cause:

FLSA Wage Violation

VII. REQUESTED IN COMPLAINT:

CHECK IF THIS IS A CLASS ACTION UNDER RULE 23, F.R.Cv.P.

DEMAND \$

CHECK YES only if demanded in complaint:

JURY DEMAND: Yes No

VIII. RELATED CASE(S) IF ANY

(See instructions):

JUDGE J. Leon Holmes

DOCKET NUMBER 4:16-cv-930 (Adams et al)

DATE 11/13/2018 SIGNATURE OF ATTORNEY OF RECORD

FOR OFFICE USE ONLY

RECEIPT # _____ AMOUNT _____ APPLYING FFP _____ JUDGE _____ MAG. JUDGE _____

ClassAction.org

This complaint is part of ClassAction.org's searchable class action lawsuit database and can be found in this post: [United Cerebral Palsy of Central Arkansas Sued Over Allegedly Unpaid OT Wages](#)
