IN THE UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF TEXAS MARSHALL DIVISION

JOSE A. FLORES, On Behalf of Himself	§		
and All Others Similarly Situated,	§		
	§		
Plaintiff,	Š		
	§	Civil Action No.	
v.	§		
	§		
MIDWAY OILFIELD	§		
CONSTRUCTORS, INC. d/b/a	Š	Jury Demanded	
MIDWAY ENERGY SERVICES	8	·	

Defendant.

PLAINTIFF'S ORIGINAL COMPLAINT

Plaintiff JOSE A. FLORES, on behalf of himself and all others similarly situated ("Plaintiff" and "Class Members" herein) brings this Fair Labor Standards Act ("FLSA") suit against MIDWAY OILFIELD CONSTRUCTORS, INC. d/b/a MIDWAY ENERGY SERVICES, and in support thereof would respectfully show the Court as follows:

I. NATURE OF SUIT

1. The FLSA was passed by Congress in 1938 in an attempt to eliminate low wages and long hours and to correct conditions that were detrimental to the health and well-being of workers. To achieve its humanitarian goals, the FLSA "limits to 40 a week the number of hours that an employer may employ any of his employees subject to the Act, unless the employee receives compensation for his employment in excess of 40 hours at a rate not less than one and one-half times the regular rate at which he is employed." *Walling v. Helmerich & Payne*, 323 U.S. 37, 40 (1944) (discussing the requirements of 29 U.S.C. § 207 (a)).

- 2. Plaintiff has worked for Defendant MIDWAY OILFIELD CONSTRUCTORS, INC. d/b/a MIDWAY ENERGY SERVICES (hereinafter referred to as "MIDWAY ENERGY" or "Defendant"), as a Tool Pusher. He is paid \$19.50 per hour.
- 3. Plaintiff lives in Palestine, Texas. He routinely reports to MIDWAY ENERGY's location in Midway, Texas.
- 4. When Plaintiff reports to the Midway, Texas location for MIDWAY ENERGY, he is required to do things before arriving at the location: (1) perform a detailed pre-trip inspection of his work vehicle, provided to him by MIDWAY ENERGY, and (2) pick up three individuals who work at MIDWAY ENERGY.
- 5. The pre-trip inspection of the MIDWAY ENERGY work truck takes significant time each morning.
- 6. The pre-trip inspection of the MIDWAY ENERGY work truck is required of Plaintiff each day.
- 7. Additionally, picking up various employees of MIDWAY ENERGY is a requirement that MIDWAY ENERGY has made to Plaintiff.
- 8. Plaintiff must spend approximately 30 minutes each morning picking up various MIDWAY ENERGY employees around Palestine before driving over one hour from Palestine to Midway.
- 9. Then Plaintiff must drive over an hour from Midway to drop off the various MIDWAY ENERGY employees, whom he picked up that morning, to their respective homes in Palestine.
- 10. Plaintiff is not paid for any time spent inspecting the vehicle as required by MIDWAY ENERGY.

- 11. Plaintiff is not paid for any time spent collecting the various employees he is required to pick up each day before going to Midway, Texas.
- 12. Plaintiff is not paid for driving employees home at the end of the workday, as he is required to do by MIDWAY ENERGY.
- 13. Plaintiff works an estimated 3 hours a day for MIDWAY ENERGY that is unpaid. All of which is compensable at time-and-a-half.
- 14. MIDWAY ENERGY has other tool pushers who have the same requirements as Plaintiff: they perform a pre-trip inspection of their work trucks, and then are required to pick up various employees and bring them to the Midway, Texas location, and then take them home at the end of the day.
- 15. Plaintiff, and those similarly situated, routinely worked in excess of 40 hours per week but were not paid all of their overtime wages for doing so because Defendant wrongly treated time engaged in work as non-compensable drive time to and from work. However, Defendant specifically required its tool pushers to perform a pre-trip inspection of their vehicles and pick up various employees and bring them to MIDWAY ENERGY's facility in Midway, Texas. Plaintiff files this suit on behalf of himself and all other similarly-situated former and current Tool Pushers for MIDWAY ENERGY. Defendant violated the FLSA by failing to pay employees for all hours of work at the rates required by the FLSA. Plaintiff brings this action as a collective action pursuant to 29 U.S.C. § 216(b).

II. PARTIES

16. Plaintiff JOSE FLORES is an individual who has been employed by Defendant within the meaning of the FLSA. Plaintiff hereby consents to be a party in this action and his consent form is attached as "Exhibit A."

- 17. Plaintiff and "Class Members" are Defendant's current and former employees who worked at MIDWAY ENERGY as Tool Pushers, and who are required to bring employees of MIDWAY ENERGY to work and then take them home.
- 18. Defendant MIDWAY OILFIELD CONSTRUCTORS, INC. d/b/a MIDWAY ENERGY SERVICES is a corporation that does business in Texas. Defendant can be served with process through its registered agent: Billy A. Smith, 12627 N. E. Hwy 21, Midway, Texas 75852.

III. JURISDICTION AND VENUE

- 19. This Court has jurisdiction over the claim because Plaintiff has asserted a claim arising under federal law.
- 20. Venue is proper in the Eastern District of Texas because the events forming the basis of the suit occurred in this District.

IV. COVERAGE

- 21. At all material times, Defendant MIDWAY ENERGY has acted, directly or indirectly, in the interest of an employer with respect to Plaintiff and Class Members.
- 22. At all times hereinafter mentioned, Defendant has been an employer within the meaning of the Section 3(d) of the FLSA, 29 U.S.C. § 203(d).
- 23. At all times hereinafter mentioned, Defendant has been an enterprise within the meaning of Section 3(r) of the FLSA, 29 U.S.C. § 203(r).
- 24. At all times hereinafter mentioned, Defendant has been an enterprise engaged in commerce or in the production of goods for commerce within the meaning of Section 3(s)(1) of the FLSA, 29 U.S.C. § 203(s)(1), in that said enterprise has had employees engaged in commerce or in the production of goods for commerce, or employees handling, selling, or otherwise working on goods or materials that have been moved in or produced for commerce by any person

and in that said enterprise has had and has an annual gross volume of sales made or business done of not less than \$500,000.

25. At all times hereinafter mentioned, Plaintiff and Class Members were individual employees who were engaged in commerce or in the production of goods for commerce as required by 29 U.S.C. §§ 206-207.

V. FACTUAL ALLEGATIONS

- 26. Defendant is an oilfield services company that does business in various states.
- 27. Plaintiff JOSE FLORES is employed by Defendant as a Tool Pusher and has worked for Defendant since approximately April of 2010.
- 28. Plaintiff and Class Members are responsible for providing Defendant's services to Defendant's clients through direct supervision and control by Defendant.
- 29. Plaintiff and Class Members are paid hourly, and Defendant does pay them overtime.
- 30. However, they are not paid for the time spent picking up employees, which is required of them by MIDWAY ENERGY, and bringing them to MIDWAY ENERGY's Midway facility. And they are not paid for taking those employees back to their homes at the end of each day, as required by MIDWAY ENERGY.
- 31. Therefore, Plaintiff and Class Members routinely worked hours in excess of 40 hours per week and were not paid time-and-a-half for the hours over 40.
- 32. As a result of Defendant's policy and practice of not paying its employees time-and-a-half for certain hours worked over 40, Plaintiff and Class Members were not compensated for all hours worked in excess of 40 in a workweek at the rates required by the FLSA.
- 33. Defendant has employed and is employing other individuals who perform(ed) the same or similar job duties under the same pay provisions as Plaintiff's.

34. Defendant was aware of its obligation to pay overtime to Plaintiff and Class Members and failed to do so. Defendant knowingly, willfully, or with reckless disregard carried out its illegal pattern or practice of failing to pay overtime compensation with respect to Plaintiff and Class Members.

VI. COLLECTIVE ACTION ALLEGATIONS

- 35. Plaintiff and Class Members performed the same or similar job duties as one another in that they are Tool Pushers who are required to pick up other MIDWAY ENERGY employees and bring them to MIDWAY ENERGY's Midway, Texas facility and then bring those workers home at the end of each day. They were not exempt employees under the FLSA, and Defendant routinely does pay them overtime for some of their overtime hours worked. Further, Plaintiff and Class Members were subjected to the same pay provisions in that they were paid on an hourly basis and not compensated at time-and-a-half for certain hours worked in excess of 40 hours in a work week for the time they spent picking up employees and taking them home as required by MIDWAY ENERGY. Thus, Class Members are owed unpaid overtime for the same reasons as Plaintiff.
- 36. Defendant's failure to compensate employees for hours worked in excess of 40 in a workweek as required by the FLSA results from a policy or practice of requiring its tool pushers to perform work without compensating them. This policy or practice is/was applicable to Plaintiff and Class Members. Application of this policy or practice does not depend on the personal circumstances of Plaintiff or those joining this lawsuit. Rather, the same policy or practice which resulted in the non-payment of overtime to Plaintiff applied to all Class Members.

VII. CAUSE OF ACTION: FAILURE TO PAY WAGES IN ACCORDANCE WITH THE FAIR LABOR STANDARDS ACT

37. During the relevant period, Defendant has violated and is violating the provisions of Sections 6 and/or 7 of the FLSA, 29 U.S.C. §§ 206, 207, and 215(a)(2), by employing employees in an enterprise engaged in commerce or in the production of goods for commerce within the meaning of the FLSA as aforesaid, for workweeks longer than 40 hours without compensating such employees for their work in excess of forty hours per week at rates no less than one-and-a-half times the regular rates for which they were employed. Defendant has acted willfully in failing to pay Plaintiff and Class Members in accordance with the law.

VIII. RELIEF SOUGHT

- 38. WHEREFORE, cause having been shown, Plaintiff prays for judgment against Defendant as follows:
- a. For an Order pursuant to Section 16(b) of the FLSA finding Defendant liable for unpaid back wages due to Plaintiff (and those who may join in the suit) and for liquidated damages equal in amount to the unpaid compensation found due to Plaintiff (and those who may join the suit); and
- b. For an Order awarding Plaintiff (and those who may join in the suit) the costs of this action;
- c. For an Order awarding Plaintiff (and those who may join in the suit) attorneys' fees; and
- d. For an Order awarding Plaintiff (and those who may join in the suit) pre-judgment and post-judgment interest at the highest rates allowed by law; and
- e. For an Order granting such other and further relief as may be necessary and appropriate.

Respectfully submitted,

/s/ Shane McGuire

SHANE MCGUIRE
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THE MCGUIRE FIRM, PC
102 N. College St., Suite 301
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KEITH MILLER

State Bar No. 14093750 LAW OFFICE OF KEITH MILLER 100 E. Ferguson, Suite 101 Tyler, Texas 75702 Phone: 903-597-4090

Fax: 903-597-3692 keith@5974090.net

ATTORNEYS FOR PLAINTIFFS

NOTICE OF CONSENT

I hereby consent to become a party plaintiff in the overtime lawsuit in which this consent is filed,

Signature

12 BO / 16

JOSE FLORES

Printed Name

EXHIBIT "A"

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 purpose of initiating the civil do				974, is required for the use of	the Clerk of Court for the		
I. (a) PLAINTIFFS			DEFENDANTS	DEFENDANTS			
Jose Flores, On Behalf of Himself and All Others Similarly Situated			Midway Oilfield Constructors, Inc. d/b/a Midway Energy Services				
(b) County of Residence of First Listed Plaintiff (EXCEPT IN U.S. PLAINTIFF CASES)			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.				
(c) Attorneys (Firm Name, A Shane McGuire, The McC 102 N. College Ave., Ste. 903-630-7154; 903-630-7	Guire Firm, PC, . 301, Tyler, Texas 75		Attorneys (If Known)				
II. BASIS OF JURISDI	CTION (Place an "X" in C	One Box Only)		RINCIPAL PARTIES	Place an "X" in One Box for Plaintif		
☐ 1 U.S. Government Plaintiff	■ 3 Federal Question (U.S. Government Not a Party)		(For Diversity Cases Only) and One Box for Defendant) PTF DEF Citizen of This State \square 1 \square 1 Incorporated or Principal Place of Business In This State				
☐ 2 U.S. Government Defendant			Citizen of Another State				
			Citizen or Subject of a Foreign Country	3	□ 6 □ 6		
IV. NATURE OF SUIT		nly) DRTS	FORFEITURE/PENALTY	BANKRUPTCY	OTHER STATUTES		
□ 110 Insurance □ 120 Marine □ 130 Miller Act □ 140 Negotiable Instrument □ 150 Recovery of Overpayment & Enforcement of Judgment □ 151 Medicare Act □ 152 Recovery of Defaulted Student Loans (Excludes Veterans) □ 153 Recovery of Overpayment of Veteran's Benefits □ 160 Stockholders' Suits □ 190 Other Contract □ 195 Contract Product Liability □ 196 Franchise REAL PROPERTY □ 210 Land Condemnation □ 220 Foreclosure □ 230 Rent Lease & Ejectment □ 240 Torts to Land □ 245 Tort Product Liability □ 290 All Other Real Property	PERSONAL INJURY 310 Airplane 315 Airplane Product Liability 320 Assault, Libel & Slander 330 Federal Employers' Liability 340 Marine 345 Marine Product Liability 350 Motor Vehicle Product Liability 360 Other Personal Injury 360 Personal Injury - Medical Malpractice CIVIL RIGHTS 440 Other Civil Rights 441 Voting 442 Employment 443 Housing/ Accommodations 445 Amer. w/Disabilities - Employment 446 Amer. w/Disabilities - Other 448 Education	PERSONAL INJURY 365 Personal Injury - Product Liability 367 Health Care/ Pharmaceutical Personal Injury Product Liability 368 Asbestos Personal Injury Product Liability PERSONAL PROPERTY 370 Other Fraud 371 Truth in Lending 380 Other Personal Property Damage Product Liability PRISONER PETITIONS Habeas Corpus: 463 Alien Detainee 510 Motions to Vacate Sentence 530 General 535 Death Penalty Other: 540 Mandamus & Other 550 Civil Rights 555 Prison Condition 560 Civil Detainee - Conditions of Confinement	☐ 625 Drug Related Seizure of Property 21 USC 881 ☐ 690 Other LABOR	□ 422 Appeal 28 USC 158 □ 423 Withdrawal 28 USC 157 PROPERTY RIGHTS □ 820 Copyrights □ 830 Patent □ 840 Trademark SOCIAL SECURITY □ 861 HIA (1395ff) □ 862 Black Lung (923) □ 863 DIWC/DIWW (405(g)) □ 864 SSID Title XVI □ 865 RSI (405(g)) FEDERAL TAX SUITS □ 870 Taxes (U.S. Plaintiff or Defendant) □ 871 IRS—Third Party 26 USC 7609	□ 375 False Claims Act □ 400 State Reapportionment □ 410 Antitrust □ 430 Banks and Banking □ 450 Commerce □ 460 Deportation □ 470 Racketeer Influenced and Corrupt Organizations □ 480 Consumer Credit □ 490 Cable/Sat TV □ 850 Securities/Commodities/Exchange □ 890 Other Statutory Actions □ 891 Agricultural Acts □ 893 Environmental Matters □ 895 Freedom of Information Act □ 896 Arbitration □ 899 Administrative Procedure Act/Review or Appeal of Agency Decision □ 950 Constitutionality of State Statutes		
▼ 1 Original □ 2 Rea	moved from 3 te Court Cite the U.S. Civil Sta	Appellate Court atute under which you are fi ard Act; 29 U.S.C. Sec	(specify)	r District Litigation			
VII. REQUESTED IN COMPLAINT:	Brief description of ca	IS A CLASS ACTION	DEMAND \$	CHECK YES only JURY DEMAND:	if demanded in complaint:		
VIII. RELATED CASI IF ANY	(See instructions):	JUDGE		DOCKET NUMBER			
DATE 04/14/2017		signature of attor /s/ Shane McC					
FOR OFFICE USE ONLY RECEIPT # AM	MOUNT	APPLYING IFP	JUDGE	MAG. JUI	DGE		

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INSTRUCTIONS FOR ATTORNEYS COMPLETING CIVIL COVER SHEET FORM JS 44

Authority For Civil Cover Sheet

The JS 44 civil cover sheet and the information contained herein neither replaces nor supplements the filings and service of pleading 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. Consequently, a civil cover sheet is submitted to the Clerk of Court for each civil complaint filed. The attorney filing a case should complete the form as follows:

- **I.(a) Plaintiffs-Defendants.** Enter names (last, first, middle initial) of plaintiff and defendant. If the plaintiff or defendant is a government agency, use only the full name or standard abbreviations. If the plaintiff or defendant is an official within a government agency, identify first the agency and then the official, giving both name and title.
- (b) County of Residence. For each civil case filed, except U.S. plaintiff cases, enter the name of the county where the first listed plaintiff resides at the time of filing. In U.S. plaintiff cases, enter the name of the county in which the first listed defendant resides at the time of filing. (NOTE: In land condemnation cases, the county of residence of the "defendant" is the location of the tract of land involved.)
- (c) Attorneys. Enter the firm name, address, telephone number, and attorney of record. If there are several attorneys, list them on an attachment, noting in this section "(see attachment)".
- **II. Jurisdiction.** The basis of jurisdiction is set forth under Rule 8(a), F.R.Cv.P., which requires that jurisdictions be shown in pleadings. Place an "X" in one of the boxes. If there is more than one basis of jurisdiction, precedence is given in the order shown below.

 United States plaintiff. (1) Jurisdiction based on 28 U.S.C. 1345 and 1348. Suits by agencies and officers of the United States are included here.

United States plaintiff. (1) Jurisdiction based on 28 U.S.C. 1345 and 1348. Suits by agencies and officers of the United States are included nere. United States defendant. (2) When the plaintiff is suing the United States, its officers or agencies, place an "X" in this box.

Federal question. (3) This refers to suits under 28 U.S.C. 1331, where jurisdiction arises under the Constitution of the United States, an amendment to the Constitution, an act of Congress or a treaty of the United States. In cases where the U.S. is a party, the U.S. plaintiff or defendant code takes precedence, and box 1 or 2 should be marked.

Diversity of citizenship. (4) This refers to suits under 28 U.S.C. 1332, where parties are citizens of different states. When Box 4 is checked, the citizenship of the different parties must be checked. (See Section III below; **NOTE: federal question actions take precedence over diversity cases.)**

- **III. Residence (citizenship) of Principal Parties.** This section of the JS 44 is to be completed if diversity of citizenship was indicated above. Mark this section for each principal party.
- **IV. Nature of Suit.** Place an "X" in the appropriate box. If the nature of suit cannot be determined, be sure the cause of action, in Section VI below, is sufficient to enable the deputy clerk or the statistical clerk(s) in the Administrative Office to determine the nature of suit. If the cause fits more than one nature of suit, select the most definitive.
- **V. Origin.** Place an "X" in one of the six boxes.

Original Proceedings. (1) Cases which originate in the United States district courts.

Removed from State Court. (2) Proceedings initiated in state courts may be removed to the district courts under Title 28 U.S.C., Section 1441. When the petition for removal is granted, check this box.

Remanded from Appellate Court. (3) Check this box for cases remanded to the district court for further action. Use the date of remand as the filing date.

Reinstated or Reopened. (4) Check this box for cases reinstated or reopened in the district court. Use the reopening date as the filing date. Transferred from Another District. (5) For cases transferred under Title 28 U.S.C. Section 1404(a). Do not use this for within district transfers or multidistrict litigation transfers.

Multidistrict Litigation. (6) Check this box when a multidistrict case is transferred into the district under authority of Title 28 U.S.C. Section 1407. When this box is checked, do not check (5) above.

- VI. Cause of Action. Report the civil statute directly related to the cause of action and give a brief description of the cause. Do not cite jurisdictional statutes unless diversity. Example: U.S. Civil Statute: 47 USC 553 Brief Description: Unauthorized reception of cable service
- **VII.** Requested in Complaint. Class Action. Place an "X" in this box if you are filing a class action under Rule 23, F.R.Cv.P. Demand. In this space enter the actual dollar amount being demanded or indicate other demand, such as a preliminary injunction. Jury Demand. Check the appropriate box to indicate whether or not a jury is being demanded.
- **VIII. Related Cases.** This section of the JS 44 is used to reference related pending cases, if any. If there are related pending cases, insert the docket numbers and the corresponding judge names for such cases.

Date and Attorney Signature. Date and sign the civil cover sheet.

ClassAction.org

This complaint is part of ClassAction.org's searchable class action lawsuit database and can be found in this post: <u>Tool Pusher Sues Midway Oilfield Constructors Over Unpaid Work Time</u>