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

-----X MANUEL GONZALEZ, individually and on behalf of all others similarly situated,

Plaintiff,

-against-

DOM'S LAWNMAKER, INC., and DOMINICK D'ALONZO, as an individual,

Defendants.

 Plaintiff, MANUEL GONZALEZ, individually and on behalf of all others similarly situated, (hereinafter referred to as "Plaintiff"), by his attorneys at Helen F. Dalton & Associates, P.C., alleges, upon personal knowledge as to himself and upon information and belief as to other matters, as follows:

-X

PRELIMINARY STATEMENT

2. Plaintiff, MANUEL GONZALEZ, individually and on behalf of all others similarly situated, through undersigned counsel, brings this action against DOM'S LAWNMAKER, INC., and DOMINICK D'ALONZO, 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 DOM'S LAWNMAKER, INC., located at 101 Harbor Road, Port Washington, New York 11050.

As a result of the violations of Federal and New York State labor laws delineated below, Plaintiff seeks compensatory damages and liquidated damages in an amount



LOCKE, M.J.

SPATT, J. J.

COLLECTIVE ACTION COMPLAINT

JURY TRIAL

CV17 - 3519

1

exceeding \$100,000.00. Plaintiff also seeks 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.
- 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.
- This Court is empowered to issue a declaratory judgment pursuant to 28 U.S.C. §§2201 & 2202.

THE PARTIES

- Plaintiff MANUEL GONZALEZ residing at 90 Burr Avenue, Hempstead, New York 11550, was employed by Defendants at DOM'S LAWNMAKER, INC. from in or around November 2014 until in or around November 2016.
- Upon information and belief, Defendant, DOM'S LAWNMAKER, INC., is a corporation organized under the laws of New York with a principal executive office 101 Harbor Road, Port Washington, New York 11050.
- 10. Upon information and belief, Defendant, DOM'S LAWNMAKER, INC., is a corporation authorized to do business under the laws of New York.
- 11. Upon information and belief, Defendant DOMINICK D'ALONZO owns and/or operates DOM'S LAWNMAKER, INC.,
- 12. Upon information and belief, Defendant DOMINICK D'ALONZO is the Chairman of the Board of DOM'S LAWNMAKER, INC.,
- 13. Upon information and belief, Defendant DOMINICK D'ALONZO is the Chief Executive Officer of DOM'S LAWNMAKER, INC.,
- 14. Upon information and belief, Defendant DOMINICK D'ALONZO is an agent of DOM'S LAWNMAKER, INC.,

2

- 15. Upon information and belief, Defendant DOMINICK D'ALONZO has power over personnel decisions at DOM'S LAWNMAKER, INC.,
- 16. Upon information and belief, Defendant DOMINICK D'ALONZO has power over payroll decisions at DOM'S LAWNMAKER, INC.,
- 17. Defendant DOMINICK D'ALONZO has the power to hire and fire employees at DOM'S LAWNMAKER, INC., establish and pay their wages, set their work schedule, and maintains their employment records.
- 18. During all relevant times herein, Defendant DOMINICK D'ALONZO was Plaintiff's employer within the meaning of the FLSA and NYLL.
- 19. On information and belief, DOM'S LAWNMAKER, INC. 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

- 20. Plaintiff MANUEL GONZALEZ was employed by Defendants at DOM'S LAWNMAKER, INC. from in or around November 2014 until in or around November 2016.
- 21. During Plaintiff MANUEL GONZALEZ'S employment by Defendants at DOM'S LAWNMAKER, INC., Plaintiff's primary duties were as a tree cutter and landscaper and performing other miscellaneous duties from in or around November 2014 until in or around November 2016.
- 22. Plaintiff MANUEL GONZALEZ was paid by Defendants approximately \$23.00 per hour for his first thirty-two (32) hours of work per week.
- 23. However, Plaintiff MANUEL GONZALEZ worked approximately fifty-five (55) hours per week during his employment with Defendants from in or around November 2014 until in or around November 2016.

3

- 24. Plaintiff MANUEL GONZALEZ was not compensated for his hours in excess of thirty-two hours (32) each work week for Defendants from in or around November 2014 until in or around November 2016.
- 25. Although Plaintiff MANUEL GONZALEZ worked approximately 55 (fifty-five) during his employment with Defendants, 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.
- 26. 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.
- 27. Upon information and belief, Defendants willfully failed to keep accurate payroll records as required by both NYLL and the FLSA.
- 28. 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

- 29. 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.
- 30. Collective Class: All persons who are or have been employed by the Defendants as tree cutters and landscapers 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.
- 31. Upon information and belief, Defendants employed approximately 30 employees within the past three years subjected to similar payment structures.

- 32. 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.
- 33. Defendants' unlawful conduct has been widespread, repeated, and consistent.
- 34. Upon information and belief, Defendants had knowledge that Plaintiff and the Collective Class performed work requiring overtime pay.
- 35. 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.
- 36. 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.
- 37. The questions of law and fact common to the putative class predominate over any questions affecting only individual members.
- 38. The claims of Plaintiff are typical of the claims of the putative class.
- 39. Plaintiff and his counsel will fairly and adequately protect the interests of the putative class.
- 40. 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

- 41. Plaintiff re-alleges and incorporates by reference all allegations in all preceding paragraphs.
- 42. Plaintiff has consented in writing to be a party to this action, pursuant to 29 U.S.C. §216(b).

- 43. At all times relevant to this action, Plaintiff was engaged in commerce or the production of goods for commerce within the meaning of 29 U.S.C. §§206(a) and 207(a).
- 44. 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).
- 45. Defendants willfully failed to pay Plaintiff 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 Plaintiff was entitled under 29 U.S.C. §206(a) in violation of 29 U.S.C. §207(a)(1).
- 46. 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 Plaintiff.
- 47. Due to Defendants' FLSA violations, Plaintiff is entitled to recover from Defendants, jointly and severally, his 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

- 48. Plaintiff re-alleges and incorporates by reference all allegations in all preceding paragraphs.
- 49. At all times relevant to this action, Plaintiff was employed by Defendants within the meaning of New York Labor Law §§2 and 651.
- 50. Defendants failed to pay Plaintiff 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 Plaintiff was entitled under New York Labor Law §652, in violation of 12 N.Y.C.R.R. 137-1.3.
- 51. Due to Defendants' New York Labor Law violations, Plaintiff is entitled to recover from Defendants, jointly and severally, his 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

Unpaid Wages Under The Fair Labor Standards Act

- 52. Plaintiff re-alleges and incorporates by reference all allegations in all preceding paragraphs.
- 53. Defendants willfully failed to pay Plaintiff's wages for hours worked in violation of 29 U.S.C. §206(a).
- 54. 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 compensating the Plaintiff.
- 55. Due to Defendants' FLSA violations, Plaintiff is entitled to recover from Defendants, jointly and severally, his 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).

FOURTH CAUSE OF ACTION

Unpaid Wages Under The New York Labor Law

- 56. Plaintiff re-alleges and incorporates by reference all allegations in all preceding paragraphs.
- 57. At all times relevant to this action, Plaintiff was employed by Defendants within the meaning of New York Labor Law §§2 and 651.
- 58. Defendants failed to pay Plaintiff wages for hours worked in violation of New York Labor Law Article 6.
- 59. Due to Defendants' New York Labor Law violations, Plaintiff is entitled to recover from Defendants, jointly and severally, his unpaid wages and an amount equal to their unpaid wages in the form of liquidated damages, as well as reasonable attorney's fees and costs of the action, including interest in accordance with NY Labor Law §198 (1a).

FIFTH CAUSE OF ACTION

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

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

SIXTH CAUSE OF ACTION

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

- 63. Plaintiff re-alleges and incorporates by reference all allegations in all preceding paragraphs.
- 64. Defendants failed to provide Plaintiff with wage statements upon each payment of wages, as required by NYLL §195(3)
- 65. Defendants are liable to Plaintiff 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 Plaintiff unpaid overtime wages;
- c. Awarding Plaintiff unpaid wages;
- d. Awarding Plaintiff liquidated damages pursuant to 29 U.S.C. §216 and New York Labor Law §§198(1-a), 663(1);
- e. Awarding Plaintiff prejudgment and post-judgment interest;
- f. Awarding Plaintiff the costs of this action together with reasonable attorneys' fees; and
- g. Awarding such and further relief as this court deems necessary and proper.

Case 2:17-cv-03519-ADS-SIL Document 1 Filed 06/12/17 Page 9 of 10 PageID #: 9

DEMAND FOR TRIAL BY JURY

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

Dated: This <u>2</u> day of June 2017.

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 Case 2:17-cv-03519-ADS-SIL Document 1 Filed 06/12/17 Page 10 of 10 PageID #: 10

UNITED STATES DISTRICT COURT EASTERN DISTRICT OF NEW YORK

MANUEL GONZALEZ, individually and on behalf of all others similarly situated,

Plaintiff,

-against-

DOM'S LAWNMAKER, INC., and DOMINICK D'ALONZO, 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: DOM'S LAWNMAKER, INC. 101 HARBOR ROAD PORT WASHINGTON, NY 11050

DOMINICK D'ALONZO 101 HARBOR ROAD PORT WASHINGTON, NY 11050

Case 2:17-cv-03519-ADS-SIL Document 1-1 Filed 06/12/17 Page 1 of 2 PageID #: 11 JS 44 (Rev. 1/2013)

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 MANUEL GONZALEZ, in situated,	dividually and on beha	alf of all (ER, INC., and DOMINIC	CK D'ALONZO, as an
(b) County of Residence of	First Listed Plaintiff <u>N</u> KCEPT IN U.S. PLAINTIFF CA	IASSAU	_	(IN U.S. PLAINTIFF CASES O	
(c) Attorneys <i>(Firm Name, A</i> Helen F. Dalton & Associ 69-12 Austin Street Forest Hills, NY 11375 (7	ates, P.C.	LOC CV 1	KE, M.J. <i>J Known</i>	INDEMNATION CASES, USE TI OF LAND INVOLVED.	HE LOCATION OF
II. BASIS OF JURISDI	CTION (Place an "X" in O	ne Box Only)		RINCIPAL PARTIES	(Place an "X" in One Box for Pl and One Box for Defendant)
I U.S. Government Plaintiff	3 Federal Question (U.S. Government)	Not a Party)	(For Diversity Cases Only) PT Citizen of This State		ncipal Place O 4 O
2 U.S. Government Defendant	4 Diversity (Indicate Citizenshi)	ip of Parties in Item III)	Citizen of Another State	of Business In A	Another State
·			Citizen or Subject of a Foreign Country	3 🗇 3 Foreign Nation	060
IV. NATURE OF SUIT					OTHER OF A STREET
I 110 Insurance I 20 Marine I 30 Miller Act I 40 Negotiable Instrument I 50 Recovery of Overpayment & Enforcement of Judgment I 51 Medicare Act I 52 Recovery of Defaulted	PERSONAL INJURY 310 Airplane 315 Airplane Product Liability 320 Assault, Libel &	PERSONAL INJURY PERSONAL INJURY 365 Personal Injury - Product Liability 367 Health Care/ Pharmaceutical Personal Injury Product Liability 368 Asbestos Personal	Gess Drug Related Seizure of Property 21 USC 881 G90 Other	BANKRUPTCY 422 Appeal 28 USC 158 423 Withdrawal 28 USC 157 PROPERTY RIGHTS 820 Copyrights 830 Patent 840 Trademark	OTHER STATUTES 375 False Claims Act 400 State Reapportionmer 410 Antitrust 430 Banks and Banking 450 Commerce 460 Deportation 470 Racketeer Influenced Corrupt Organizations
Student Loans (Excludes Veterans) I 53 Recovery of Overpayment of Veteran's Benefits I 60 Stockholders' Suits I 90 Other Contract I 95 Contract Product Liability I 96 Franchise	 340 Marine 345 Marine Product Liability 350 Motor Vehicle 355 Motor Vehicle Product Liability 360 Other Personal Injury 362 Personal Injury - 	Injury Product Liability PERSONAL PROPERT 370 Other Fraud 371 Truth in Lending 380 Other Personal Property Damage 385 Property Damage Product Liability	Act 720 Labor/Management Relations 740 Railway Labor Act 751 Family and Medical Leave Act	SOCIAL SECURITY SOCIAL SECURITY 861 HIA (1395ff) 862 Black Lung (923) 863 DIWC/DIWW (405(g)) 864 SSID Title XVI 865 RSI (405(g))	480 Consumer Credit 490 Cable/Sat TV 850 Securities/Commoditi Exchange 890 Other Statutory Actio 891 Agricultural Acts 893 Environmental Mattee S95 Freedom of Informati Act
REAL PROPERTY 210 Land Condemnation 220 Foreclosure 230 Rent Lease & Ejectment 240 Torts to Land 245 Tort Product Liability 200 Att Decision	Medical Malpractice	 PRISONER PETITION Habeas Corpus: 463 Alien Detainee 510 Motions to Vacate Sentence 530 General 62 Content Device 	Income Security Act	 FEDERALTAX SUITS 870 Taxes (U.S. Plaintiff or Defendant) 871 IRS—Third Party 26 USC 7609 	 896 Arbitration 899 Administrative Proce Act/Review or Appea Agency Decision 950 Constitutionality of State Statutes
290 All Other Real Property	 445 Amer. w/Disabilities - Employment 446 Amer. w/Disabilities - Other 448 Education 	Other: 540 Mandamus & Other 550 Civil Rights 555 Prison Condition 560 Civil Detaince - Conditions of Confinement	☐ 462 Naturalization Application ☐ 465 Other Immigration Actions	IN CLER	COURT E.D.N.Y. 2 2017 ★
	moved from 🛛 3	Remanded from		r District Litigation	
VI. CAUSE OF ACTION	Fair Labor Standa	ards Act	(specify) filing (Do not cite jurisdictional stat		,,,,,,
VII. REQUESTED IN COMPLAINT:	Compensation for	r unpaid overtime wa IS A CLASS ACTION	•	CHECK YES only JURY DEMAND:	if demanded in complaint:
VIII. RELATED CASI IF ANY			ΔM	DOCKET NUMBER	
DATE 6 /2/17		SIGNATURE OF ATT	ORNER DE RECORD		
FOR OFFICE USE ONLY					

Case 2:17-cv-03519-ADS-SIL Document 1-1 Filed 06/12/17 Page 2 of 2 PageID #: 12 EDNY Revision 1/2013 CERTIFICATION OF ARBITRATION ELIGIBILITY

Local Arbitration Rule 83.10 provides that with certain exceptions, actions seeking money damages only in an amount not in excess of \$150,000, exclusive of interest and costs, are eligible for compulsory arbitration. The amount of damages is presumed to be below the threshold amount unless a certification to the contrary is filed.

I, _____, counsel for _____, do hereby certify that the above captioned civil action is ineligible for 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)

Please list all cases 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) provides that "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 because the cases arise from the same transactions or events, a substantial saving of judicial resources is likely to result from assigning both cases to the same judge and magistrate judge." Rule 50.3.1 (b) provides that "A civil case shall not be deemed "related" to another civil case merely because the civil case: (A) involves identical legal issues, or (B) involves the same parties." Rule 50.3.1 (c) further provides that "Presumptively, and subject to the power of a judge to determine otherwise pursuant to paragraph (d), civil cases shall not be deemed to be "related" unless both cases are still pending before the court."

NY-E DIVISION OF BUSINESS RULE 50.1(d)(2)

- 1.) Is the civil action being filed in the Eastern District removed from a New York State Court located in Nassau or Suffolk County: NO
- If you answered "no" above:
 a) Did the events or omissions giving rise to the claim or claims, or a substantial part thereof, occur in Nassau or Suffolk County? 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

If your answer to question 2 (b) is "No," does the defendant (or a majority of the defendants, if there is more than one) reside in Nassau or Suffolk County, or, in an interpleader action, does the claimant (or a majority of the claimants, if there is more than one) reside in Nassau or Suffolk County?

(Note: A corporation shall be considered a resident of the County in which it has the most significant contacts).

BAR ADMISSION

No

I am currently admitted in the Eastern District of New York and currently a member in good standing of the bar of this court. Yes No

X

Are you currently the subject of any disciplinary action (s) in this or any other state or federal court?

Yes (If yes, please explain)

Attorney Bar Code: RA5508

I certify the accuracy of all information provided above Signature:

ClassAction.org

This complaint is part of ClassAction.org's searchable class action lawsuit database and can be found in this post: <u>Dom's Lawnmower Sued Over Alleged Labor Law Violations</u>