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

2018 MAY 30 PM 3: 05

U.S. GISTOLOT COUNT EASTERN DISTRICT OF MEW YORK

UNITED STATES DISTRICT COURT EASTERN DISTRICT OF NEW YORK

JORGE MENDOZA, VIRGILIO RAMOS, and ALVARO RAMOS, individually and on behalf of all others similarly situated,

CV 18- 3172

COLLECTIVE ACTION COMPLAINT

Plaintiff,

-against-

JURY TRIAL DEMANDED

K&J CONSTRUCTION CONSULTANT SERVICE INC. and JENNY CHIANG, as an individual,

FEUERSTEIN, J.

Defendants.

LINDSAY, M.J.

1. Plaintiffs, JORGE MENDOZA, VIRGILIO RAMOS and ALVARO RAMOS, individually and on behalf of all others similarly situated, (hereinafter referred to as "Plaintiffs"), 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:

PRELIMINARY STATEMENT

2. Plaintiffs, JORGE MENDOZA, VIRGILIO RAMOS, and ALVARO RAMOS, individually and on behalf of all others similarly situated, through undersigned counsel, bring this action against K&J CONSTRUCTION CONSULTANT SERVICE INC. and JENNY CHIANG, 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 K&J CONSTRUCTION CONSULTANT SERVICE INC., located at 144 Broadway, Greenlawn, New York 11740.

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 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 JORGE MENDOZA residing at 17020 93rd Avenue, Jamaica, New York 11433, was employed by Defendants at K&J CONSTRUCTION CONSULTANT SERVICE INC. from in or around January 2015 until in or around December 2017.
- 9. Plaintiff VIRGILIO RAMOS residing at 90-60 179th Place, Jamaica, New York 11432, was employed by Defendants at K&J CONSTRUCTION CONSULTANT SERVICE INC. from in or around May 2015 until in or around February 2018 and from April 2018 to the present.
- 10. Plaintiff ALVARO RAMOS residing at 90-60 179th Place, Jamaica, New York 11432, was employed by Defendants at K&J CONSTRUCTION CONSULTANT SERVICE INC. from in or around December 2014 until in or around March 2015, from in or around December 2015 until in or around March 2016, from in or around December 2016 until in or around March 2017, and from in or around December 2017 until in or around March 2018.

- 11. Upon information and belief, Defendant, K&J CONSTRUCTION CONSULTANT SERVICE INC., is a corporation organized under the laws of New York with a principal executive office located at 144 Broadway, Greenlawn, New York 11740.
- 12. Upon information and belief, Defendant, K&J CONSTRUCTION CONSULTANT SERVICE INC. is a corporation authorized to do business under the laws of New York.
- 13. Upon information and belief, Defendant JENNY CHIANG owns and/or operates K&J CONSTRUCTION CONSULTANT SERVICE INC.
- 14. Upon information and belief, Defendant JENNY CHIANG is the Chairman of the Board of K&J CONSTRUCTION CONSULTANT SERVICE INC.
- 15. Upon information and belief, Defendant JENNY CHIANG is the Chief Executive Officer of K&J CONSTRUCTION CONSULTANT SERVICE INC.
- 16. Upon information and belief, Defendant JENNY CHIANG is an agent of K&J CONSTRUCTION CONSULTANT SERVICE INC.
- 17. Upon information and belief, Defendant JENNY CHIANG has power over personnel decisions at K&J CONSTRUCTION CONSULTANT SERVICE INC.
- 18. Upon information and belief, Defendant JENNY CHIANG has power over payroll decisions at K&J CONSTRUCTION CONSULTANT SERVICE INC.
- 19. Defendant JENNY CHIANG has the power to hire and fire employees at K&J CONSTRUCTION CONSULTANT SERVICE INC., establish and pay their wages, set their work schedule, and maintains their employment records.
- 20. During all relevant times herein, Defendant JENNY CHIANG was Plaintiffs' employer within the meaning of the FLSA and NYLL.
- 21. Upon information and belief, Defendant, K&J CONSTRUCTION CONSULTANT SERVICE INC. is a corporation organized under the laws of New York with a principal executive office located at 144 Broadway, Greenlawn, New York 11740.
- 22. Upon information and belief, Defendant, K&J CONSTRUCTION CONSULTANT SERVICE INC. is a corporation authorized to do business under the laws of New York.
- 23. On information and belief, K&J CONSTRUCTION CONSULTANT SERVICE 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

- 24. Plaintiff JORGE MENDOZA has been employed by Defendants at K&J CONSTRUCTION CONSULTANT SERVICE INC. from in or around January 2015 until in or around December 2017.
- 25. During Plaintiff JORGE MENDOZA'S employment by Defendants at K&J CONSTRUCTION CONSULTANT SERVICE INC., Plaintiff's primary duties were as a construction worker, and performing other miscellaneous duties from in or around January 2015 until in or around December 2017.
- 26. Plaintiff JORGE MENDOZA was paid by Defendants approximately \$650.00 per week from in or around January 2015 until in or around December 2017.
- 27. Plaintiff JORGE MENDOZA worked approximately fifty-five (55) hours or more per week for Defendants from in or around January 2015 until in or around December 2017.
- 28. Although Plaintiff JORGE MENDOZA worked approximately fifty-five (55) hours per week from in or around January 2015 until in or around December 2017, Defendants did not pay Plaintiff time and a half (1.5) for all hours worked over forty (40), a blatant violation of the overtime provisions contained in the FLSA and NYLL.
- 29. Plaintiff VIRGILIO RAMOS has been employed by Defendants at K&J CONSTRUCTION CONSULTANT SERVICE INC. from in or around May 2015 until in or around February 2018 and from April 2018 to the present.
- 30. During Plaintiff VIRGILIO RAMOS'S employment by Defendants at K&J CONSTRUCTION CONSULTANT SERVICE INC., Plaintiff's primary duties were as a construction worker, and performing other miscellaneous duties from in or around May 2015 until in or around February 2018 and from April 2018 to the present.

- 31. Plaintiff VIRGILIO RAMOS was paid by Defendants approximately \$720.00 per week from in or around May 2015 until in or around February 2018 and from April 2018 to the present.
- 32. Plaintiff VIRGILIO RAMOS worked approximately fifty (50) hours or more per week for Defendants from in or around May 2015 until in or around February 2018 and from April 2018 to the present.
- 33. Although Plaintiff VIRGILIO RAMOS worked approximately fifty (50) hours per week from in or around May 2015 until in or around February 2018 and from April 2018 to the present, 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.
- 34. Plaintiff ALVARO RAMOS has been employed by Defendants at K&J CONSTRUCTION CONSULTANT SERVICE INC. from in or around December 2014 until in or around March 2015, from in or around December 2015 until in or around March 2016, from in or around December 2016 until in or around March 2017, and from in or around December 2017 until in or around March 2018.
- 35. During Plaintiff ALVARO RAMOS' employment by Defendants at K&J CONSTRUCTION CONSULTANT SERVICE INC., Plaintiff's primary duties were as a construction worker, and performing other miscellaneous duties from in or around December 2014 until in or around March 2015, from in or around December 2015 until in or around March 2016, from in or around December 2016 until in or around March 2017, and from in or around December 2017 until in or around March 2018.
- 36. Plaintiff ALVARO RAMOS was paid by Defendants approximately \$700.00 per week from in or around December 2014 until in or around March 2015, from in or around December 2015 until in or around March 2016, from in or around December 2016 until in or around March 2017, and from in or around December 2017 until in or around March 2018.
- 37. Plaintiff ALVARO RAMOS worked approximately fifty-four (54) hours or more per week for Defendants from in or around December 2014 until in or around March 2015, from in or around December 2015 until in or around March 2016, from in or

- around December 2016 until in or around March 2017, and from in or around December 2017 until in or around March 2018.
- 38. Although Plaintiff ALVARO RAMOS worked approximately fifty-four (54) hours per week from in or around December 2014 until in or around March 2015, from in or around December 2015 until in or around March 2016, from in or around December 2016 until in or around March 2017, and from in or around December 2017 until in or around March 2018, 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.
- 39. 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.
- 40. Upon information and belief, Defendants willfully failed to keep accurate payroll records as required by both NYLL and the FLSA.
- 41. 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

- 42. Plaintiffs 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.
- 43. Collective Class: All persons who are or have been employed by the Defendants as construction workers, 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 overtime wage compensation.

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- 44. Upon information and belief, Defendants employed between 30 to 40 employees within the past three years subjected to similar payment structures.
- 45. Upon information and belief, Defendants suffered and permitted Plaintiffs and the Collective Class to work more than forty hours per week without appropriate overtime compensation.
- 46. Defendants' unlawful conduct has been widespread, repeated, and consistent.
- 47. Upon information and belief, Defendant had knowledge that Plaintiffs and the Collective Class performed work requiring overtime pay.
- 48. 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.
- 49. Defendants are liable under the FLSA for failing to properly compensate Plaintiffs 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.
- 50. The questions of law and fact common to the putative class predominate over any questions affecting only individual members.
- 51. The claims of Plaintiffs are typical of the claims of the putative class.
- 52. Plaintiffs and their counsel will fairly and adequately protect the interests of the putative class.
- 53. 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

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

- 56. 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).
- 57. 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).
- 58. 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 Plaintiff was entitled under 29 U.S.C. §\$206(a) in violation of 29 U.S.C. §207(a)(1).
- 59. 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.
- 60. Due to Defendants' FLSA violations, Plaintiffs are 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

- 61. Plaintiffs re-allege and incorporate by reference all allegations in all preceding paragraphs.
- 62. At all times relevant to this action, Plaintiffs were employed by Defendants within the meaning of New York Labor Law §§2 and 651.
- 63. 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 Plaintiff was entitled under New York Labor Law §652, in violation of 12 N.Y.C.R.R. 137-1.3.
- 64. Due to Defendants' New York Labor Law violations, Plaintiffs are 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

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

- 65. Plaintiffs re-allege and incorporate by reference all allegations in all preceding paragraphs.
- 66. 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).
- 67. Defendants are liable to each Plaintiff 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

- 68. Plaintiffs re-allege and incorporate by reference all allegations in all preceding paragraphs.
- 69. Defendants failed to provide Plaintiffs with wage statements upon each payment of wages, as required by NYLL §195(3)
- 70. Defendants are liable to each 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 Plaintiffs unpaid overtime wages;
- c. Awarding Plaintiffs liquidated damages pursuant to 29 U.S.C. §216 and New York Labor Law §§198(1-a), 663(1);
- d. Awarding Plaintiffs prejudgment and post-judgment interest;
- e. Awarding Plaintiffs the costs of this action together with reasonable attorneys' fees; and

f. 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 / 7 day of May 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

JORGE MENDOZA, VIRGILIO RAMOS and ALVARO RAMOS, individually and on behalf of all others similarly situated,

Plaintiff,

-against-

K&J CONSTRUCTION CONSULTANT SERVICE INC., K&J CONSTRUCTION CONSULTANT SERVICE INC., and JENNY CHIANG, 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:

K&J CONSTRUCTION CONSULTANT SERVICE INC. 144 BROADWAY GREENLAWN, NEW YORK 11740

JENNY CHIANG 144 BROADWAY GREENLAWN, NEW YORK 11740 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.)

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I. (a) PLAINTIFFS JORGE MENDOZA, VIR individually and on behal			DEFENDANTS K&J CONSTRUCTION CONSULTANT SERVICE INC. and JENNY CHIANG, as an individual,			
(b) County of Residence o	of First Listed Plaintiff (XXCEPT IN U.S. PLAINTIFF	3172		of First Listed Defendant SINUS. PLAINTIFF CASES OF ONDEMNATION CASES, USE THOSE LAND INVOLVED.	•	
(c) Attorneys (Firm Name, Helen F. Dalton & Assoc 69-12 Austin Street Forest Hills, NY 11375 (7	iates, P.C.	"OMMO	NS ISSUED	(
II. BASIS OF JURISD	ICTION (Place an "X" in (One Box Only)	III. CITIZENSHIP OF P	RINCIPAL PARTIES		
1 U.S. Government Plaintiff	Ճ 3 Federal Question (U.S. Government	FEUERSTE	(For Diversity Cases Only) IN Sitizen of This State			
2 U.S. Government Defendant	☐ 4 Diversity (Indicate Citizensh	nip of Parlies in them 131/AY	, Citizen of Another State	2		
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IV. NATURE OF SUIT	$oldsymbol{\Gamma}$ (Place an "X" in One Box Oi	nly)				
CONTRACT 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 &	Other:	of Property 21 USC 881 ☐ 690 Other LABOR 710 Fair Labor Standards Act ☐ 720 Labor/Management Relations ☐ 740 Railway Labor Act ☐ 751 Family and Medical Leave Act ☐ 790 Other Labor Litigation ☐ 791 Employee Retirement Income Security Act IMMIGRATION ☐ 462 Naturalization Application	422 Appeal 28 USC 158 423 Withdrawal	OTHER STATUTES 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 895 Evidence of Information Act 896 Arbitration 899 Administrative Procedure Act/Review-or Appeal of State Statutes 340 Constitutionality of State Statutes 351 State Statutes 352 State Statutes 363 State Statutes 364 State Statutes 365 State Statutes	
	in One Box Only) emoved from	Remanded from Appellate Court		r District Litigation	ct	
VI. CAUSE OF ACTION Cite the U.S. Civil Statute under which you are filing (Do not cite jurisdictional statutes unless diversity): Fair Labor Standards Act Brief description of cause:						
VII. REQUESTED IN	CHECK IF THIS	r unpaid overtime was S IS A CLASS ACTION			f demanded in complaint:	
COMPLAINT: UNDER RULE 23, F.R.Cv.P. VIII. RELATED CASE(S) IF ANY UNDER RULE 23, F.R.Cv.P. JURY DEMAND: 24 Yes No DOCKET NUMBER						
DATE 05/17/2018		STONATURE OF ATTO	ORMEY OF RECORD			

APPLYING IFP

JUDGE

MAG. JUDGE

46531285-36

AMOUNT

exclusiv	ve of inter		ng money damages only in an amount not in excess of \$150,000, unt of damages is presumed to be below the threshold amount unless a
I.		. counsel for	do hereby certify that the above captioned civil action is
ineligi	ble for o	compulsory arbitration for the following reason(s):	do hereby certify that the above captioned civil action is
		monetary damages sought are in excess of \$150,0	00, exclusive of interest and costs,
		the complaint seeks injunctive relief,	
		the matter is otherwise ineligible for the following	g reason
		<u>DISCLOSURE STATEMENT - FEDERA</u>	L RULES CIVIL PROCEDURE 7.1
		Identify any parent corporation and any publicly held of	corporation that owns 10% or more or its stocks:
		RELATED CASE STATEMENT (Secti	on VIII on the Front of this Form)
provide because same ju case: (A	s that "A the cases dge and na) involve	civil case is "related" to another civil case for purposes of this gest arise from the same transactions or events, a substantial saving magistrate judge." Rule 50.3.1 (b) provides that "A civil case shes identical legal issues, or (B) involves the same parties." Rule 50.3.1	le 50.3.1 in Section VIII on the front of this form. Rule 50.3.1 (a) guideline when, because of the similarity of facts and legal issues or of judicial resources is likely to result from assigning both cases to the all not be deemed "related" to another civil case merely because the ciso.3.1 (c) further provides that "Presumptively, and subject to the pow be deemed to be "related" unless both cases are still pending before the
		NY-E DIVISION OF BUSIN	NESS RULE 50.1(d)(2)
1.)	Is the c	civil action being filed in the Eastern District removed fro	m a New York State Court located in Nassau or Suffolk
2.)		n answered "no" above: If the events or omissions giving rise to the claim or claims, ty? YES	, or a substantial part thereof, occur in Nassau or Suffolk
	b) Did Distric	d the events of omissions giving rise to the claim or claims ct? YES	, or a substantial part thereof, occur in the Eastern
Suffolk	County olk Cour	y, or, in an interpleader action, does the claimant (or a majo	y of the defendants, if there is more than one) reside in Nassau ority of the claimants, if there is more than one) reside in Nassau County in which it has the most significant contacts).
		BAR ADMIS	SSION
am cu	irrently a	admitted in the Eastern District of New York and currently Yes N	v a member in good standing of the bar of this court. No
Are yo	u current	atly the subject of any disciplinary action (s) in this or any of the Yes (If yes, please explain)	other state or federal court? No
Attorn	ey Bar	r Code: RA5508	
certify	y the acc	curacy 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: K&J Construction, Owner Facing Wage and Hour Lawsuit