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7 8	Mary E. Olsen (OLSEM4818) M. Vance McCrary (MCCRM4402) THE GARDNER FIRM, P.C.						
9	182 St. Francis Street, Suite 103 Mobile, AL 36602						
10	P: (251) 433-8100 F: (251) 433-8181						
11	Attorneys for Plaintiff Vernie Roberts, Jr.						
12	UNITED STATES DISTRICT COURT						
13	NORTHERN DISTRI	CT OF CALIFORNIA					
14	SAN FRANCISCO DIVISION						
15	VEDNIE DODEDTC ID on his own hehelf and	Casa No. 2.19 av 5950					
16	VERNIE ROBERTS, JR. on his own behalf and on behalf of all other persons similarly situated,	Case No.: 3:18-cv-5850					
17	Plaintiff,						
18	v.	CLASS ACTION COMPLAINT [VIOLATIO OF WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT, 29					
19 20	TELLTALE GAMES, INC.,	U.S.C. §§ 2101 – 2109 AND CALIFORNIA LABOR CODE §§ 1400 ET SEQ.]					
21	Defendant.	DEMAND FOR JURY TRIAL					
22							
23	VERNIE ROBERTS, JR. ("Plaintiff") on behalf of himself and a class of those similarly						
24	situated, by way of Complaint against TELLTALE GAMES (hereinafter referred to as						
25	"Defendant") by and through his counsel, alleges as follows:						
26	/////						
27	/////						
28	/////						
	CLASS ACTION COMPLAINT [VIOLATION OF WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT]	1					

NATURE OF THE ACTION

1. This is a civil action for collection of unpaid wages and benefits for sixty (60) calendar days pursuant to the Worker Adjustment and Retraining Notification Act of 1988 ("WARN"), 29 U.S.C. §§ 2101-2109 et. seq. and its California counterpart, California Labor Code §§ 1400 et seq. (collectively, the "WARN Act").

2. Plaintiff and the class of similarly situated employees he seeks to represent were terminated as part of, or as a result of, the shutdown or mass layoff ordered by the Defendant. As such, the Defendant violated the WARN Act by failing to give the Plaintiff and the class of similarly situated employees he seeks to represent at least 60 days' advance written notice of termination, as required by the WARN Act. As a consequence, the Plaintiff and other similarly situated employees are entitled under the WARN Act to recover from the Defendant 60 days' wages and ERISA benefits, none of which has been paid.

JURISDICTION AND VENUE

- 3. This Court has jurisdiction over this proceeding pursuant to 28 U.S.C. § 1331 and 29 U.S.C. § 2104 (a)(5).
- 4. The facility at which the Plaintiff and other similarly situated employees worked was located in this district.

THE PARTIES

- 5. Plaintiff and the other similarly situated employees were employed by Defendant and reported to a facility located at 4000 Civic Center Dr., Suite 100; San Rafael, CA 94903 (the "Facility") until their terminations which occurred on or about September 21, 2018.
- 6. Upon information and belief, at all relevant times, Defendant was a California corporation, which owned, operated and maintained the Facility.
- 7. On or about September 21, 2018, Defendant ordered the termination, without cause of Plaintiff and approximately 275 other similarly situated employees at the Facility without providing Plaintiff and the Proposed Class with advance written notice as required by the WARN Act.

THE CLAIM FOR RELIEF PURSUANT TO 29 U.S.C. § 2104 AND CALIFORNIA LABOR CODE § 1404

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8. Plaintiff repeats and realleges each and every allegation contained in paragraphs 1 through 7 above, as if set forth in their entirety.

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9. The Plaintiff brings this action on his own behalf and, pursuant to the WARN Act, and Rules 23(a) and (b) of the Federal Rules of Civil Procedure, on behalf of all other similarly situated former employees of Defendant who were terminated on or about September 21, 2018 and thereafter who worked at the Facility until their termination (the "Proposed Class").

- 10. Each of the Proposed Class members are similarly situated to the Plaintiff in respect to his or her rights under the WARN Act.
- 11. The Plaintiff and the Proposed Class members were discharged by Defendant, without cause on his or her part.
- 12. Defendant was required by the WARN Act to give the Plaintiff and each of the Proposed Class members at least sixty (60) days prior written notice of their respective terminations.
- 13. Prior to their terminations, neither the Plaintiff nor the Proposed Class members received any written notice that complied with the requirements of the WARN Act.
- At all relevant times, the Defendant employed 100 or more employees, exclusive of 14. part-time employees, or employed 100 or more employees who in the aggregate worked at least 4,000 hours per week exclusive of hours of overtime within the United States as defined by 20 U.S.C. § 2101 of WARN and its California counterpart, California Labor Code §§ 1400 et seq. and employed more than 50 employees at its Facility.
- 15. At all relevant times, the Defendant was an "employer," as that term is defined in 29 U.S.C. § 2101(a)(1) of WARN and 20 C.F.R. § 639.3(a) and its California counterpart, California Labor Code §§ 1400 et. seq.
- 16. At all times relevant herein, Plaintiff and the Proposed Class were "employees" of Defendant as defined by 29 U.S.C. § 2101 of WARN and its California counterpart, California Labor Code §§ 1400 et seq.

- 17. On or about September 21, 2018, the Defendant ordered a "mass layoff" or "plant closing" as those terms are defined by 29 U.S.C. § 2101(a)(2) and (3) and its California counterpart, California Labor Code §§ 1400 et seq., by ordering the termination of the employment of Plaintiff and approximately 275 Proposed Class members who worked at the Facility (the "Aggrieved Employees").
- 18. Defendant's actions at the Facility resulted in an "employment loss" for at least thirty-three percent of its employees, and at least 50 of its employees, excluding (a) employees who worked less than six of the twelve months prior to the date WARN notice was required to be given and (b) employees who worked an average of less than 20 hours per week during the 90-day period prior to the date WARN notice was required to be given.
- 19. Defendant's permanent termination of the Aggrieved Employees constituted a "mass layoff" or "plant closing" as defined by 29 U.S.C. § 2101 of WARN and its California counterpart, California Labor Code §§ 1400 et seq.
- 20. Plaintiff and the Proposed Class are "affected employees" as defined by 29 U.S.C. § 2101 of WARN and its California counterpart, California Labor Code §§ 1400 et seq.
- 21. Pursuant to Section 2102 of WARN and its California counterpart, California Labor Code §§ 1400 et seq., Defendant was required to provide Plaintiff and the Proposed Class at least 60 days prior written notice of their terminations.
- 22. Defendant failed to give at least sixty (60) days prior written notice to Plaintiff and the Proposed Class members of their terminations, in violation of WARN.
- 23. The Defendant failed to pay the Aggrieved Employees their respective wages, salary, commissions, bonuses, accrued holiday pay and accrued vacation for 60 working days following their respective terminations, and failed to make the pension and 401(k) contributions, provide other employee benefits under ERISA, and pay their medical expenses for 60 calendar days from and after the dates of their respective terminations.
- 24. As a result of Defendant's failure to pay the wages, benefits and other monies, the Aggrieved Employees were damaged in an amount equal to the sum of the members' unpaid wages, accrued holiday pay, accrued vacation pay, accrued sick leave pay and benefits which

CLASS ACTION COMPLAINT [VIOLATION OF

WORKER ADJUSTMENT AND RETRAINING

NOTIFICATION ACT]

	would have been paid for a period of sixty (60) calendar days after the date of the members'							
	terminations.							
	CLASS ACTION ALLEGATIONS—FEDERAL RULES OF CIVIL PROCEDURE 23 (a) AND (b)							
	25. The Plaintiff asserts this claim on behalf of himself and the Proposed Class							
pursuant to Rule 23 (a) and (b) (3) of the Federal Rules of Civil Procedure.								
	26. The Plaintiff and the Proposed Class constitute a class within the meaning of Rules							
23(a) and (b)(3) of the Federal Rules of Civil Procedure.								
	27. The Proposed Class is so numerous as to render joinder of all members							
	impracticable as there are approximately 275 persons who are included in the Proposed Class.							
	28. Common questions of law and fact are applicable to all members of the Proposed							
	Class.							
	29. The common questions of law and fact arise from and concern the following facts							
	and actions, among others, that Defendant committed or failed to commit as to all members of the							
	Proposed Class: all Proposed Class members enjoyed the protection of the WARN Act; all							
	Proposed Class members were employees of Defendant who, prior to the terminations, worked at							
	the Facility; Defendant terminated the employment of all the members of the Proposed Class							
without cause on their part and without giving them at least sixty (60) days' prior written notice as								
required by the WARN Act; and Defendant failed to pay the Proposed Class members wages and								
to provide other employee benefits for the sixty (60) day period following their respective								
	terminations.							
	30. The questions of law and fact common to the members of the Proposed Class, as							
	above noted, predominate over any questions affecting only individual members, and thus, this							
class claim is superior to other available methods for the fair and efficient adjudication of this								
controversy.								
	The Plaintiff's claims are typical of the claims of other members of the Proposed							

Class in that for each of the several acts described above, the Plaintiff is or was an injured party.

As a result of Defendant's violation of the WARN Act, the Plaintiff and the other

members of the Proposed Class have been damaged in amounts equal to the sum of: (a) their

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1	respective lost wages, salaries, commissions, bonuses, accrued holiday pay, accrued vacation pay,					
2	401 (k) contributions for sixty (60) days; (b) the health and medical insurance and other fringe					
3	benefits that they would have received or had the benefit of receiving, for a period of sixty (60)					
4	days after the dates of their respective terminations; and (c) medical expenses incurred during such					
5	period by such persons that would have been covered and paid under the then applicable employee					
6	benefit plans had that coverage continued for that period.					
7	WHEREFORE, the Plaintiff demands judgment against the Defendant as follows:					
8	a. An amount equal to the sum of all of the Aggrieved Employees': unpaid					
9	wages, salary, commissions, bonuses, accrued holiday pay, accrued vacation pay, pension and 401					
10	(k) contributions and other ERISA benefits, for sixty (60) days following the member employee's					
11	termination, that would have been covered and paid under the then applicable employee benefit					
12	plans had that coverage continued for that period, all determined in accordance with the WARN					
13	Act, 29 U.S.C. §2104(a)(1)(A) and its California counterpart, California Labor Code §§ 1400 et					
14	seq.					
15	b. Certification that the Plaintiff and the Proposed Class members constitute a					
16	single class;					
17	c. Appointment of the undersigned attorneys as Class Counsel;					
18	d. Appointment of Plaintiff as the Class Representative and payment of					
19	reasonable compensation to him for his services as such;					
20	e. Interest as allowed by law on the amounts owed under the preceding					
21	paragraphs;					
22	f. The reasonable attorneys' fees and the costs and disbursements the Plaintiff					
23	incurs in prosecuting this action, as authorized by the WARN Act, 29 U.S.C. §2104(a)(6); and its					
24	California counterpart, California Labor Code §§ 1400 et seq., and					
25	g. Such other and further relief as this Court may deem just and proper.					
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NOTIFICATION ACT]

1	PLAINTIFF DEMANDS TRIAL BY JURY.
2	
3	Date: September 24, 2018.
4	BY: /s/ Douglas E. Dexter
5	Attorneys for Plaintiff
6	Douglas E. Dexter (State Bar No. 115868)
7	FARELLA BRAUN & MARTEL LLP 235 Montgomery Street, 17 th Floor
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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.)

purpose of initiating the civil de	ocket sheet. (SEE INSTRUCT	TONS ON NEXT PAGE OF TH	IIS FORM.)				
I. (a) PLAINTIFFS VERNIE ROBERTS, JR			DEFENDANTS TELLTALE GAMES, INC.,				
(b) County of Residence o	f First Listed Plaintiff <u>M</u> KCEPT IN U.S. PLAINTIFF CA	farin ASES)	NOTE: IN LAND CO	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 Douglas E. Dexter (SBN Farella Braun + Martel L San Francisco, CA 94104 (see attachment for addit	115868)/Chandra S. A LP, 235 Montgomery 4 P: (415) 954-4400	Andrade (SBN 27176	Attorneys (If Known)				
II. BASIS OF JURISDI	CTION (Place an "X" in C	One Box Only)	. CITIZENSHIP OF PR	RINCIPAL PARTIES (Place an "X" in One Box for Plaintiff		
1 U.S. Government Plaintiff			(For Diversity Cases Only) PT Citizen of This State	F DEF			
2 U.S. Government Defendant	4 Diversity (Indicate Citizenshi	ip of Parties in Item III)	Citizen of Another State Citizen or Subject of a Foreign Country	2	rincipal Place 5 5		
IV. NATURE OF SUIT	(Place an "X" in One Box C	Only)		Click here for: Nature or	f Suit Code Descriptions.		
CONTRACT	TO	RTS	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 355 Motor Vehicle Product Liability 360 Other Personal Injury 362 Personal Injury - Medical Malpractice CIVIL RIGHTS 440 Other Civil Rights 441 Voting 442 Employment 443 Housing/ Accommodations 445 Amer. w/Disabilities- Other	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	LABOR T10 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 Actions	422 Appeal 28 USC 158 423 Withdrawal	□ 375 False Claims Act □ 376 Qui Tam (31 USC □ 3729(a)) □ 400 State Reapportionment □ 410 Antitrust □ 430 Banks and Banking □ 450 Commerce □ 460 Deportation □ 470 Racketeer Influenced and □ Corrupt Organizations □ 480 Consumer Credit □ 485 Telephone Consumer □ Protection Act □ 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		
V. ORIGIN (Place an "X" in One Box Only) 1 Original 2 Removed from 3 Remanded from Proceeding State Court Appellate Court Reopened Another District Litigation- Transfer Direct File							
VI. CAUSE OF ACTION Cite the U.S. Civil Statute under which you are filing (Do not cite jurisdictional statutes unless diversity): 28 U.S.C. § 29 U.S.C. § 2104(a)(5) Brief description of cause: Civil action for unpaid wages and benefits pursuant to the Worker Adjustment and Retraining Notification Act.							
VII. REQUESTED IN COMPLAINT:	CHECK IF THIS UNDER RULE 2:	IS A CLASS ACTION	DEMAND \$	CHECK YES only i JURY DEMAND:	f demanded in complaint: Yes No		
VIII. RELATED CASE IF ANY	(See instructions):	JUDGE		DOCKET NUMBER			
DATE September 24, 201	8	SIGNATURE OF ATTOR	RNEY OF RECORD /s/ Dougla	s E. Dexter			
FOR OFFICE USE ONLY							
RECEIPT# AM	MOUNT	APPLYING IFP	JUDGE	MAG. JUDO	American LegalNet, Inc. www.FormsWorkFlow.com		

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 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 there are multiple nature of suit codes associated with the case, pick the nature of suit code that is most applicable. Click here for: Nature of Suit Code Descriptions.
- **V. Origin.** Place an "X" in one of the seven 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 – Transfer. (6) Check this box when a multidistrict case is transferred into the district under authority of Title 28 U.S.C. Section 1407.

Multidistrict Litigation – Direct File. (8) Check this box when a multidistrict case is filed in the same district as the Master MDL docket. **PLEASE NOTE THAT THERE IS NOT AN ORIGIN CODE 7.** Origin Code 7 was used for historical records and is no longer relevant due to changes in statue.

- 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.



Case 3:18-cv-05850 Document 1-1 Filed 09/24/18 Page 3 of 3

ATTACHMENT TO CIVIL CASE COVER SHEET

Additional Attorneys for Plaintiff

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ClassAction.org

This complaint is part of ClassAction.org's searchable class action lawsuit database and can be found in this post: <u>Telltale Games Hit with WARN Act Class Action Lawsuit Days After Company Shut Down</u>