

IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division

DAVID SLAVIN, JOHN BRADHAM, )  
AARON BRYANT, LINDA BUNCH, )  
LAWRENCE CASH, HOWARD CHIN, )  
AMONICA CORNELL, TYRONE CURRY, )  
ISHMAEL FULANI, AYANNA GATLING, )  
MATTIE GLOVER-HOOKER, )  
KIMBERLY JONES HENRY, DAVID HOOKER, )  
RANDALL HUGHES, SR., INEASE INMON, )  
MARY JOHNSON, THERESA JONES, )  
KENNETH JONES, THOMAS KENNEDY, )  
MARLON LANGHORNE, JACKIE LEABOUGH, )  
KRISTEN LOUGEE, BRANDON MINES, )  
SARAH NEAL, CHARLES PARKER, )  
KATRINA PARSON, HERMAN DONTE PLEASANTS, )  
ERIC ROBINSON, ANDREA ROBINSON, )  
RYAN SANDERS, SHARON SAUNDERS, )  
MARCELLA SINGH, THEODORE STEWART, )  
LATICIA THOMAS, WILLIAM TYLER, JR., )  
PAUL WHITAKER, LESTER WHITE, )  
RONNIE WHITFIELD, AND LINDA WOODY on behalf )  
of themselves and all others similarly situated, )

Plaintiffs, )

v. )

Civil Action No. 3:17CV00134

UNITED STATES POSTAL SERVICE )

**TRIAL BY JURY  
DEMANDED**

Defendant. )

**COLLECTIVE ACTION COMPLAINT**

COME NOW Plaintiffs David Slavin, John Bradham, Aaron Bryant, Linda Bunch, Lawrence Cash, Howard Chin, Amonica Cornell, Tyrone Curry, Ishmael Fulani, Ayanna Gatling, Mattie Glover-Hooker, Kimberly Jones Henry, David Hooker, Randall Hughes, Sr., Inease Inmon, Mary Johnson, Theresa Jones, Kenneth Jones, Thomas Kennedy, Marlon Langhorne, Jackie Leabough, Kristen Lougee, Brandon Mines, Sarah Neal, Charles Parker,

Katrina Parson, Herman Donte Pleasants, Eric Robinson, Andrea Robinson, Ryan Sanders, Sharon Saunders, Marcella Singh, Theodore Stewart, Laticia Thomas, William Tyler, Jr., Paul Whitaker, Lester White, Ronnie Whitfield and Linda Woody (collectively “Plaintiffs”), by counsel, and make the following allegations on behalf of themselves and all others similarly situated:

**PRELIMINARY STATEMENT**

1. Plaintiffs are current and former employees of the United States Postal Service who work and/or worked at Postal Service Branches and Stations in metro Richmond, excluding the Richmond Main Post Office. Plaintiffs seek declaratory relief, injunctive relief, and to recover unpaid overtime compensation, and liquidated damages under the Fair Labor Standards Act, 29 U.S.C. §§ 201 *et seq.*, as amended (“FLSA” or “the Act”) for themselves and others similarly situated.

**PARTIES**

2. Defendant United States Postal Service (“Defendant” or “USPS”) is an independent entity of the United States government responsible for providing postal service in the United States. Defendant operates in all fifty states, including the Commonwealth of Virginia. The Richmond District of USPS encompasses the majority of the Commonwealth of Virginia (excluding Northern Virginia and Southwest Virginia).

3. Defendant is an “employer” within the meaning of the FLSA pursuant to 29 U.S.C. §§ 203(a), (d) and was the “employer” of Plaintiffs at all times relevant hereto.

4. Plaintiffs are, or were, residents of Virginia and “city carriers” and/or “city carrier assistants” (collectively “mail carriers”) employed by Defendant. At all times relevant hereto,

Plaintiffs are, or have been, “employees” employed by Defendant within the meaning of the FLSA pursuant to 29 U.S.C. § 203(e)(2)(B).

5. Plaintiffs bring this action on behalf of themselves and other similarly situated current and former employees of Defendant who were, or are, employed by Defendant as mail carriers at metro Richmond Stations and Branches, excluding the Richmond Main Post Office, and who were subject to the same uniform pay practices described below.

#### **JURISDICTION AND VENUE**

6. This Court has jurisdiction over this matter pursuant to 39 U.S.C. § 409(a), 29 U.S.C. § 216(b) and 28 U.S.C. §§ 1331, 2201, 2202.

7. Venue is proper in this judicial district under 28 U.S.C. § 1391(b).

#### **REPRESENTATIVE ACTION ALLEGATIONS FOR FLSA CLAIMS**

8. Plaintiffs file this statutorily authorized collective action pursuant to 29 U.S.C. § 216(b) as Representative Plaintiffs. Plaintiffs each consent to become party plaintiffs in this representative FLSA action pursuant to 29 U.S.C. § 216(b), as evidenced by Plaintiffs’ “Consent to Become a Party to a Collective Action Under 29 U.S.C. § 216,” filed herewith.

9. Plaintiffs, and all others similarly situated are, or were, employed as “city carriers” and/or “city carrier assistants” within the last three (3) years at USPS Branches and Stations in metro Richmond, excluding the Richmond Main Post Office.

10. Defendant employs, and has employed, multiple persons in the same job functions and/or positions that Plaintiffs occupy or have occupied.

11. At all times relevant hereto, Plaintiffs and others similarly situated have been entitled to the rights, protections, and benefits provided under the FLSA.

12. Plaintiffs, and all those similarly situated, perform, and have performed, functions which entitle them to receive overtime compensation, yet Defendant has willfully refused to pay them such overtime wages.

13. Defendant compensated Plaintiffs and all those similarly situated on a uniform basis common to Plaintiffs and other persons performing similar functions.

14. On information and belief, all of Defendant's operations at USPS Branches and Stations in metro Richmond are centrally managed, and all or most of Defendant's employees performing functions similar to Plaintiffs are subject to common, uniform time-keeping and payroll practices. Defendant has additionally established uniform payroll policies with respect to the payment of overtime compensation which apply to all Plaintiffs in the performance of their mail carrier duties for Defendant.

15. The FLSA "collective" of similarly situated employees is composed of all present and former mail carrier employees of Defendant at USPS Branches and Stations in metro Richmond, excluding the Richmond Main Post Office, who performed the same or similar job functions as Plaintiffs and are, or were, subject to the same pay practices, and have been employed within three (3) years of the date of filing this action.

16. Plaintiffs assert that Defendant's willful disregard of the FLSA described herein entitles Plaintiffs and similarly situated employees to the application of the three (3) year limitations period.

#### **FACTUAL ALLEGATIONS**

17. USPS Stations and Branches are facilities subordinate to a main Post Office. Generally, a Station is located inside city limits, while a Branch is located outside of city limits.

18. On information and belief, there are multiple USPS Stations and Branches that currently operate and/or have operated in metro Richmond in the past three (3) years that are under the common control and management of the Richmond Postmaster and the Richmond Main Post Office located at 1801 Brook Road, Richmond, Virginia. Such subordinate Branches and Stations include: Amphill Branch, Bon Air Branch, East End Station, Highland Springs Branch, Forest Hill Station, Lakeside Branch, Montrose Heights Station, Pocoshock Branch, Ridge Branch, Stewart Station, Regency Branch, Southside Station, West End Branch, and Westhampton Station, (collectively, the “metro Richmond locations.”).

19. The metro Richmond locations each employ “city carriers” and “city carrier assistants” (collectively “mail carriers”). On information and belief, there are approximately 25-50 mail carriers working out of each metro Richmond location.

20. Each Branch and Station employs at least one supervisor that oversees the mail carriers, who in turn reports to the Station/Branch Manager, who in turn reports to the Richmond Postmaster.

21. As mail carriers, Plaintiffs’ duties, and those of all others similarly situated, consist of casing and correlating mail prior to delivery and delivering and collecting mail and packages to and from homes and businesses in the Richmond area.

22. “City carriers” are regularly scheduled five (5) days a week for eight and half (8.5) hour shifts. Defendant automatically deducts thirty (30) minutes of paid time every day worked for a lunch break, regardless of whether any lunch break is/was taken, resulting in forty (40) hours of scheduled work in a week.

23. “City carrier assistants” generally do not have set schedules but are available to work seven (7) days a week for shifts ranging from four (4) to twelve (12) plus hours. Defendant

automatically deducts thirty (30) minutes of paid time every day worked for a lunch break, regardless of whether any lunch break is/was taken. “City carrier assistants” schedules often result in forty (40) or more hours of scheduled work in a week.

24. At all relevant times hereto, Defendant has maintained a Time and Attendance Collection System (“TACS”) to record and track the hours worked by mail carriers. Mail carriers use their badge to clock-in at the beginning of their shift and to clock-out at the end of their shift.

25. Supervisors and management personnel employed by Defendant have the ability, and are specifically trained on how to review, edit, and alter mail carriers clock-in and clock-out records in the TACS system. Changes or deletions made by supervisors are tracked and recorded in the TACS system. Mail carriers generally do not have access to their own TACS records to review any such changes or edits made by supervisors or management to their hours worked.

26. Over the past decade, USPS has cut its staffing and labor costs by \$10 billion.<sup>1</sup>

27. At least in part due to the aforementioned significant staffing reductions, Plaintiffs, and all those similarly situated, are often unable to complete their routes and/or duties during their scheduled work hours. At least in part due to budget reductions, management and supervisors are under pressure to keep labor costs down by not paying overtime premiums. On information and belief, supervisors are instructed and/or encouraged by management not to exceed certain labor cost thresholds and incentivized with bonuses for keeping overtime premium payments low.

28. To minimize overtime payments Defendant has engaged in a systemic practice of not compensating Plaintiffs, and all those similarly situated, for all hours worked in violation of the FLSA.

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<sup>1</sup> See <https://www.uspsaig.gov/blog/deep-cuts/> (last accessed 02/08/2017).

29. Plaintiffs, and all those similarly situated, are regularly required to work “off the clock” before and/or after they clock-in or out from the TACS system in order to complete their assigned duties in a given day.

30. Such “off the clock” work serves to keep the mail carrier under the forty (40) hours worked overtime threshold and/or reduces the number of overtime premium hours paid in a week.

31. Defendant, through its supervisors and management employees, has required, suffered, and/or permitted mail carriers to work “off the clock” without compensation in violation of the FLSA.

32. Plaintiffs, and all those similarly situated, are regularly required to work during their lunch break, and/or do not take a lunch break at all, in order to complete their assigned duties in a given day. Nonetheless, half-hour lunch breaks are automatically deducted from mail carriers’ time worked in TACS each day, regardless of whether or not the mail carrier actually took the break.

33. Not compensating mail carriers for working through or without their break serves to keep mail carriers under the forty (40) hours worked overtime threshold and/or reduces the number of overtime premium hours paid in a week.

34. Defendant, through its supervisors and management employees, has required, suffered, and/or permitted mail carriers to work through or forego their lunch break without compensation in violation of the FLSA.

35. Additionally, on information and belief, accurate clock-in/clock-out time entries made by Plaintiffs, and those similarly situated, in TACS have been deleted and/or altered by supervisors and management to reduce the total number of recorded hours worked and paid in a

given day and/or week. On information and belief, a recent investigation by the USPS Office of Inspector General (“OIG”) into the practices of substations under the Richmond Main Post Office umbrella confirmed that the practice of alterations/deletions made by supervisors to mail carriers’ time records was rampant.

36. Like the other time suppressing tactics alleged herein, time deletions and alterations of time worked by mail carriers, undertaken by supervisors and management, serve to keep mail carriers under the forty (40) hours worked overtime threshold and/or reduces the number of overtime premium hours paid in a week.

37. On information and belief, Defendant, through its supervisors and management employees, has knowingly, willfully, and systemically engaged in this unlawful practice of altering records of time worked with respect to Plaintiffs, and those similarly situated, in violation of the FLSA.

**COUNT ONE**  
**VIOLATION OF THE FAIR LABOR STANDARDS ACT**

38. At all times relevant to the matters alleged herein, Defendant has engaged in a pattern, practice, and policy of not compensating mail carriers in accordance with federal mandates for certain overtime work performed for Defendant’s benefit.

39. The FLSA requires covered employers such as Defendant to compensate mail carriers at a rate of not less than one and one-half time the regular rate of pay for work performed in excess of forty (40) hours a week.

40. At all times relevant hereto, Defendant knew the FLSA applied to Plaintiffs and others similarly situated.



41. At all times relevant hereto, Defendant had knowledge of their FLSA requirements to pay overtime compensation for hours worked in excess of forty (40) hours a week.

42. At all times relevant hereto, Defendant had knowledge that Plaintiffs, and others similarly situated, worked off the clock, beyond their normally scheduled hours, and through their lunch break. Defendant required such off the clock work and freely accepted the benefit of this time, and at a minimum suffered and permitted this practice. Defendant also had knowledge that Plaintiffs' time records, and the time records of others similarly situated, were deleted and altered, and at a minimum suffered and permitted this practice.

43. Despite knowledge of its obligations under the FLSA, Defendant suffered and permitted Plaintiffs and similarly situated employees to routinely work in excess of forty (40) hours in week without paying all overtime compensation due.

44. Defendant has an obligation under the FLSA to maintain accurate records of time worked by employees.

45. Defendant has failed to maintain accurate time records of all hours worked by Plaintiffs, and other similarly situated employees, and in fact intentionally created and/or knowingly maintained, inaccurate time records.

46. The foregoing conduct constitutes a willful violation of the FLSA within the meaning of 29 U.S.C. § 255(a), as Defendant knew of, or showed reckless disregard for, the fact that their compensation practices were in violation of the FLSA.

47. Plaintiffs, and other similarly situated present and former employees, are entitled to statutory damages equal to the mandated overtime premium pay within the three (3) years preceding the filing of this Complaint.

48. Defendant has not acted in good faith with respect to their failure to pay overtime compensation. Defendant has no legitimate reason to believe their actions and omissions were not a violation of the FLSA, thus entitling Plaintiffs, and those similarly situated, to recover an award of liquidated damages in an amount equal to the amount of unpaid overtime compensation described above.

WHEREFORE, Plaintiffs respectfully request that this Court:

A. Approve notice, as soon as possible, to those employees and former employees similarly situated to Plaintiffs, namely all “city carriers” and “city carrier assistants,” and other employees performing the duties of mail carriers who were employed by Defendant at the metro Richmond locations during any portion of the three (or more) years immediately preceding the filing of this action, of the existence of this FLSA representative (collective) action, the claims set forth herein and further provide notice of their right to opt-in to this action pursuant to 29 U.S.C. § 216(b). Generally, this notice should inform such employees and former employees that this action has been filed, describe the nature of the action and explain their right to opt in to this lawsuit if they were not paid the proper overtime wage compensation for their hours worked in any week during the statutory period;

B. Designate this action as a collective action on behalf of the FLSA collective class pursuant to 29 U.S.C. § 216(b);

C. Enter judgment declaring that the acts and practices complained of herein are violations of the Fair Labor Standards Act, 29 U.S.C. §§ 201 *et seq.*;

D. Enter judgment awarding Plaintiffs, and all similarly situated present and former employees, actual compensatory damages in the amount shown to be due for unpaid overtime compensation, with pre-judgment interest, against Defendant;

- E. Enter judgment that Defendant's violations of the FLSA were willful;
- F. Enter judgment awarding Plaintiffs and all similarly situated present and former employees an amount equal to their overtime damages as liquidated damages;
- G. Enter judgment for post-judgment interest at the applicable legal rate;
- H. Enter judgment awarding Plaintiffs, and those similarly situated, reasonable attorney's fees and costs of this suit;
- I. Grant leave to amend to add additional plaintiffs by motion, the filing of written consent forms, or any other method approved by the Court; to add claims under applicable federal laws, including claims for minimum wages pursuant to 29 U.S.C. § 206; and/or expand the collective definition to include other offices, as appropriate; and/or to add other defendants who meet the definition of Plaintiffs' employer, pursuant to 29 U.S.C. § 203(d);
- J. Grant such other relief as the Court deems necessary and proper.

Respectfully submitted,

DAVID SLAVIN, JOHN BRADHAM,  
AARON BRYANT, LINDA BUNCH,  
LAWRENCE CASH, HOWARD CHIN,  
AMONICA CORNELL, TYRONE CURRY,  
ISHMAEL FULANI, AYANNA GATLING,  
MATTIE GLOVER-HOOKER, KIMBERLY JONES  
HENRY, DAVID HOOKER, RANDALL HUGHES, SR.,  
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THERESA JONES, KENNETH JONES,  
THOMAS KENNEDY, MARLON LANGHORNE,  
JACKIE LEABOUGH, KRISTEN LOUGEE,  
BRANDON MINES, SARAH NEAL,  
CHARLES PARKER, KATRINA PARSON,  
HERMAN DONTE PLEASANTS, ERIC ROBINSON,  
ANDREA ROBINSON, RYAN SANDERS,  
SHARON SAUNDERS, MARCELLA SINGH,  
THEODORE STEWART, LATICIA THOMAS,

WILLIAM TYLER, JR., PAUL WHITAKER,  
LESTER WHITE, RONNIE WHITFIELD, AND  
LINDA WOODY

By: /s/ Paul M. Falabella  
Counsel

Harris D. Butler, III, (VSB No. 26483)  
Zev H. Antell (VSB No. 74634)  
Paul M. Falabella (VSB No. 81199)  
Butler Royals, PLC  
140 Virginia Street, Suite 302  
Richmond, Virginia 23219  
Telephone: (804) 648-4848  
Facsimile: (804) 237-0413  
Email: harris.butler@butlerroyals.com  
zev.antell@butlerroyals.com  
paul.falabella@butlerroyals.com

**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division**

**DAVID SLAVEN, et al. on behalf of  
themselves and all others similarly situated,** )

**Plaintiffs,** )

**v.** )

**UNITED STATES POSTAL SERVICE** )

**Defendant.** )

Civil Action No. \_\_\_\_\_

**CONSENT TO BECOME PARTY TO  
COLLECTIVE ACTION UNDER 29 U.S.C. § 216**

I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

  
Signature


**DAVID SLAVIN**  
Printed Name

**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division**

<b>DAVID SLAVIN, et al. on behalf of themselves and all others similarly situated,</b>	)	
	)	
<b>Plaintiffs,</b>	)	
	)	
<b>v.</b>	)	<b>Civil Action No. _____</b>
	)	
<b>UNITED STATES POSTAL SERVICE</b>	)	
	)	
<b>Defendant.</b>	)	

**CONSENT TO BECOME PARTY TO  
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I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

  
\_\_\_\_\_  
Signature

John W Brackan  
Printed Name



**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division**

**DAVID SLAVIN, et al. on behalf of  
themselves and all others similarly situated,** )

**Plaintiffs,** )

**v.** )

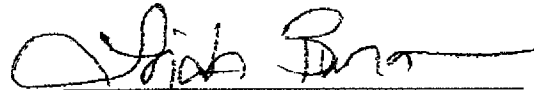
**UNITED STATES POSTAL SERVICE** )

**Defendant.** )

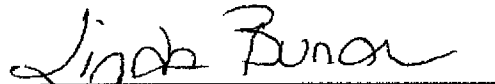
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Signature



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*Lawrence CASH*  
Signature

Lawrence CASH  
Printed Name

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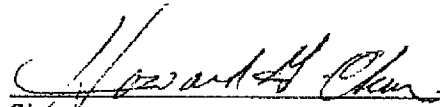
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**Defendant.** )

**Civil Action No.** \_\_\_\_\_

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\_\_\_\_\_  
Signature

HOWARD G. CHAN  
Printed Name





IN THE UNITED STATES DISTRICT COURT  
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Richmond Division

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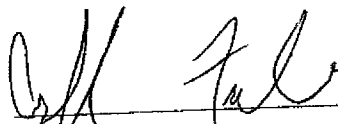
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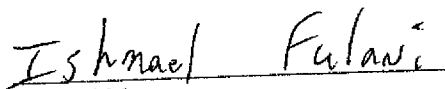
Defendant.

Civil Action No. \_\_\_\_\_

**CONSENT TO BECOME PARTY TO  
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I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

  
\_\_\_\_\_  
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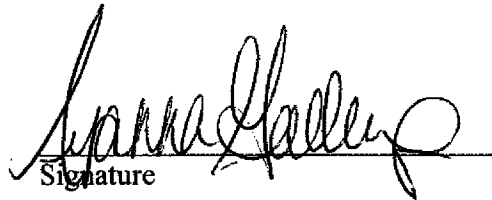
  
\_\_\_\_\_  
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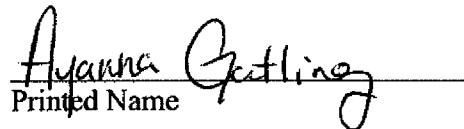
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<b>Defendant.</b>	)	

**CONSENT TO BECOME PARTY TO  
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I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

  
Signature

  
Printed Name

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**Civil Action No.** \_\_\_\_\_

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I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

*Mattie Glover-Hooper*  
Signature

Mattie Glover-Hooper  
Printed Name

**IN THE UNITED STATES DISTRICT COURT  
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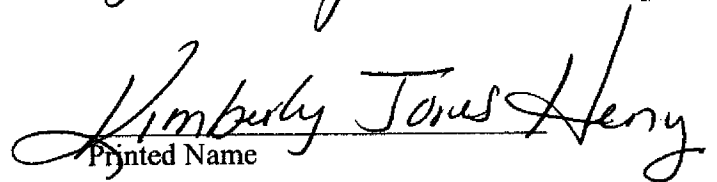
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I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

  
Signature

  
Printed Name



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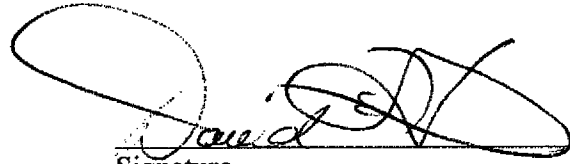
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Signature

David E Hooker  
Printed Name

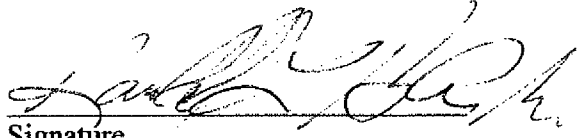
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Signature

RANDALL L. Hughes Sr.  
Printed Name

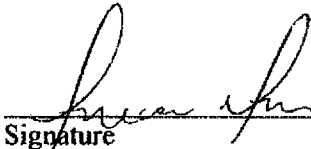
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Richmond Division

DAVID SLAVIN, et al. on behalf of  
themselves and all others similarly situated,

Plaintiffs,

v.

UNITED STATES POSTAL SERVICE

Defendant.

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)  
)  
)  
)  
)  
)

Civil Action No. \_\_\_\_\_

CONSENT TO BECOME PARTY TO  
COLLECTIVE ACTION UNDER 29 U.S.C. § 216

I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

  
Signature

MARY REDD JOHNSON  
Printed Name

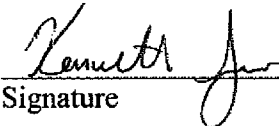
**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division**

**DAVID SLAVIN, et al. on behalf of** )  
**themselves and all others similarly situated,** )  
 )  
**Plaintiffs,** )  
 )  
**v.** )  
 )  
**UNITED STATES POSTAL SERVICE** )  
 )  
**Defendant.** )

**Civil Action No.** \_\_\_\_\_

**CONSENT TO BECOME PARTY TO  
COLLECTIVE ACTION UNDER 29 U.S.C. § 216**

I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

  
\_\_\_\_\_  
Signature

Kenneth Jones  
\_\_\_\_\_  
Printed Name

**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division**

**DAVID SLAVIN, et al. on behalf of  
themselves and all others similarly situated,** )  
 )  
 )  
**Plaintiffs,** )  
 )  
**v.** )  
 )  
**UNITED STATES POSTAL SERVICE** )  
 )  
**Defendant.** )

Civil Action No. \_\_\_\_\_

**CONSENT TO BECOME PARTY TO  
COLLECTIVE ACTION UNDER 29 U.S.C. § 216**

I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

  
\_\_\_\_\_  
Signature

Theresa Jones  
\_\_\_\_\_  
Printed Name

**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division**

**DAVID SLAVIN, et al. on behalf of  
themselves and all others similarly situated,** )  
)  
)  
**Plaintiffs,** )  
)  
)  
**v.** )  
)  
**UNITED STATES POSTAL SERVICE** )  
)  
**Defendant.** )

**Civil Action No. \_\_\_\_\_**

**CONSENT TO BECOME PARTY TO  
COLLECTIVE ACTION UNDER 29 U.S.C. § 216**

I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

Thomas Kennedy  
Signature

Thomas Kennedy  
Printed Name

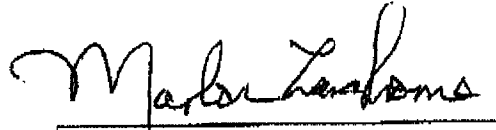
**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division**

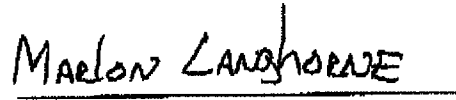
**DAVID SLAVIN, et al. on behalf of  
themselves and all others similarly situated,** )  
 )  
 )  
**Plaintiffs,** )  
 )  
 )  
**v.** )  
 )  
**UNITED STATES POSTAL SERVICE** )  
 )  
 )  
**Defendant.** )

**Civil Action No. \_\_\_\_\_**

**CONSENT TO BECOME PARTY TO  
COLLECTIVE ACTION UNDER 29 U.S.C. § 216**

I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

  
\_\_\_\_\_  
Signature

  
\_\_\_\_\_  
Printed Name



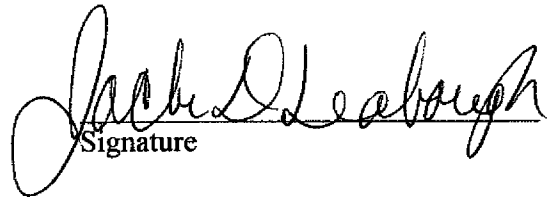
**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division**

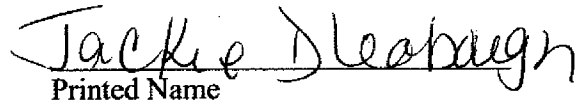
**DAVID SLAVIN, et al. on behalf of  
themselves and all others similarly situated,** )  
)  
)  
**Plaintiffs,** )  
)  
)  
**v.** )  
)  
**UNITED STATES POSTAL SERVICE** )  
)  
**Defendant.** )

**Civil Action No. \_\_\_\_\_**

**CONSENT TO BECOME PARTY TO  
COLLECTIVE ACTION UNDER 29 U.S.C. § 216**

I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act (“FLSA”) action pursuant to 29 U.S.C. § 216(b).

  
Signature

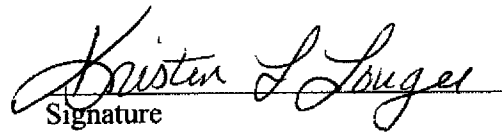
  
Printed Name

**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division**

**DAVID SLAVIN, et al. on behalf of** )  
**themselves and all others similarly situated,** )  
 )  
**Plaintiffs,** )  
 )  
**v.** ) **Civil Action No. \_\_\_\_\_**  
 )  
**UNITED STATES POSTAL SERVICE** )  
 )  
**Defendant.** )

**CONSENT TO BECOME PARTY TO  
COLLECTIVE ACTION UNDER 29 U.S.C. § 216**

I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act (“FLSA”) action pursuant to 29 U.S.C. § 216(b).

  
Signature

KRISTEN L LOUGEE  
Printed Name



**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division**

**DAVID SLAVIN, et al. on behalf of  
themselves and all others similarly situated,** )

**Plaintiffs,** )

**v.** )

**UNITED STATES POSTAL SERVICE** )

**Defendant.** )

**Civil Action No. \_\_\_\_\_**

**CONSENT TO BECOME PARTY TO  
COLLECTIVE ACTION UNDER 29 U.S.C. § 216**

I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

*Sarah W. Neale*  
Signature

SARAH W. NEALE  
Printed Name

**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division**

**DAVID SLAVIN, et al. on behalf of  
themselves and all others similarly situated,** )

**Plaintiffs,** )

**v.** )

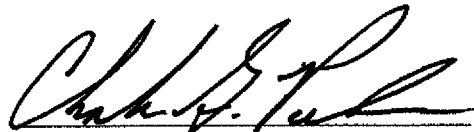
**UNITED STATES POSTAL SERVICE** )


**Defendant.** )

**Civil Action No. \_\_\_\_\_**

**CONSENT TO BECOME PARTY TO  
COLLECTIVE ACTION UNDER 29 U.S.C. § 216**

I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

  
Signature

  
Printed Name

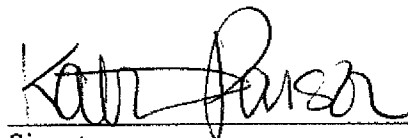
**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division**

**DAVID SLAVIN, et al. on behalf of** )  
**themselves and all others similarly situated,** )  
 )  
**Plaintiffs,** )  
 )  
**v.** )  
 )  
**UNITED STATES POSTAL SERVICE** )  
 )  
**Defendant.** )

**Civil Action No. \_\_\_\_\_**

**CONSENT TO BECOME PARTY TO  
COLLECTIVE ACTION UNDER 29 U.S.C. § 216**

I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

  
\_\_\_\_\_  
Signature

**KATRINA PARSON**  
\_\_\_\_\_  
Printed Name

**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division**

**DAVID SLAVIN, et al. on behalf of  
themselves and all others similarly situated,** )  
)  
)  
**Plaintiffs,** )  
)  
**v.** )  
)  
**UNITED STATES POSTAL SERVICE** )  
)  
**Defendant.** )

**Civil Action No.** \_\_\_\_\_

**CONSENT TO BECOME PARTY TO  
COLLECTIVE ACTION UNDER 29 U.S.C. § 216**

I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

Herman Donté Pleasants  
Signature

Herman Donté Pleasants  
Printed Name

**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division**

**DAVID SLAVIN, et al. on behalf of  
themselves and all others similarly situated,**

**Plaintiffs,**

**v.**

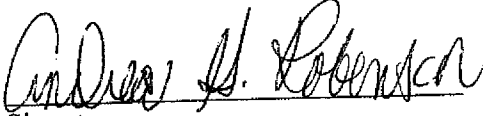
**UNITED STATES POSTAL SERVICE**


**Defendant.**

Civil Action No. \_\_\_\_\_

**CONSENT TO BECOME PARTY TO  
COLLECTIVE ACTION UNDER 29 U.S.C. § 216**

I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

  
Signature

  
Printed Name



**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division**


**DAVID SLAVIN, et al. on behalf of** )  
**themselves and all others similarly situated,** )  
 )  
**Plaintiffs,** )  
 )  
**v.** )  
 )  
**UNITED STATES POSTAL SERVICE** )  
 )  
**Defendant.** )

**Civil Action No. \_\_\_\_\_**

**CONSENT TO BECOME PARTY TO  
COLLECTIVE ACTION UNDER 29 U.S.C. § 216**

I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

  
Signature

  
Printed Name

**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division**

**DAVID SLAVIN, et al. on behalf of  
themselves and all others similarly situated,** )  
)

**Plaintiffs,** )

**v.** )

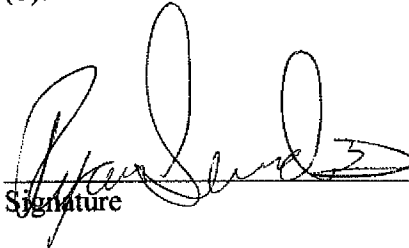
**Civil Action No. \_\_\_\_\_**


**UNITED STATES POSTAL SERVICE** )

**Defendant.** )

**CONSENT TO BECOME PARTY TO  
COLLECTIVE ACTION UNDER 29 U.S.C. § 216**

I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

  
\_\_\_\_\_  
Signature

  
\_\_\_\_\_  
Printed Name

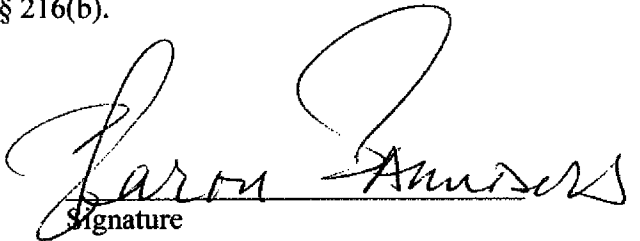
IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division

DAVID SLAVIN, et al. on behalf of )  
themselves and all others similarly situated, )  
 )  
Plaintiffs, )  
 )  
v. )  
 )  
UNITED STATES POSTAL SERVICE )  
 )  
Defendant. )

Civil Action No. \_\_\_\_\_

**CONSENT TO BECOME PARTY TO  
COLLECTIVE ACTION UNDER 29 U.S.C. § 216**

I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

  
Signature

  
Printed Name

**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division**

**DAVID SLAVIN, et al. on behalf of  
themselves and all others similarly situated,** )

**Plaintiffs,** )

**v.** )

**UNITED STATES POSTAL SERVICE** )

**Defendant.** )

**Civil Action No. \_\_\_\_\_**

**CONSENT TO BECOME PARTY TO  
COLLECTIVE ACTION UNDER 29 U.S.C. § 216**

I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act (“FLSA”) action pursuant to 29 U.S.C. § 216(b).

  
Signature

MARCELLA P. Singh  
Printed Name


**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division**

**DAVID SLAVIN, et al. on behalf of  
themselves and all others similarly situated,** )  
)  
)  
**Plaintiffs,** )  
)  
)  
**v.** )  
)  
**UNITED STATES POSTAL SERVICE** )  
)  
**Defendant.** )

Civil Action No. \_\_\_\_\_

**CONSENT TO BECOME PARTY TO  
COLLECTIVE ACTION UNDER 29 U.S.C. § 216**

I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

  
\_\_\_\_\_  
Signature

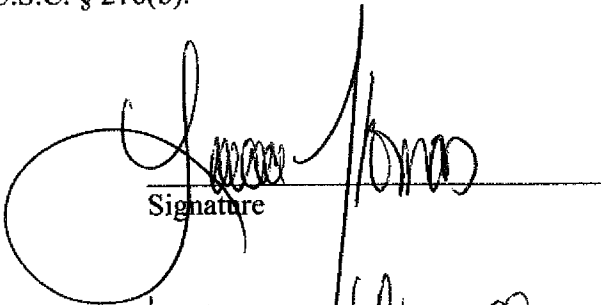
*Theodore Stewart*  
\_\_\_\_\_  
Printed Name

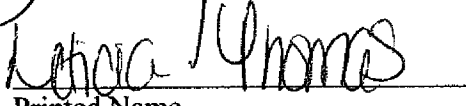
**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division**

**DAVID SLAVIN, et al. on behalf of** )  
**themselves and all others similarly situated,** )  
 )  
**Plaintiffs,** )  
 )  
**v.** ) **Civil Action No. \_\_\_\_\_**  
 )  
**UNITED STATES POSTAL SERVICE** )  
 )  
**Defendant.** )

**CONSENT TO BECOME PARTY TO  
COLLECTIVE ACTION UNDER 29 U.S.C. § 216**

I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

  
\_\_\_\_\_  
Signature

  
\_\_\_\_\_  
Printed Name

**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division**

**DAVID SLAVIN, et al. on behalf of  
themselves and all others similarly situated,** )

**Plaintiffs,** )

**v.** )

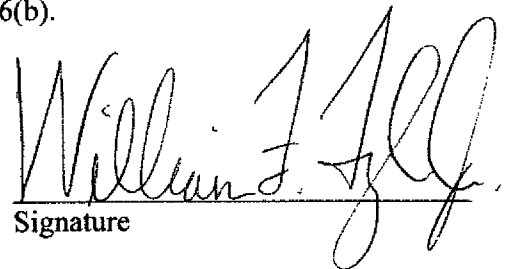
**UNITED STATES POSTAL SERVICE** )

**Defendant.** )

**Civil Action No. \_\_\_\_\_**

**CONSENT TO BECOME PARTY TO  
COLLECTIVE ACTION UNDER 29 U.S.C. § 216**

I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

  
Signature

WILLIAM F. TYLER JR  
Printed Name

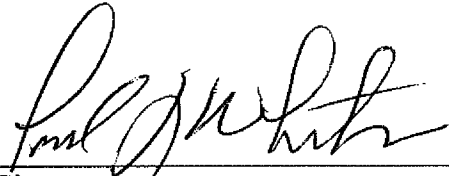
**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division**

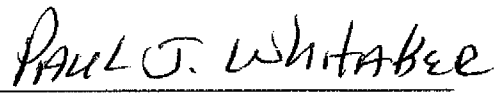
**DAVID SLAVIN, et al. on behalf of** )  
**themselves and all others similarly situated,** )  
 )  
**Plaintiffs,** )  
 )  
**v.** )  
 )  
**UNITED STATES POSTAL SERVICE** )  
 )  
**Defendant.** )

**Civil Action No. \_\_\_\_\_**

**CONSENT TO BECOME PARTY TO  
COLLECTIVE ACTION UNDER 29 U.S.C. § 216**

I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

  
\_\_\_\_\_  
Signature

  
\_\_\_\_\_  
Printed Name







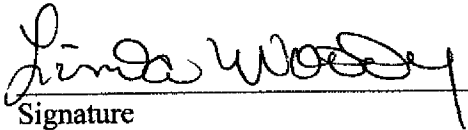
**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA  
Richmond Division**

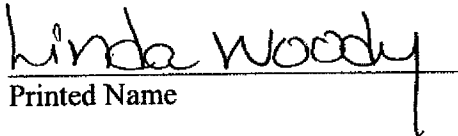
**DAVID SLAVIN, et al. on behalf of  
themselves and all others similarly situated,** )  
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)  
**Plaintiffs,** )  
)  
**v.** )  
)  
**UNITED STATES POSTAL SERVICE** )  
)  
**Defendant.** )

**Civil Action No. \_\_\_\_\_**

**CONSENT TO BECOME PARTY TO  
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I hereby consent to opt-in to become a plaintiff in this representative Fair Labor Standards Act ("FLSA") action pursuant to 29 U.S.C. § 216(b).

  
Signature

  
Printed Name

JS 44 (Rev. 12/12)

### 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**

David Slavin, et al. on behalf of themselves individually, and all others similarly situated

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

(c) Attorneys (Firm Name, Address, and Telephone Number)

Harris D. Butler, III, Esq., Zev H. Antell, Esq., Paul M. Falabella, Esq.,  
BUTLER ROYALS PLC, 140 Virginia St., Suite 302, Richmond, VA  
23219 Tel: 804-648-4848

**DEFENDANTS**

United States Postal Service

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

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

Attorneys (If Known)

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

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

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

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

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

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

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

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

**VI. CAUSE OF ACTION**

Cite the U.S. Civil Statute under which you are filing (Do not cite jurisdictional statutes unless diversity):  
FLSA, 29 USC 201 et seq.

Brief description of cause:  
Unpaid overtime compensation

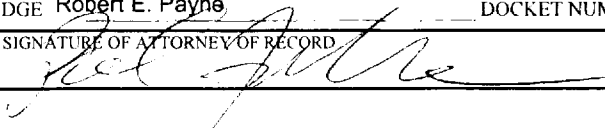
**VII. REQUESTED IN COMPLAINT:**

CHECK IF THIS IS A CLASS ACTION UNDER RULE 23, F.R.Cv.P. DEMAND \$ \_\_\_\_\_ CHECK YES only if demanded in complaint:  
JURY DEMAND:  Yes  No

**VIII. RELATED CASE(S) IF ANY**

(See instructions): JUDGE Robert E. Payne DOCKET NUMBER 3:17cv00026

DATE 02/10/2017 SIGNATURE OF ATTORNEY OF RECORD



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RECEIPT # \_\_\_\_\_ AMOUNT \_\_\_\_\_ APPLYING IFP \_\_\_\_\_ JUDGE \_\_\_\_\_ MAG. JUDGE \_\_\_\_\_

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