IN THE UNITED STATES DISTRICT COURT FOR THE NORTHERN DISTRICT OF GEORGIA ATLANTA DIVISION

EDWARDS J. GAMBLE, on behalf of himself and all others similarly situated, Plaintiff,	Case No.:
V.	
AIR SERV CORPORATION,	

Defendant.

COLLECTIVE ACTION COMPLAINT & DEMAND FOR JURY TRIAL

Plaintiff, EDWARDS J. GAMBLE, on behalf of himself and all others similarly situated by and through the undersigned attorney, and sues the Defendant, AIR SERV CORPORATION, (hereinafter referred to as "Defendant"), and alleges as follows:

INTRODUCTION

1. This is an action by the Plaintiff against his former employer for unpaid overtime wages pursuant to the Fair Labor Standards Act, as amended, 29 U.S.C. § 216(b) (the "FLSA"), and any other relief available.

2. This action is brought under the FLSA to recover, from Defendant, overtime compensation, unpaid wages, liquidated damages, and reasonable attorneys' fees and costs.

PARTIES

- 3. Plaintiff was employed as a Floor Technician for Defendant and performed related activities at their assigned location of Hartsfield–Jackson Atlanta International Airport, Atlanta, Georgia.
- 4. Defendant is a Georgia Corporation which operates and conducts business in the City of Atlanta, Fulton County, Georgia, and is therefore within the jurisdiction of this Court.

JURISDICTION

5. This action arises under the FLSA, 29 U.S.C. §210, et. seq. The Court has jurisdiction over the FLSA claim pursuant to 29 U.S.C. §216(b).

VENUE

6. The venue of this Court over this controversy is proper based upon the claim arising in the City of Atlanta, Fulton County, Georgia.

COVERAGE

- 7. At all material times relevant to this action, 2013 to the present, Defendant was an enterprise covered by the FLSA, and as defined by 29 U.S.C. § 203(r) and 203 (s).
- 8. At all material times relevant to this action, Defendant made gross earnings of at least \$500,000 annually.
- 9. At all material times relevant to this action, Defendant has grown to hold major contracts with Delta Airlines, United Airlines, Federal Express, and has accepted payments from customers based on credit cards issued by out-of-state banks, nationwide.
- 10. At all material times relevant to this action, Defendant ensures flights depart as scheduled with passengers' bags and cargo which are moved received and shipped through other out-of-state vendors and/or entities (i.e., passengers' bags, cargo, suitcases, etc.).
- 11. At all material times relevant to this action, Defendant had two (2) or more employees engaged in commerce, handling or otherwise working on materials that have been moved in or produced for commerce (i.e., passengers' bags, cargo, suitcases, etc.).

¹ All references to material times relevant to this action shall mean to encompass from 2013 through the present.

FACTS

- 12. Defendant is an organization which provides cargo, cleaning, ground transportation, passenger services, ramp handling, and security services for their clients which enable airline and freight partners to provide portal-to-portal travel and services to the general public.
- 13. Plaintiff worked for Defendant without being paid the correct overtime premium rate of time and one-half his regular rate of pay for *all* hours worked in excess of forty (40) hours within a work week.
- 14. Defendant controlled and/or was responsible for the work of Plaintiff wherein Plaintiff did not take a *bona-fide* meal break and was not completely relieved from his duties, however, periodically received a deduction of approximately one-half hour each day.
- 15. Defendant knew or had reasons to believe Plaintiff was continuing to work, did not take a *bona-fide* meal break, and was not completely relieved from his duties.
- 16. Defendant also did not pay Plaintiff for all hours worked in an effort to limit or avoid overtime compensation.

- 17. Plaintiff worked as a Floor Technician for Defendant and performed related activities in the north and south atrium of Hartsfield–Jackson Atlanta International Airport, Atlanta, Georgia.
- 18. In this capacity, Plaintiff was responsible for cleaning and maintaining carpets and hard surface floors by vacuuming, sweeping and mopping floors. Dusting furniture, pictures, ventilation, lights and blinds, emptying wastebaskets, cleaning windows, restrooms and other normal cleaning and maintenance duties.
- 19. Plaintiff worked for the Defendant from approximately November 2014 through August 2016.
- 20. Plaintiff was paid \$9.00 per hour, without ever receiving a pay increase.
- 21. Plaintiff worked overtime hours on a weekly basis throughout his employment.
- 22. Despite working more than forty (40) hours per week, Plaintiff was not paid compensation for all hours worked over forty (40) hours within a work week during several weeks of employment.
 - 23. Defendant was aware of the overtime hours worked.

24. Upon information and belief, the records, to the extent any exist, concerning the number of hours worked and amounts paid to Plaintiff are in the possession and custody of the Defendant.

COLLECTIVE ACTION ALLEGATIONS

- 25. Plaintiff and the class members were all "hourly paid employees."
- 26. Plaintiff and the class members were subjected to the same pay provisions in that they were paid an hourly rate, but not compensated at time-and-one-half for *all* hours worked in excess of forty (40) hours in a workweek. Thus, the class members are owed overtime wages for the same reasons as Plaintiff.
- 27. Defendant's failure to compensate employees for hours worked in excess of forty (40) hours in a workweek as required by the FLSA results from a policy or practice of failure to assure that hourly paid employees are/were paid for overtime hours worked based on their uniform pay policy, applicable to all putative class members herein.
- 28. Defendant subjected all hourly paid employees to an automatic lunch deduction.
- 29. Defendant also refused to pay all hourly paid employees for all hours worked.

- 30. As a result, all hourly paid employees did not receive full pay for all overtime hours worked.
- 31. This policy or practice was applicable to Plaintiff and the class members.
- 32. Application of this policy or practice does/did not depend on the personal circumstances of Plaintiff or those joining this lawsuit. Rather, the same policy or practice which resulted in the non-payment of overtime to Plaintiffs applies to all class members. Accordingly, the class members are properly defined as:

All hourly paid employees who worked AIR SERV CORPORATION within the last three years whom were not compensated at time-and-one-half for all hours worked in excess of 40 hours in one or more workweeks.

- 33. Defendants knowingly, willfully, or with reckless disregard carried out its illegal pattern or practice of failing to pay overtime compensation with respect to Plaintiff and the class members.
- 34. Defendants were aware that Plaintiff and the other hourly paid employeeswere entitled to overtime pay for all overtime hours worked and that there was no possible exemption applicable to them.

- 35. Defendants did not act in good faith or reliance upon any of the following in formulating its pay practices: (a) case law; (b) the FLSA, 29 U.S.C. § 201, *et seq.*; (c) Department of Labor Wage & Hour Opinion Letters; or (d) the Code of Federal Regulations.
- 36. During the relevant period, Defendant violated § 7(a)(1) and § 15(a)(2), by employing employees in an enterprise engaged in commerce or in the production of goods for commerce within the meaning of the FLSA as aforesaid, for one or more workweeks without compensating such employees for their work at a rate of at least the time-and-one-half for all hours worked in excess of 40 hours in a work week.
- 37. Defendant has acted willfully in failing to pay Plaintiff and the class members in accordance with the law.
- 38. Defendant has failed to maintain accurate records for Plaintiff's and the class members' work hours in accordance with the law.

COUNT I RECOVERY OF OVERTIME COMPENSATION AGAINST AIR SERV CORPORATION

39. Plaintiff reincorporates and readopts all allegations contained within Paragraphs 1-38 above.

- 40. Plaintiff and the class members are entitled to be paid time and one-half their regular rate of pay for each hour worked in excess of forty (40) hours per work week.
- 41. During employment with Defendant, Plaintiff and the class members worked overtime hours but were not paid time and one-half the regular rate of pay for the same during several weeks.
- 42. As a result of Defendant's intentional, willful, and unlawful acts in refusing to pay Plaintiff and the class members time and one-half the regular rate of pay for each hour worked in excess of forty (40) hours per work week in one or more work weeks, Plaintiff and the class members have suffered damages plus incurred reasonable attorneys' fees and costs.
- 43. Defendant neither maintained nor kept accurate time records as required by the FLSA for Plaintiff or the class.
- 44. Also, Defendant failed to post required FLSA informational listings as required by law.
- 45. As a result of Defendant's willful violation of the FLSA, Plaintiff and the class are entitled to liquidated damages.

WHEREFORE, Plaintiff, EDWARDS J. GAMBLE, on behalf of himself and all others similarly situated demands judgment against AIR SERV

CORPORATION, for the payment of all overtime hours at one and one-half the

regular rate of pay for the hours worked by Plaintiff and the class for which

Defendant did not properly compensate them, liquidated damages, reasonable

attorneys' fees and costs incurred in this action, and any and all further relief this

Court determines to be just and appropriate.

DEMAND FOR JURY TRIAL

Pursuant to Fed. R. Civ. P. 38(b), Plaintiff on behalf of himself and all others

similarly situated, hereby demands a trial by jury of all issues so triable.

Respectfully submitted,

/s/ Carlos V. Leach

Carlos V. Leach, Esq.

GA Bar No.: 488443

MORGAN & MORGAN, P.A.

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Attorneys for Plaintiff

Case 1:16-cv-04580-LMM Document 1-1 Filed 12/14/16 Page 1 of 2 CIVIL COVER SHEET

JS44 (Rev. 6/16 NDGA)

The JS44 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 is required for the use of the Clerk of Court for the purpose of initiating the civil docket record. (SEE INSTRUCTIONS ATTACHED)

I. (a) PLAINTIFF(S)	DEFENDANT(S)		
EDWARDS J. GAMBLE, on behalf of	AIR SERV CORPORATION		
himself and all others similarly situated,			
(b) COUNTY OF RESIDENCE OF FIRST LISTED	COUNTY OF RESIDENCE OF FIRST LISTED		
PLAINTIFF DeKalb County	DEFENDANT Fulton County (IN U.S. PLAINTIFF CASES ONLY)		
(EXCEPT IN U.S. PLAINTIFF CASES)	(IN U.S. PLAINTIFF CASES ONLY) NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE TRACT OF LAND		
	INVOLVED		
(c) ATTORNEYS (FIRM NAME, ADDRESS, TELEPHONE NUM E-MAIL ADDRESS)	MBER, AND ATTORNEYS (IF KNOWN)		
Carlos V. Leach, Esq., ORGAN & MORGAN,			
Peachtree Street, N.E., Suite 4200, ost Office 57007, Atlanta, GA, 30343, Direct: (404) 496			
Main Tel: (404) 965-8811, Fax: (404) 496-74			
CLeach@forthepeople.com			
II. BASIS OF JURISDICTION	III. CITIZENSHIP OF PRINCIPAL PARTIES		
(PLACE AN "X" IN ONE BOX ONLY)	(PLACE AN "X" IN ONE BOX FOR PLAINTIFF AND ONE BOX FOR DEFENDANT) (FOR DIVERSITY CASES ONLY)		
	PLF DEF PLF DEF		
1 U.S. GOVERNMENT 3 FEDERAL QUESTION	\square_1 \square_1 citizen of this state \square_4 \square_4 incorporated or principal		
PLAINTIFF (U.S. GOVERNMENT NOT A PARTY) 2 U.S. GOVERNMENT 4 DIVERSITY	PLACE OF BUSINESS IN THIS STATE \square_2 CITIZEN OF ANOTHER STATE \square_5 \square_5 INCORPORATED AND PRINCIPAL		
DEFENDANT (INDICATE CITIZENSHIP OF PARTIES IN ITEM III)	PLACE OF BUSINESS IN ANOTHER STATE		
·	3 CITIZEN OR SUBJECT OF A 6 FOREIGN NATION FOREIGN COUNTRY		
IV. ORIGIN (PLACE AN "X "IN ONE BOX ONLY)	<u> </u>		
1 ORIGINAL PROCEEDING 2 REMOVED FROM APPELLATE COURT APPELLATE COURT	4 REINSTATED OR 5 ANOTHER DISTRICT 6 LITIGATION - TRANSFER JUDGE (Specify District) TRANSFER JUDGE TRANSFER JUDGE TRANSFER JUDGE TRANSFER		
MULTIDISTRICT			
☐8 LITIGATION - DIRECT FILE			
V. CAUSE OF ACTION (CITE THE U.S. CIVIL STATUTE U	UNDER WHICH YOU ARE FILING AND WRITE A BRIEF STATEMENT OF CAUSE - DO NOT CITE LESS DIVERSITY)		
Unpaid overtime wages pursuant to the Fair Labor Standards Act, 29 U.S.C. § 216(b)			
(IF COMPLEX, CHECK REASON BELOW)			
1. Unusually large number of parties. 6. Problems locating or preserving evidence			
2. Unusually large number of claims or defenses.	7. Pending parallel investigations or actions by government.		
3. Factual issues are exceptionally complex	8. Multiple use of experts.		
Greater than normal volume of evidence.	Need for discovery outside United States boundaries.		
5. Extended discovery period is needed.	Need for discovery outside Officed States boundaries. Die Existence of highly technical issues and proof.		
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CONTINUED ON REVERSE			
FOR OFFICE USE ONLY			
RECEIPT # AMOUNT \$	APPLYING IFP MAG. JUDGE (IFP)		
JUDGE MAG. JUDGE	NATURE OF SUIT CAUSE OF ACTION		

(Referral)

VI. NATURE OF SUIT (PLACE AN "X" IN ONE BOX ONLY

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UII. RELATED/REFILED CASE(S) IF ANY JUDGE CIVIL CASES ARE DEEMED RELATED IF THE PENDING CASE INVOLVES: (CHECK APPROPRIATE BOX) □ 1. PROPERTY INCLUDED IN AN EARLIER NUMBERED PENDING SUIT. □ 2. SAME ISSUE OF FACT OR ARISES OUT OF THE SAME EVENT OR TRANSACTION INCLUDED IN AN EARLIER NUMBERED PENDING SUIT. □ 3. VALIDITY OR INFRINGEMENT OF THE SAME PATENT, COPYRIGHT OR TRADEMARK INCLUDED IN AN EARLIER NUMBERED PENDING SUIT. □ 4. APPEALS ARISING OUT OF THE SAME BANKRUPTCY CASE AND ANY CASE RELATED THERETO WHICH HAVE BEEN DECIDED BY THE SAME BANKRUPTCY JUDGE. □ 5. REPETITIVE CASES FILED BY PRO SE LITIGANTS. □ 6. COMPANION OR RELATED CASE TO CASE(S) BEING SIMULTANEOUSLY FILED (INCLUDE ABBREVIATED STYLE OF OTHER CASE(S)): □ 7. EITHER SAME OR ALL OF THE PARTIES AND ISSUES IN THIS CASE WERE PREVIOUSLY INVOLVED IN CASE NO. ¬, WHICH WAS DISMISSED. This case □ IS □ IS NOT (check one box) SUBSTANTIALLY THE SAME CASE.	CONTRACT - "0" MONTHS DISCOVERY TRACK 150 RECOVERY OF OVERPAYMENT & ENFORCEMENT OF JUDGMENT 152 RECOVERY OF DEFAULTED STUDENT LOANS (Excl. Veterans) 153 RECOVERY OF OVERPAYMENT OF VETERAN'S BENEFITS 153 RECOVERY OF OVERPAYMENT OF VETERAN'S BENEFITS 154 RECOVERY OF OVERPAYMENT OF VETERAN'S BENEFITS 156 RECOVERY OF OVERPAYMENT OF VETERAN'S BENEFITS 157 CONTRACT - "4" MONTHS DISCOVERY TRACK 110 INSURANCE	CIVIL RIGHTS - "4" MONTHS DISCOVERY TRACK 440 OTHER CIVIL RIGHTS 441 VOTING 442 EMPLOYMENT 443 HOUSING/ ACCOMMODATIONS 444 WELFARE 445 AMERICANS with DISABILITIES - Employment 446 AMERICANS with DISABILITIES - Other 448 EDUCATION IMMIGRATION - "0" MONTHS DISCOVERY TRACK 462 NATURALIZATION APPLICATION 465 OTHER IMMIGRATION ACTIONS PRISONER PETITIONS - "0" MONTHS DISCOVERY TRACK 463 HABEAS CORPUS - Alien Detaince 510 MOTIONS TO VACATE SENTENCE 530 HABEAS CORPUS 535 HABEAS CORPUS 550 CIVIL RIGHTS - Filed Pro se 555 PRISON CONDITION(S) - Filed Pro se 556 CIVIL DETAINEE: CONDITIONS OF CONFINEMENT PRISONER PETITIONS - "4" MONTHS DISCOVERY TRACK 550 CIVIL RIGHTS - Filed by Counsel 555 PRISON CONDITION(S) - Filed by Counsel 555 PRISON CONDITION(S) - Filed by Counsel FORFEITURE/PENALTY - "4" MONTHS DISCOVERY TRACK 625 DRUG RELATED SEIZURE OF PROPERTY 21 USC 881 690 OTHER LABOR - "4" MONTHS DISCOVERY TRACK 710 FAIR LABOR STANDARDS ACT 720 LABOR/MGMT. RELATIONS 740 RAILWAY LABOR ACT 751 FAMILY and MEDICAL LEAVE ACT 790 OTHER LABOR LITIGATION 791 EMPL. RET. INC. SECURITY ACT PROPERTY RIGHTS - "4" MONTHS DISCOVERY TRACK 820 COPYRIGHTS 840 TRADEMARK PROPERTY RIGHTS - "8" MONTHS DISCOVERY TRACK	R61 HIA (1395ff)
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SIGNATURE OF ATTORNEY OF RECORD

DATE

ClassAction.org

This complaint is part of ClassAction.org's searchable class action lawsuit database and can be found in this post: <u>Air Serv Corporation Grounded with Unpaid Overtime Class Action</u>