#### FITAPELLI & SCHAFFER, LLP

Brian S. Schaffer Hunter G Benharris 28 Liberty Street, 30th Floor New York, NY 10005 Telephone: (212) 300-0375

# UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF NEW YORK

BYRON THOMPSON, individually and on behalf of all others similarly situated,

Plaintiff,

-against-

No:

SKYVIEW CAPITAL, LLC and KING TELESERVICES L.L.C.,

Defendants.

**CLASS ACTION COMPLAINT** 

Byron Thompson ("Plaintiff"), individually and on behalf of all others similarly situated, as class representative, upon personal knowledge as to himself, and upon information and belief as to other matters, alleges as follows:

#### **NATURE OF THE ACTION**

- 1. This lawsuit seeks to recover unpaid spread of hours compensation and other damages for Plaintiff and similarly situated non-exempt hourly customer services representatives (collectively, "Hourly Workers") who work or have worked for Skyview Capital, LLC and King Teleservices, L.L.C. (collectively, "King Teleservices" or "Defendants") in New York.
- 2. King Teleservices operates a call center in Brooklyn, New York that employs over 300 people, a majority of whom are Hourly Workers.<sup>1</sup>

<sup>1</sup> See https://www.prnewswire.com/news-releases/continuum-global-solutions-llc-expands-its-growing-call-center-

- 3. Upon information and belief, King Teleservices has employed over 1,000 Hourly Workers in New York since September 11, 2017.
- 4. At all relevant times, Defendants compensated Plaintiff and all other Hourly Workers on an hourly basis at the applicable minimum wage.
- 5. At all relevant times, Defendants required Plaintiff and all other similarly situated Hourly Workers in New York to work shifts of over ten (10) hours and/or split shifts.
- 6. If a class member worked a shift of over ten hours or a split shift, and was paid the applicable minimum wage, they are entitled to spread of hours pay.
- 7. Despite paying Plaintiff and other Hourly Workers in New York the applicable minimum wage and requiring them to work shifts of over ten hours, Defendants failed to provide Plaintiff and similarly situated Hourly Workers in New York spread of hours pay.
- 8. Defendants failed to provide Plaintiff and similarly situated Hourly Workers with an accurate statement of wages pursuant to NYLL § 195(3), as the paystubs provided failed to notate Plaintiff's and similarly situated Hourly Workers' correct owed wages and hours, namely spread of hours pay.
- 9. Plaintiff relied on his paystubs to ensure that Defendants paid them the correct rate for the hours they worked.
- 10. Defendants did not provide Plaintiff with accurate wage statements in weeks in which they were not paid proper spread of hour compensation. In this regard, the failure to provide Plaintiff with accurate wage statements violated NYLL § 195 (3).
- 11. Due to Defendants' failure to provide the wage statements Plaintiff, and similarly situated Hourly Workers, were misinformed about the correct rate they were entitled to receive

operations-with-acquisition-of-king-teleservices-300832331.html

and hours they worked,

- 12. Defendants' failure to provide wage statements allowed Defendants to continue their unlawful wage and hour scheme without Plaintiff's or similarly situated Hourly Workers' awareness that they were being underpaid. If Defendants had provided accurate wage statements, they could not have underpaid Plaintiff or similarly situated Hourly Workers.
- 13. Accordingly, Plaintiff and similarly situated Hourly Workers are entitled to statutory penalties of two hundred fifty dollars for each workday that Defendants failed to provide them with accurate wage statements, up to a total of five thousand dollars each pursuant to NYLL § 195(3).
- 14. Plaintiff brings this action on behalf of himself and all other similarly situated Hourly Workers in New York pursuant to Federal Rule of Civil Procedure 23 ("Rule 23") to remedy violations of the New York Labor Law, Article 6, §§ 190 *et seq.* ("NYLL"), and Article 19, §§ 650 *et seq.*, and the supporting New York State Department of Labor Regulations.

#### THE PARTIES

#### **Plaintiff**

#### **Byron Thompson**

- 15. Byron Thompson ("Thompson") is an adult individual who is a resident of the State of New York.
- 16. Thompson was employed by King Teleservices as an Hourly Worker from on or about April 3, 2020 through approximately 2023.
  - 17. Thompson is a covered employee within the meaning of the NYLL.

### **Defendants**

# Skyview Capital, LLC

- 18. Skyview Capital LLC is a foreign business corporation organized and existing under the laws of Delaware.
- 19. Skyview Capital LLC's principal executive office is located at 2000 Avenue of the Stars, Suite 810 North, Los Angeles, California 90067.
- 20. Skyview Capital LLC was and is a covered employer within the meaning of the NYLL, and at all times relevant, employed Plaintiff and similarly situated employees.
- 21. Skyview Capital LLC has maintained control, oversight, and direction over Plaintiff and similar employees, including timekeeping, payroll, and other employment practices that applied to them.
- 22. Skyview Capital LLC applies the same employment policies, practices, and procedures to all Hourly Workers in its operation, including policies, practices, and procedures with respect to payment of wages.

## King Teleservices, L.L.C.

- 23. King Teleservices, L.L.C. is a foreign business corporation organized and existing under the laws of Delaware.
- 24. King Teleservices, L.L.C.'s principal executive office is located at 2000 Avenue of the Stars, Suite 810 North, Los Angeles, California 90067.
- 25. King Teleservices, L.L.C. was and is a covered employer within the meaning of the NYLL, and at all times relevant, employed Plaintiff and similarly situated employees.
- 26. King Teleservices, L.L.C. has maintained control, oversight, and direction over Plaintiff and similar employees, including timekeeping, payroll, and other employment practices

that applied to them.

27. King Teleservices, L.L.C. applies the same employment policies, practices, and procedures to all Hourly Workers in its operation, including policies, practices, and procedures with respect to payment of wages.

# **JURISDICTION AND VENUE**

- 28. This Court has subject matter jurisdiction pursuant to the Class Action Fairness Act of 2005 ("CAFA"), codified at 28 U.S.C. § 1332(d), because the amount in controversy against the Defendants in this matter exceeds the sum or value of \$5,000,000, exclusive of interest and costs.
- 29. The members of the proposed class are citizens of states different from that of at least one Defendant.
  - 30. There are over 100 members in the proposed class.
  - 31. Defendants are subject to personal jurisdiction in New York.
- 32. Venue is proper in the Eastern District of New York pursuant to 28 U.S.C. § 1391(b)(2) because Defendants conduct business in this District, and the events or omission giving rise to Plaintiff's claims arose in this District.

#### **NEW YORK CLASS ACTION ALLEGATIONS**

33. Plaintiff brings the First and Second Causes of Action, NYLL claims, under Rule 23 of the Federal Rules of Civil Procedure, on behalf of themselves and a class of persons consisting of:

- 34. The members of the New York Class are so numerous that joinder of all members is impracticable, and the disposition of their claims as a class will benefit the parties and the Court.
  - 35. There are more than fifty members of the New York Class.
- 36. Plaintiff's claims are typical of those claims that could be alleged by any member of the New York Class, and the relief sought is typical of the relief which would be sought by each member of the New York Class in separate actions.
- 37. Plaintiff and the New York Class have all been injured in that they have been uncompensated, under-compensated, or untimely compensated due to Defendants' common policies, practices, and patterns of conduct. Defendants' corporate-wide policies and practices affected everyone in the New York Class similarly, and Defendants benefited from the same type of unfair and/or wrongful acts as to each member of the New York Class.
- 38. Plaintiff is able to fairly and adequately protect the interests of the New York Class and has no interests antagonistic to the New York Class.
- 39. Plaintiff is represented by attorneys who are experienced and competent in both class action litigation and employment litigation and have previously represented many plaintiffs and classes in wage and hour cases.
- A class action is superior to other available methods for the fair and efficient 40. adjudication of the controversy – particularly in the context of wage and hour litigation where

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<sup>&</sup>lt;sup>2</sup> This class period is due to Governor Cuomo's Executive Order that tolled the applicable NYLL statute of limitations during the COVID-19 pandemic for 228 days. See Brash v. Richards, 195 A.D. 3d 582, 2021 WL 2213786, 2021 N.Y. Slip Op. 03436 (App. Div. 2d Dep't June 2, 2021) (holding executive order tolled rather than suspended statutes of limitations under New York law).

individual class members lack the financial resources to vigorously prosecute a lawsuit against corporate defendants. Class action treatment will permit a large number of similar persons to prosecute their common claims in a single forum simultaneously, efficiently, and without the unnecessary duplication of efforts and expense that numerous individual actions engender.

- 41. Common questions of law and fact exist as to the New York Class that predominate over any questions only affecting Plaintiff and/or each member of the New York Class individually and include, but are not limited to, the following:
  - (a) whether Defendants correctly compensated Plaintiff and the New York Class with spread of hours pay, as required by the NYLL;
  - (b) whether Defendants failed to furnish Plaintiff and the New York Class with accurate statements with every payment of wages, as required by the NYLL.

# **PLAINTIFF'S FACTUAL ALLEGATIONS**

42. Consistent with their policies and patterns or practices as described herein, Defendants harmed Plaintiff, individually, as follows:

## **Byron Thompson**

- 43. Thompson was employed at Defendants' Brooklyn, New York Call center as an hourly employee from on or about April 3, 2020 to on or about 2023.
- 44. Throughout his employment, Thompson would work shifts of over ten hours from beginning to the end of his shift and/or split shifts.
  - 45. Throughout his employment, Thompson was paid the applicable minimum wage.
- 46. Despite working shifts of over ten hours and/or split shifts and being paid the applicable minimum wage, Defendants failed to provide Thompson with spread of hours pay as required by the NYLL.

- 47. For example, during the workweeks of April 4, 2020 to April 17, 2020, Thompson was paid the applicable minimum wage of \$15.00 per hour and worked shifts of over ten hours, yet was not provided any spread of hours pay. *See* **Exhibit A**, Thompson Paystub.
- 48. Throughout his employment, Defendants failed to provide Thompson with accurate wage statements with each payment of wages as required by the NYLL.
- 49. In this regard, Defendants proffered paystubs that did not reflect Thompson's, and similarly situated Hourly Workers', right to spread of hours pay.
- 50. The failure to provide accurate pay statements allowed Defendants to continue to carry on a scheme of underpaying Thompson and similarly situated Hourly Workers.

### **FIRST CAUSE OF ACTION**

New York Labor Law – Spread of Hours Pay (Brought on behalf of Plaintiff and the New York Class)

- 51. Plaintiff realleges and incorporates by reference all allegations in all preceding paragraphs.
- 52. Defendants have failed to pay Plaintiff and the New York Class compensation of one hour's pay at the basic minimum hourly wage rate for each day that the length of the interval between the beginning and end of their workday including working time plus time off for meals plus intervals off duty was greater than 10 hours or for workdays that Plaintiff and the New York Class worked split shifts.
- 53. Due to Defendant's violations of the NYLL, Plaintiff and the New York Class are entitled to recover from Defendants their unpaid spread of hours wages, liquidated damages, reasonable attorneys' fees and costs, and pre-judgment and post-judgment interest.

#### **SECOND CAUSE OF ACTION**

New York Labor Law – Failure to Provide Accurate Wage Statements (Brought on behalf of Plaintiff and the New York Class)

54. Plaintiff realleges and incorporates by reference all allegations in all preceding

paragraphs.

- 55. Defendants failed to supply Plaintiff and the New York Class with an accurate statement of wages with every payment of wages as required by NYLL, Article 6, § 195(3), listing: dates of work covered by that payment of wages; name of employee; name of employer; address and phone number of employer; rate or rates of pay and basis thereof, whether paid by the hour, shift, day, week, salary, piece, commission, or other; gross wages; deductions; allowances, if any, claimed as part of the minimum wage; hourly rate or rates of pay and overtime rate or rates of pay if applicable; the number of hours worked per week, including overtime hours worked if applicable; deductions; and net wages.
- 56. Due to Defendants' violations of NYLL § 195(3), Plaintiff and the New York Class are entitled to statutory penalties of two hundred fifty dollars for each workday that Defendants failed to provide them with accurate wage statements, or a total of five thousand dollars each, as well as reasonable attorneys' fees and costs as provided for by NYLL, Article 6, § 198.

#### **PRAYER FOR RELIEF**

**WHEREFORE**, Plaintiff, individually, and on behalf of all other similar persons, respectfully request that this Court grant the following relief:

- A. Certification of this case as a class action pursuant to Rule 23 of the Federal Rules of Civil Procedure;
- B. Designation of Plaintiff as representative of the NY Rule 23 Class and counsel of record as Class Counsel;
- C. Unpaid spread of hours pay and liquidated damages permitted by law pursuant to the NYLL and the supporting New York State Department of Labor Regulations;
  - D. Statutory penalties of two hundred fifty dollars for each workday that Defendants

failed to provide Plaintiff and the NY Rule 23 Class with accurate wage statements, or a total of five thousand dollars each, as provided for by NYLL, Article § 198;

- E. Prejudgment and post-judgment interest;
- F. Reasonable attorneys' fees and costs of the action; and
- G. Such other relief as this Court shall deem just and proper.

Dated: New York, New York April 26, 2024

Respectfully submitted,

Brian S. Schaffer

### FITAPELLI & SCHAFFER, LLP

Brian S. Schaffer Hunter G Benharris 28 Liberty Street, 30th Floor New York, NY 10005 Telephone: (212) 300-0375

Attorneys for Plaintiff and the Putative Class

Payrolls by Paychex, Inc.

BYRON K THOMPSON

**NON-NEGOTIAB** 

# **NON-NEGOTIABLE**

PERSONAL AND CHECK INFORMATION	EARNINGS	DESCRIPTION	HRS/UNITS	RATE	THIS PERIOD (\$)	YTD HOURS	YTD (\$)
Byron K Thompson							
		Hourly	80.00	15.0000	1200.00	80.00	1200.00
		Overtime	27.50	22.5000	618.75	27.50	618.75
		Training	407.50			4.00	60.00
Clock ID: 0321		Total Hours	107.50		1010 75	111.50	4070 75
CIOCK ID. 0321		Gross Earnings Total Hrs Worked	<b>d</b> 107.50		1818.75		1878.75
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		Social Security			112.76		116.48
Pay Period: 04/04/20 to 04/17/20		Medicare			26.37		27.24
Check Date: 04/24/20		Fed Income Tax	SMS		153.42		153.42
NET PAY ALLOCATIONS		NY Income Tax	S 0		83.38		83.38
		NY Disability			1.20		1.50
DESCRIPTION THIS PERIOD (\$) YTD (\$)		NY Disability PFL			4.91		5.07
Check Amount 0.00 0.00		NY NYC Inc	S 0		57.71		57.71
Chkg 8380 754.00 754.00							
Chkg 0548 450.00 450.00		TOTAL			439.75		444.80
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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 do	ocket sheet. (SEE INSTRUC	CTIONS ON NEXT PAGE C	OF THIS FC	ORM.)					
I. (a) PLAINTIFFS				DEFENDANTS					
BYRON THOMPSON, individually and on behalf of a others similarly situated,			SKYVIEW CAPITAL, LLC and KING TELESERVICES L.L.C.,						
· · · · · · · · · · · · · · · · · · ·									
(b) County of Residence of First Listed Plaintiff (EXCEPT IN U.S. PLAINTIFF CASES)				County of Residence of First Listed Defendant (IN U.S. PLAINTIFF CASES ONLY)					
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(c) Attorneys (Firm Name, A	Address, and Telephone Numbe	er)		Attorneys (If Known)					
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# UNITED STATES DISTRICT COURT

for the

District of New York

	Eastern Dist	trict of New York
BYRON THOMPSON, individu others similarly		) ) )
Plaintiff(.	<u>s)</u>	
v.		Civil Action No. 24 Civ. 3132
SKYVIEW CAPITAL, LLC and L.L.C.,		
		)
Defendant	f(s)	, )
	SUMMONS I	N A CIVIL ACTION
To: (Defendant's name and address)	King Teleservices, L.L.C. C/O United Corporate Ser 10 Bank Street, Ste. 560 White Plains, New York 1	
are the United States or a Unit P. 12 (a)(2) or (3) — you must the Federal Rules of Civil Prod	ervice of this summons on ed States agency, or an offit t serve on the plaintiff an a	you (not counting the day you received it) — or 60 days if you receive or employee of the United States described in Fed. R. Civ. Inswer to the attached complaint or a motion under Rule 12 of tion must be served on the plaintiff or plaintiff's attorney,
whose name and address are:	Fitapelli & Schaffer, LLP 28 Liberty Street, 30th Flo New York, New York 1000	
If you fail to respond, You also must file your answe		be entered against you for the relief demanded in the complaint.
		BRENNA B. MAHONEY CLERK OF COURT
Date:		
		Signature of Clerk or Deputy Clerk

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AO 440 (Rev. 06/12) Summons in a Civil Action (Page 2)

Civil Action No. 24 Civ. 3132

### PROOF OF SERVICE

(This section should not be filed with the court unless required by Fed. R. Civ. P. 4 (l))

	This summons for (na	me of individual and title, if any			
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Additional information regarding attempted service, etc:

# UNITED STATES DISTRICT COURT

for the

Eastern District of New York

Eastern Dist	fict of New Tork
BYRON THOMPSON, individually and on behalf of all others similarly situated,	) ) )
Plaintiff(s)	) )
v. SKYVIEW CAPITAL, LLC and KING TELESERVICES	Civil Action No. 24 Civ. 3132
L.L.C.,	)
Defendant(s)	)
SUMMONS II	N A CIVIL ACTION
To: (Defendant's name and address) Skyview Capital, LLC 200 Avenue of the Stars,, Los Angeles, California 90	
are the United States or a United States agency, or an office	por
If you fail to respond, judgment by default will b You also must file your answer or motion with the court.	e entered against you for the relief demanded in the complaint.
	BRENNA B. MAHONEY CLERK OF COURT
Date:	
	Signature of Clerk or Deputy Clerk

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Civil Action No. 24 Civ. 3132

### PROOF OF SERVICE

(This section should not be filed with the court unless required by Fed. R. Civ. P. 4 (l))

		ne of individual and title, if any)		
was re	ceived by me on (date)	·		
	☐ I personally served	the summons on the individual a	t (place)	
			on (date)	; or
	☐ I left the summons	at the individual's residence or us	sual place of abode with (name)	
		, a person	of suitable age and discretion who res	sides there,
	on (date)	, and mailed a copy to t	he individual's last known address; or	
	☐ I served the summo	ons on (name of individual)		, who is
	designated by law to a	accept service of process on beha		
			on (date)	; or
	☐ I returned the sumn	nons unexecuted because		; or
	☐ Other ( <i>specify</i> ):			
	My fees are \$	for travel and \$	for services, for a total of \$	0.00
	I declare under penalty	of perjury that this information	is true.	
Date:				
			Server's signature	
			Printed name and title	
			Server's address	

Additional information regarding attempted service, etc: