

**UNITED STATES DISTRICT COURT  
MIDDLE DISTRICT OF FLORIDA  
TAMPA DIVISION**

BRANDI DURRETT, on her own behalf, and  
on behalf of all similarly situated individuals,

Plaintiff,

v.

CASE NO.:

DISPARTI LAW GROUP, P.A., a Florida  
Profit Corporation, and  
LAWRENCE DISPARTI, individually,

Defendants.

\_\_\_\_\_ /

**COMPLAINT & DEMAND FOR JURY TRIAL**

Plaintiff, BRANDI DURRETT on her own behalf, and on behalf of all similarly situated individuals, by and through the undersigned attorney, and sues the Defendants, DISPARTI LAW GROUP, P.A. and LAWRENCE DISPARTI (collectively “Defendants”) for failing to pay complete overtime wages, pursuant to 29 U.S.C. 216(b) (FLSA).

**NATURE OF CASE**

1. Defendant, DISPARTI LAW GROUP, P.A. (hereinafter “DLG”) is a law firm located in Holiday, Pasco County, Florida.
2. As part of its enterprise, Defendant DLG hires Case Managers to manage cases, keep clients informed on status of their cases, and organize client files.
3. Plaintiff brings this case to address and correct the illegal pay practices conducted by DLG, and its owner, Lawrence Disparti (collectively “Defendants”).
4. Defendants violated the FLSA by failing to pay Plaintiff overtime wages based on her regular hourly rate for those hours worked in excess of forty (40) within a work week pursuant to 29 U.S.C. §§ 201-209.

**PARTIES**

5. Defendant DLG is a Florida for profit corporation which operates and conducts business in, among others, Pasco County, Florida and is therefore, within the jurisdiction of this Court.

6. Plaintiff brings this FLSA collective action individually and on behalf of others similarly situated, including present and former employees of Defendant DLG, to recover from Defendant overtime compensation, liquidated damages, and reasonable attorneys' fees and costs.

7. Defendant Lawrence Disparti (hereinafter "Defendant") is the Owner and Director of Disparti Law Group, P.A.

**JURISDICTION & VENUE**

8. This action is brought under Federal law to recover from Defendants overtime compensation, liquidated damages, and reasonable attorneys' fees and costs.

9. This Court has jurisdiction over Plaintiff's claims as they arise under the FLSA.

10. This Court has jurisdiction and venue over this complaint as each of Defendants' violations of the FLSA complained of took place in Pasco County, Florida.

**GENERAL FACTUAL ALLEGATIONS**

11. Plaintiff worked for Defendant DLG at 1041 U.S. Highway 19, Holiday, FL 34691.

12. At all material times during the last three years, Defendant DLG was an enterprise subject to the FLSA's provisions requiring overtime compensation.

13. At all material times, Plaintiff and others working for Defendant DLG were "employees" of Defendant within the meaning of the FLSA.

14. At all material times, Defendant DLG was an “employer” within the meaning of the FLSA and Defendant continues to be an “employer” within the meaning of the FLSA.

15. At all material time, Defendant DLG was, and continues to be, an “enterprise engaged in commerce” within the meaning of the FLSA.

16. Defendants’ employees handled goods such as computers, paper, and pens, all of which had traveled in interstate commerce.

17. At all material times during the last three years, Defendant DLG has had an annual gross volume of sales made or business done of not less than five hundred thousand dollars (\$500,000.00).

18. Defendant DLG is a law firm specializing in personal injury and disability litigation.

19. Defendant Lawrence Disparti controlled and/or was responsible for the work of Plaintiff.

20. Defendant Lawrence Disparti regularly supervised Plaintiff’s daily activities.

21. Defendant Lawrence Disparti created and implemented the employer’s policies and practices which violated the FLSA.

22. Defendant Lawrence Disparti knew the employer’s policies and practices violated the FLSA, but continued enforcing such policies against Plaintiff and other employees.

23. Plaintiff did a specific job, i.e., managed cases, kept clients informed on status of their cases, and organized client files which, was/is an integral part of the business of Defendant DLG.

24. By Plaintiff’s estimates, she routinely worked 50 hours or more in a work week.

25. Plaintiff clocked in and out. However, the amount of hours for which she was paid would be incorrectly recorded and compensated by Defendant.

26. In most if not all work-weeks, Plaintiff was paid for 40 hours but was not compensated time and half for hours worked over 40. Defendant would pay Plaintiff straight time by personal check for all hours over 40 in a work week. This disguised method of compensation was implemented to circumvent the FLSA's requirement for overtime compensation.

27. Similarly, Plaintiff was sometimes given "comp. time" instead of overtime compensation.

28. At all times relevant to this action, Defendants failed to comply with 29 U.S.C. §§ 201-209, because Defendants did not pay Plaintiff overtime wages for those hours worked in excess of forty (40) within a work week.

29. During her employment with Defendant, Plaintiff was not paid time and one-half her regular rate of pay including bonuses, for all hours worked in excess of forty (40) within a work week during one or more weeks of employment.

30. 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 Defendants.

**FIRST CAUSE OF ACTION**  
**RECOVERY OF OVERTIME COMPENSATION**

31. Plaintiff reincorporates and readopts all allegations contained within Paragraph 1-30 above.

32. Plaintiff was entitled to be paid time and one-half her regular rate of pay for each hour worked in excess of forty (40) per work week.

33. During her employment with Defendants, Plaintiff regularly worked overtime hours

but was not paid time and one-half compensation for the same.

34. As a result of Defendants' intentional, willful, and unlawful acts in refusing to pay Plaintiff time and one-half her regular rate of pay for each hour worked in excess of forty (40) per work week in one or more work weeks, Plaintiff has suffered damages and is incurring reasonable attorneys' fees and costs.

35. Defendants were aware Plaintiff performed non-exempt job duties but still refused to pay Plaintiff overtime for hours worked over forty (40).

36. Defendants did not maintain and keep accurate time records as required by the FLSA for Plaintiff.

37. Defendants failed to post required FLSA informational listings as required by the FLSA.

38. Defendants' conduct was willful and in reckless disregard of the overtime requirements of the FLSA.

39. Defendants willfully violated the FLSA.

40. Plaintiff is entitled to liquidated damages.

**WHEREFORE**, Plaintiff demands judgment against Defendants for the payment of all overtime hours at one and one-half the regular rate of pay for the hours worked by her for which Defendant did not properly compensate her, liquidated damages, reasonable attorneys' fees and costs incurred in this action, and all further relief that this Court deems to be just and appropriate.

**SECOND CAUSE OF ACTION**  
**COLLECTIVE ACTION, VIOLATION OF THE FLSA**  
**(RECOVERY OF OVERTIME COMPENSATION)**

41. Plaintiff reincorporates and readopts all allegations contained within Paragraphs 1-30 above.

42. At all times material, Defendant employed numerous other non-exempt employees who worked as Case Managers and who worked a substantial number of hours in excess of forty

(40) per week.

43. Throughout their employment, those employees were similarly situated to Plaintiff and were subject to the same unlawful pay practices.

44. Defendant failed to pay those individuals, who are similarly situated to Plaintiff, one and one half times their regular hourly rate, for all hours worked in excess of forty (40) in each week, in violation of the FLSA.

45. Defendant's failure to pay such similarly situated individuals the required overtime rate was willful and in reckless disregard of the FLSA.

46. As a direct and legal consequence of Defendant's unlawful acts, individuals similarly situated to Plaintiff have suffered damages and have incurred, or will incur, costs and attorneys' fees in the prosecution of this matter.

**WHEREFORE**, Plaintiff on behalf of herself and others similarly situated, demands judgment against Defendant for unpaid overtime compensation, an additional and equal amount of liquidated damages or if liquidated damages are not awarded then pre and post-judgment interest at the highest allowable rate, reasonable attorneys' fees and costs incurred in this action, and any and all further relief that this Court determines to be just and appropriate.

**JURY DEMAND**

Plaintiff demands trial by jury on all issues so triable as a matter of right by jury.

Dated this 26<sup>th</sup> day of September, 2017.

**MORGAN & MORGAN, P.A.**

**/s/ Marc R. Edelman**  
Marc R. Edelman, Esq.  
Fla. Bar No. 0096342  
Morgan & Morgan, P.A.

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Tampa, FL 33602  
Telephone: 813-223-5505  
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*Attorney for Plaintiff*

JS 44 (Rev. 11/15)

**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**  
 BRANDI DURRETT, on her own behalf, and on behalf of all similarly situated individuals

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

(c) Attorneys (Firm Name, Address, and Telephone Number)  
 Marc R. Edelman, Esq. 201 N. Franklin Ave.  
 Morgan & Morgan Tampa, FL 33602  
 (813) 223-5505

**DEFENDANTS**  
 DISPARTI LAW GROUP, P.A., a Florida Profit Corporation, and LAWRENCE DISPARTI, individually,

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 checked="" 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	<b>PERSONAL INJURY</b> <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	<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))	<input type="checkbox"/> 375 False Claims Act <input type="checkbox"/> 376 Qui Tam (31 USC 3729(a)) <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	LABOR	FEDERAL TAX SUITS	
<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	<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	<input type="checkbox"/> 870 Taxes (U.S. Plaintiff or Defendant) <input type="checkbox"/> 871 IRS—Third Party 26 USC 7609	
IMMIGRATION					
<input type="checkbox"/> 462 Naturalization Application <input type="checkbox"/> 465 Other Immigration Actions					

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

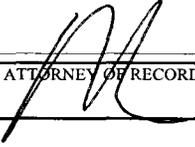
1 Original Proceeding     2 Removed from State Court     3 Remanded from Appellate Court     4 Reinstated or Reopened     5 Transferred from Another District (specify)     6 Multidistrict Litigation

**VI. CAUSE OF ACTION** Cite the U.S. Civil Statute under which you are filing (Do not cite jurisdictional statutes unless diversity):  
 Fair Labor Standards Act

Brief description of cause:  
 Unpaid Overtime

**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 \_\_\_\_\_ DOCKET NUMBER \_\_\_\_\_

DATE 9-26-17    SIGNATURE OF ATTORNEY OF RECORD 

**FOR OFFICE USE ONLY**

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