Michelle Carpente v. Forest Meadows Owners Association

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claim that she was wrongfully terminated from her employment with Defendant as a result of taking time off to perform her military service obligations. Defendant contends that Plaintiff was terminated for legitimate, non-discriminatory reasons.

During her deposition, Plaintiff disclosed her employment history, but was unable to recall certain specifics. Thereafter, pursuant to Fed. R. Civ. P. 33, Defendant served Plaintiff with interrogatories, many of which sought details of Plaintiff's prior employment history. In particular, the interrogatories cited fourteen prior positions and sought, among other things, Plaintiff's reason for leaving the positions.

Plaintiff responded to the interrogatories, indicating she quit all but two of the fourteen positions. For nine of the remaining twelve, Plaintiff explained why she quit. For the other three, Plaintiff merely stated that she quit.

After receiving Plaintiff's responses, Defendant sought a further response as to why Plaintiff quit the three prior employment positions. Defendant reportedly sent letters to Plaintiff's counsel on December 22 and 28, 2010, and called Plaintiff's counsel on January 10, 2011. Defendant sent a final letter on January 20, 2011, indicating a motion to compel would be filed if further responses were not received by January 24, 2011. When no further responses were provided, Defendant filed the instant motion to compel on January 26, 2011. Defendant also filed an application shortening time for hearing the motion.

On February 4, 2011, Defendant filed an amended motion to compel, withdrawing the request for an order compelling Plaintiff to file further responses and requesting reasonable attorney's fees and costs pursuant to Fed. R. Civ. P. 37. Supplemental Declaration of Ryan A. Buckley ("Buckley Dec.") ¶¶ 4-5. Defendant indicated that Plaintiff had submitted a supplemental response along with the draft joint statement of discovery agreement. Defendant also filed the joint statement of discovery dispute, noting Defendant was unable to obtain Plaintiff's consent to further revise the joint statement. Buckley Dec. ¶¶ 5, 7.

In the joint statement, Defendant claims that Plaintiff's employment history is relevant both to her credibility and to damages. As to credibility, Defendant argues that Plaintiff's reasons for

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leaving past employment are critical to determine the credibility of Plaintiff's claim that she has never been fired or asked to leave a prior job. As to damages, Defendant argues that Plaintiff's employment history reflects on her ability, or inability, to hold down a job.

In opposition, Plaintiff asserted her belief that the information sought by Defendant is beyond the scope of discovery and the interrogatory contains impermissible sub-parts and overbroad language. However, Plaintiff also provided amended responses to Defendant's interrogatories. The responses purportedly explain that she quit the three positions in question because she did not like the terms or conditions of the job.

## **DISCUSSION**

## A. Legal Standard

Pursuant to Fed. R. Civ. P. 37, if a motion to compel is granted, or the requested discovery is provided after the motion was filed, the Court must, after giving an opportunity to be heard, require the party whose conduct necessitated the motion, the attorney advising that conduct, or both, to pay the movant's reasonable expenses incurred in making the motion, including attorney's fees. Fed. R. Civ. P. 37(a)(5). However, the Court must not order this payment if the nondisclosure, response or objection was substantially justified or if other circumstances make an award unjust. Fed. R. Civ. P. 37(a)(5)(A)(i)-(iii).

## B. Analysis

Defendant seeks attorney's fees in the amount of \$7,011. To support the request, Defendant filed the supplemental declaration of counsel, Ryan A. Buckley. Mr. Buckley states that the billing rate on this matter is \$205 per hour and that Defendant has incurred over 34.2 hours obtaining "additional responses from plaintiff, including conferring correspondences and telephone conferences prior to filing the Motion to Compel, in preparing and filing the Application for Order Shortening Time, Notice of Motion and Motion to Compel Further Responses to Interrogatories, further conferring with plaintiff's counsel, and preparing the Joint Statement re Discovery Disagreement." Buckley Dec. ¶ 6.

At the hearing, Plaintiff argued that the fee request is both overstated and unjustified.

Plaintiff explained that only a portion of the meet and confer correspondence and the discovery dispute itself concerned the three responses. Plaintiff also explained that there was an assumption that she quit for no other reason than job dissatisfaction. Plaintiff asserted that it was a good faith dispute and that the joint statement was the first clear expression of what information Defendant was seeking from Plaintiff and why. As such, Plaintiff provided additional discovery responses indicating that she quit the three positions because she did not like the terms or conditions of the job.

Based on the above, there is no indication that the interrogatory responses at issue were substantially unjustified. Therefore, the Court shall not order the payment of Defendant's expenses. Fed. R. Civ. P. 37(a)(5)(A)(court must not order payment of expenses if the opposing party's response was substantially justified).

## **CONCLUSION AND ORDER**

Defendant's motion to compel and request for expenses is DENIED.

IT IS SO ORDERED.

Dated: February 14, 2011 /s/ Dennis L. Beck
UNITED STATES MAGISTRATE JUDGE