### UNITED STATES DISTRICT COURT SOUTHERN DISTRICT OF ILLINOIS

CHESTER MARSHALL and RICHARD WHITBY	)
Plaintiffs,	) )
v.	)
AMSTED RAIL COMPANY, INC.,	)
Defendant.	)

Case No. 3:10-cv-11-DJW

### FINAL PRETRIAL ORDER

This matter is before the Court for a Final Pretrial Conference held pursuant to

Rule 16 of the Federal Rules of Civil Procedure:

### **COUNSEL FOR PLAINTIFFS:**

Richard M. Paul III Ashlea Schwarz Stueve Siegel Hanson LLP 460 Nichols Road, Suite 200 Kansas City, Missouri 64112 Tele: 816-714-7100 Mark Potashnick Weinhaus & Potashnick 11500 Olive Boulevard, Suite 133 St. Louis, Missouri 63141 Tele: 314-997-9150

### COUNSEL FOR DEFENDANT:

Donald Prophete Ogletree Deakins Nash Smoak & Stewart P.C. 4717 Grand Avenue, Suite 300 Kansas City, Missouri 64108 Tele: 816-471-1301

Michael Ray Ogletree Deakins Nash Smoak & Stewart P.C. 155 N. Walker Drive, Suite 4300 Chicago, Illinois 60606 Tele: 312-558-1220

## I. NATURE OF THE CASE

This case involves a claim for unpaid wages under the Fair Labor Standards Act. Defendant Amsted Rail Company manufactures freight cars and locomotive components at its steel foundry and manufacturing facility in Granite City, Illinois. In this case, Chester Marshall and Richard Whitby allege that they were paid based on their scheduled shifts rather than the time they actually spent working, and that they were not paid for the time they spent working before and after their scheduled shifts. Plaintiffs seek their unpaid regular and overtime wages. Amsted denies Plaintiffs' allegations.

## II. JURISDICTION

A. This is an action for damages.

B. The jurisdiction of the Court is not disputed and is based on the federal question statute, 28 U.S.C. § 1331 and 29 U.S.C. § 216(b).

## III. UNCONTROVERTED FACTS

The following facts are stipulated to by the parties:

- 1. Defendant Amsted Rail Company is a steel and train parts manufacturing company that operates the foundry and manufacturing facility at issue in this case, in Granite City, Illinois.
- 2. Plaintiff Chester Marshall has been employed by Amsted during the applicable statute of limitations as an hourly-paid chipper, leadman, and foreman/instructor.
- 3. Plaintiff Richard Whitby was formerly employed by Amsted during the applicable statute of limitations as an hourly-paid chipper inspector, laborer, and mold processor.
- 4. During the times at issue in this case, Amsted classified Plaintiffs as nonexempt, hourly employees.
- 5. Plaintiffs are employees covered by the Fair Labor Standards Act.

## IV. AGREED TO ISSUES OF LAW

The parties agree that the following are the issues to be decided by the Court:

1. Whether Plaintiffs are entitled to liquidated damages.

- 2. The proper calculation of purported overtime damages, specifically:
  - a. The proper divisor for calculation of the regular rate (i.e. whether it is the amount of time Plaintiffs contend they worked-clock ring hours or the amount of time Plaintiffs were paid for).
  - b. Whether any alleged damages should be computed at .5 times the regular rate—the "half-time"—or whether they should be calculated at 1.5 times the regular rate; and
  - c. Whether and to what extent Plaintiffs can claim damages for time worked in weeks where the clock rings reflect that they worked for more than 40 hours but where Defendant's pay record reflects that they were paid for working under 40 hours.

## V. WITNESSES

- A. List of witnesses plaintiffs expect to call, including experts:
  - 1. Robert Offerman, expert witness
  - 2. Chester Marshall
  - 3. Richard Whitby
  - 4. Aaron Brookins
  - 5. Wayne Luce
  - 6. Peggy Reynolds
  - 7. Chris Dockery
  - 8. Any witnesses identified by Defendant
- B. List of witnesses defendant expects to call, including experts<sup>:1</sup>
  - 1. Wayne Luce
  - 2. Peggy Reynolds
  - 3. Chris Dockery
  - 4. Matt Modrovsky, supervisor
  - 5. Kevin Jordan, supervisor
  - 6. Joel Grinston, supervisor
  - 7. Neil Huff, supervisor
  - 8. George Smith, supervisor
  - 9. Ed Self, supervisor
  - 10. Ralph Gore
  - 11. Larry Watson

<sup>&</sup>lt;sup>1</sup> In the event that any of Defendant's witnesses are unavailable to testify pursuant to Fed. R. Civ. P. 32(b)(4), Defendant will request that the Court allow portions of depositions transcripts to be read into the record at trial.

12. Lenroy Johnson 13. John Logan

C. Rebuttal witnesses. Each of the parties may call such rebuttal witnesses as may be necessary, without prior notice to the other party.

# VI. EXHIBITS

The parties' Pretrial Exhibit Stipulation is attached hereto as Appendix 1.

## VII. DAMAGES

An itemized statement of the back wages sought by Plaintiffs is attached hereto as Appendix 2. In addition, Plaintiffs seek liquidated damages equal to the amounts shown on Appendix 2, plus attorneys' fees and costs.

# VIII. BIFURCATED TRIAL

The parties do not seek a bifurcated trial.

## IX. TRIAL BRIEFS

Trial briefs shall be filed by February 20, 2013.

# X. LIMITATIONS, RESERVATIONS, AND OTHER MATTERS

A. Trial Date. Trial of this cause is set for February 25-27, 2012.

B. Length of Trial. The probable length of trial is 3 days. The case will be listed on the trial calendar to be tried when reached.

Mark Appropriate Box: JURY.....X\_

NON-JURY....

C. Number of Jurors. There shall be a minimum of eight jurors.

D. Jury Voir Dire. The Court will conduct voir dire. Parties may conduct voir dire but are limited to 15 minutes.

E. Jury Instructions. All jury instructions shall be submitted as directed by the presiding judge and a copy delivered to opposing counsel.

This Final Pretrial Order may be modified at the trial of the action or before to prevent manifest injustice or for good cause shown. Such modification may be made either on application of counsel for the parties or by the Court on its own.

#### IT IS SO ORDERED.

DATED: February \_\_, 2013

Donald G. Wilkerson United States Magistrate Judge

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