MOENCH LAW, LLC

By: Matthew C. Moench, Esq., 031462007 1303 Roger Avenue, Bridgewater, New Jersey 08807 T: (908) 208-1910 F: (908) 393-7103 <u>moenchlawllc@gmail.com</u> *Attorney for Plaintiff, Jody Lutter*

UNITED STATES DISTRICT COURT FOR THE DISTRICT OF NEW JERSEY

JODY LUTTER, an individual,	Case No.:		
Plaintiff,			
vs.	COMPLAINT		
JNESO, an incorporated employees' labor organization,			
INTERNATIONAL UNION OF OPERATING ENGINEERS , an incorporated employees' labor organization,			
COUNTY OF ESSEX,			
PHIL MURPHY, in his official capacity as Governor of New Jersey,			
GURBIR GREWAL , in his official capacity as Attorney General of New Jersey,			
JOEL M. WEISBLATT, PAUL BOUDREAU, PAULA B. VOOS, JOHN BONANNI, DAVID JONES, AND PASQUALE V. PAPERO, in their official capacities as members of the New Jersey Public Employment Relations Commission			
Defendants			

Plaintiff, Jody Lutter, residing at 39 Sweetwood Drive, Cedar Grove, NJ 07009, by and through undersigned counsel, by way of Complaint against Defendants JNESO, International

Union of Operating Engineers ("IUOE"), Essex County, Phil Murphy, in his capacity as Governor of New Jersey, Gurbir Grewal, in his official capacity as Attorney General for New Jersey, and Joel M. Weisblatt, Paul Boudreau, Paula B. Voos, John Bonanni, David Jones, and Pasquale V. Papero in their official capacities as members of the New Jersey Public Employment Relations Commission, alleges as follows:

BACKGROUND AND NATURE OF THE ACTION

1. Plaintiff is a public employee for Defendant, County of Essex (the "County"), as an employee in the Essex County Hospital Center located in Cedar Grove, New Jersey.

2. Defendant JNESO is a labor union and the authorized employee representative of

Plaintiff under the auspices of New Jersey's Employer-Employee Relations Act, N.J.S.A. §§

34:13A-1 to 34:13A-43.

3. In Janus v. AFSCME Council 31, 585 U.S. (2018), the Supreme Court held:

States and public-sector unions may no longer extract agency fees from nonconsenting employees. Under Illinois law, if a public-sector collectivebargaining agreement includes an agency-fee provision and the union certifies to the employer the amount of the fee, that amount is automatically deducted from the nonmember's wages. §315/6(e). No form of employee consent is required. This procedure violates the First Amendment and cannot continue. Neither an agency fee nor any other payment to the union may be deducted from a nonmember's wages, nor may any other attempt be made to collect such a payment, unless the employee affirmatively consents to pay. By agreeing to pay, nonmembers are waiving their First Amendment rights, and such a waiver cannot be presumed.

Janus, slip opinion at 48.

4. On May 18, 2018, likely in anticipation of <u>Janus</u>, New Jersey passed the "Workplace Democracy Enhancement Act," which amended <u>N.J.S.A.</u> § 52:14-15.9e to state:

Whenever any person holding employment, whose compensation is paid by this State or by any county, municipality, board of education or authority in this State, or by any board, body, agency or commission thereof shall indicate in writing, . . . to the proper disbursing officer his desire to have any deductions made

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from his compensation, for the purpose of paying the employee's dues to a bona fide employee organization, designated by the employee in such request, and of which said employee is a member, such disbursing officer shall make such deduction from the compensation of such person and such disbursing officer shall transmit the sum so deducted to the employee organization designated by the employee in such request.

Employees who have authorized the payroll deduction of fees to employee organizations **may revoke such authorization** by providing written notice to their public employer **during the 10 days following each anniversary date** of their employment. Within five days of receipt of notice from an employee of revocation of authorization for the payroll deduction of fees, the public employer shall provide notice to the employee organization of an employee's revocation of such authorization. An employee's notice of revocation of authorization for the payroll deduction of fees shall be effective on the 30th day after the anniversary date of employment.

Id. (emphasis added).

5. Plaintiff resigned from JNESO and requested that her employer cease to withhold dues or fees payable to JNESO. She was told that, due to the law, she could not resign until ten days following the anniversary of her hiring in.

6. The Workplace Democracy Enhancement Act unconstitutionally interferes with public employees' First Amendment right to resign from and end financial support to a union at any time.

JURISDICTION AND VENUE

7. The Court has subject matter jurisdiction under 28 U.S.C. § 1331, and 28 U.S.C. §

1343.

8. Venue is appropriate in this jurisdiction because a substantial part of the events or omissions giving rise to the claim occurred in this judicial district. 28 U.S.C. § 1391(b)(2).

9. There are three possible appropriate Vicinages. Under Local Civil Rule 40.1(c)(2), the first is Camden Vicinage since there is a potentially related case, <u>Smith v. New Jersey</u> Education Association, Case No. 1:18-cv-10381-RMB-AMD. Smith is a putative class action

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wherein the proposed class representatives are all schoolteachers and the union defendants are the New Jersey Education Association and three of its subunits. But, various state officials charged with the enforcement of the Workplace Democracy Enhancement Act are named as defendants, and the fourth proposed class is:

all public employees in New Jersey who have resigned or who might resign their union membership, or who have revoked or might revoke their consent to the payroll deduction of union fees, yet remain subject to payroll deductions even after they have resigned their membership or revoked their affirmative consent to payroll deductions.

Id. at Docket Entry 43, p. 3.

10. The second potential Vicinage is Newark, as Plaintiff resides in Essex County.

11. The third potential Vicinage is Trenton. Both JNESO and the state official defendants are in counties within the Vicinage. See Local Civil Rule 40.1.

PARTIES

12. Plaintiff Jody Lutter resides in Essex County and is a graduate nurse at Essex County Hospital Center. She is in a bargaining unit represented by JNESO.

13. Defendant JNESO is located in Middlesex County, 1225 Livingston Avenue, North Brunswick, NJ 08902.

14. Upon information and belief JNESO is affiliated with the International Union of Operating Engineers, located in Springfield, New Jersey.

15. Defendant County of Essex is the entity operating the Essex County Hospital Center where Plaintiff is employed.

16. Defendant Phil Murphy, acting in his official capacity as Governor of New Jersey, has his office in Trenton.

17. Defendant Gurbir Grewal, acting in his official capacity as Attorney General of

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New Jersey, has his office in Trenton.

18. Defendants Joel M. Weisblatt, Paul Boudreau, Paula Voos, John Bonanni, David Jones, and Pasquale V. Papero, acting in their official capacities as members of the New Jersey Public Employment Relations Commission, have their main office in Trenton.

FACTS

19. The Plaintiff is a member of the JNESO.

20. Plaintiff began her employment on or around May 31, 2011.

21. Upon information and belief, prior to <u>Janus</u>, Plaintiff signed a dues authorization card, but have not signed a waiver post-<u>Janus</u>.

22. On or about July 12, 2018, Plaintiff provided written notification to her employer that she wanted her employer to cease deducting money for JNESO from her paycheck. At the same time, the letter also notified JNESO that she was withdrawing her membership. A copy of this letter is attached as Exhibit A to this Complaint.

23. After her attempted resignation and revocation, Plaintiff was told by her employer that, pursuant to the law, she could not resign nor revoke until ten days following her hiring anniversary, which would be May 31, 2019. A copy of this email is attached as Exhibit B to this Complaint.

24. On June 1, 2019, Plaintiff once again provided written notification to her employer that she wanted her employer to cease deducting any money for JNESO from her paycheck. A copy of this letter is attached as Exhibit C to this Complaint.

CAUSES OF ACTION

COUNT I - Plaintiff Has a Constitutional Right to Resign at Any Time

25. Plaintiff incorporates paragraph 1 through 24 as though fully set forth herein.

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26. Plaintiff is suing the JNESO, IUOE, Essex County, and Defendant state officials under 42 U.S.C. § 1983, Civil action for deprivation of rights, and under 28 U.S.C. § 2201, the Declaratory Judgment Act. More specifically, Plaintiff seeks a declaration that, under Janus and/or any other relevant case law, they are entitled to the right to resign from the Defendant Unions at any time and cease any accrual of financial support to the Defendant Unions immediately upon resigning.

COUNT II - Plaintiff Does Not Forgo Her Constitutional Rights Unless She Waives These

27. Plaintiff incorporates paragraphs 1 through 26 as though fully set forth herein.

28. Plaintiff is suing the JNESO, IUOE, Essex County, and Defendant State Officials under 42 U.SC. § 1983, Civil action for deprivation of rights, and under 28 U.S.C. § 2201, the Declaratory Judgment Act. More specifically, Plaintiff seeks a declaration that, pursuant to Janus, union dues or agency fees cannot be collected without a clear and knowing waiver from an employee wherein they acknowledge that they are giving up First Amendment rights, and do so freely. This waiver must post-date Janus.

29. Further, to the extent that it has not been clearly established by case law, Plaintiff cannot have waived her constitutional right to resign from a union at any time and thereby cease accrual of financial support to Defendant Unions immediately upon her resignation.

DEMAND FOR RELIEF

WHEREFORE, Plaintiff hereby requests that this court:

a. Enjoin Defendant Unions from collecting any dues or fees from Plaintiff if she has not consented to such collection through a clear and informed waiver of her First Amendment rights under Janus;

b. A refund of any dues or fees paid to Defendant Unions since she resigned on July

12, 2018;

c. Declare that there is a constitutional right of employees to resign from a union at any time;

d. Declare that the WDEA provision, <u>N.J.S.A.</u> § 52:14-15.9e(1), restricting the revocation of any waiver that fulfills the requirements of <u>Janus</u>, is void and unenforceable and that the right to resign and thereby immediately cease accrual of any financial support to the Defendant Unions can be exercised at any time;

e. Enjoin the Defendant state officials from enforcing <u>N.J.S.A.</u> § 52:14-15.9e(1);

f. Award Plaintiff her attorney fees pursuant to 42 U.S.C. § 1988, along with costs;

and

g. Grant all other relief that the Court deems just, proper, and equitable.

Patrick J. Wright, Esq.* Mackinac Center Legal Foundation 140 W. Main Street Midland, MI 48642 (989) 631-0900 wright@mackinac.org

* pro hac vice application pending

By: <u>/s/ Matthew C. Moench</u> Matthew C. Moench, Esq. Moench Law, LLC 1303 Roger Avenue Bridgewater, NJ 08807 (908) 208-1910 moenchlawllc@gmail.com

> Counsel for Plaintiff Jody Lutter

June 6, 2019



July 12, 2018

Via regular, certified, and electronic mail

Robert D Jackson Director of Human Resources, County of Essex Hall of Records, Room 340 465 Dr Martin Luther King Jr Blvd Newark, New Jersey 07102 rjackson@admin.essexcountynj.org

Mr Jackson,

Please accept this letter as my notice to immediately stop the deduction from my paycheck of any money for JNESO, the labor union for nurses at Essex County Hospital Center.

By copy of this letter I am simultaneously notifying JNESO that I withdraw my membership.

Thank you for your attention to this matter.

-Jody Lutter JodyLutter@aol.com

Copy: Doug Placa Executive Director, JNESO 1225 Livingston Avenue North Brunswick, New Jersey 08902 jnesonj@aol.com

ΕΧΗΙΒΙΤ Α

EXHIBIT B

From: Gina Corcoran <<u>Gcorcoran@admin.essexcountynj.org</u>> Date: July 30, 2018 at 11:04:03 AM EDT To: "jodylutter@aol.com" <jodylutter@aol.com> Cc: Hossam Mohamed <<u>HMohamed@admin.essexcountynj.org</u>>, Robert Jackson <<u>rjackson@admin.essexcountynj.org</u>>, Martha Slack <<u>Mslack@admin.essexcountynj.org</u>> Subject: Union dues

FYI - Please see attached law regarding the union dues. According to the law, you cannot revoke your union dues until 2019 (10 days following your anniversary of May 31st).

Please send us a notice to cancel your union dues at that time.

Sincerely, Gina Corcoran

This E-mail, including any attachments, may be intended solely for the personal and confidential use of the sender and recipient(s) named above. This message may include advisory, consultative and/or deliberative material and, as such, would be privileged and confidential and not a public document. Any Information in this e-mail identifying a client of the Department of Human Services or the Department of Children and Families is confidential. If you have received this e-mail in error, you must not review, transmit, convert to hard copy, copy, use or disseminate this e-mail or any attachments to it and you must delete this message. You are requested to notify the sender by return e-mail.

EXHIBIT B

June 1, 2019

Via regular, certified, and electronic mail

Robert D Jackson Director of Human Resources, County of Essex Hall of Records, Room 340 465 Dr Martin Luther King Jr Blvd Newark, New Jersey 07102 *rjackson@admin.essexcountynj.org*

Mr Jackson,

Please accept this letter as my second notice to stop the deduction from my paycheck of any money for JNESO, the labor union for nurses at Essex County Hospital Center.

This is my second letter withdrawing my consent for monies to be withheld from my paycheck and is to satisfy an email from Gina Corcoran (<u>gcorcoran@admin.essexcountynj.org</u>) dated July 30, 2018, advising me that the County would not process my withdraw of consent unless made during the ten days following my anniversary hire date of May 31st.

This letter in no way alters my position that I exercised my rights under the *Janus* decision and withdrew from the JNESO union on July 12, 2018 and that the County and JNESO erred and continue to err by withholding my money.

Thank you for your attention to this matter.

Yours truly,

Jody Lutter JodyLutter@aol.com

Copy: Doug Placa Executive Director, JNESO 1225 Livingston Avenue North Brunswick, New Jersey 08902 *jnesonj@aol.com*

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JS 44 (Rev. 06/17)

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				DEFENDANTS		
Jody Lutter		1		JNESO, et al.		
(b) County of Residence o	f First Listed Plaintiff	ssex		County of Residence	of First Listed Defendant	Middlesex
(EXCEPT IN U.S. PLAINTIFF CASES)				(IN U.S. PLAINTIFF CASES ONLY)		
NOT			NOTE: IN LAND CO THE TRACT	NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE TRACT OF LAND INVOLVED.		
		1 .		Attended and		
(c) Attorneys (Firm Name, A				Attorneys (If Known)		
Moench Law, LLC, 1303	Roger Avenue, Bridge	water, NJ 08807				
II. BASIS OF JURISDI	CTION (Place an "X" in O	ne Box Only)	III. CI	TIZENSHIP OF P	RINCIPAL PARTIES	(Place an "X" in One Box for Plaintiff
	(For Diversity Cases Only		(For Diversity Cases Only)		and One Box for Defendant)	
Plaintiff			IF DEF 1 D I Incorporated or Pr	PTF DEF		
of Business In This State						
2 U.S. Government	J 4 Diversity		Citiz	en of Another State	2 🗇 2 Incorporated and	Principal Place 5 5
Defendant	(Indicate Citizensh	ip of Parties in Item III)			of Business In	Another State
				en or Subject of a	3 🗇 3 Foreign Nation	
IV. NATURE OF SUIT	Place on "Y" in One Por O		Fo	reign Country	Click here for Nature	of Suit Code Descriptions.
CONTRACT		RTS	F	ORFEITURE/PENALTY	BANKRUPTCY	OTHER STATUTES
110 Insurance	PERSONAL INJURY	PERSONAL INJUR	Y 🗆 62	25 Drug Related Seizure	🗇 422 Appeal 28 USC 158	🗇 375 False Claims Act
 120 Marine 130 Miller Act 	 310 Airplane 315 Airplane Product 	365 Personal Injury - Product Liability	1 69	of Property 21 USC 881 90 Other	□ 423 Withdrawal 28 USC 157	376 Qui Tam (31 USC 3729(a))
140 Negotiable Instrument	Liability	367 Health Care/		vo otner		400 State Reapportionment
□ 150 Recovery of Overpayment	320 Assault, Libel & Slander	Pharmaceutical			PROPERTY RIGHTS	1 410 Antitrust
& Enforcement of Judgment	330 Federal Employers'	Personal Injury Product Liability			□ 820 Copyrights □ 830 Patent	 430 Banks and Banking 450 Commerce
□ 152 Recovery of Defaulted	Liability	368 Asbestos Personal			🗇 835 Patent - Abbreviated	460 Deportation
Student Loans (Excludes Veterans)	 340 Marine 345 Marine Product 	Injury Product Liability			New Drug Application	470 Racketeer Influenced and Corrupt Organizations
153 Recovery of Overpayment	Liability	PERSONAL PROPER		LABOR	SOCIAL SECURITY	🗖 480 Consumer Credit
of Veteran's Benefits 160 Stockholders' Suits	 350 Motor Vehicle 355 Motor Vehicle 	 370 Other Fraud 371 Truth in Lending 	0 71	10 Fair Labor Standards Act	□ 861 HIA (1395ff) □ 862 Black Lung (923)	 490 Cable/Sat TV 850 Securities/Commodities/
□ 190 Other Contract	Product Liability	380 Other Personal	0 72	20 Labor/Management	□ 863 DIWC/DIWW (405(g))	Exchange
 195 Contract Product Liability 196 Franchise 	360 Other Personal	Property Damage		Relations	3 864 SSID Title XVI	□ 890 Other Statutory Actions
D 190 Franchise	Injury 362 Personal Injury -	385 Property Damage Product Liability		40 Railway Labor Act 51 Family and Medical	🗇 865 RSI (405(g))	 891 Agricultural Acts 893 Environmental Matters
	Medical Malpractice			Leave Act		□ 895 Freedom of Information
□ 210 Land Condemnation	CIVIL RIGHTS	PRISONER PETITION Habeas Corpus:		90 Other Labor Litigation	FEDERAL TAX SUITS 870 Taxes (U.S. Plaintiff	Act
 210 Eand Condemnation 220 Foreclosure 	J 440 Onler Civil Rights	☐ 463 Alien Detainee		91 Employee Retirement Income Security Act	or Defendant)	 896 Arbitration 899 Administrative Procedure
230 Rent Lease & Ejectment	🗇 442 Employment	510 Motions to Vacate			C 871 IRS-Third Party	Act/Review or Appeal of
 240 Torts to Land 245 Tort Product Liability 	Accommodations	Sentence 530 General	1		26 USC 7609	Agency Decision 950 Constitutionality of
290 All Other Real Property	445 Amer. w/Disabilities -	535 Death Penalty		IMMIGRATION		State Statutes
	Employment 446 Amer. w/Disabilities -	Other: 540 Mandamus & Other		52 Naturalization Application 55 Other Immigration		
	Other	🗇 550 Civil Rights		Actions		
	□ 448 Education	555 Prison Condition				
		560 Civil Detainee - Conditions of				
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V. ORIGIN (Place an "X" in	1 One Box Only)					
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VI. CAUSE OF ACTIO	42 U.S.C. 1983, 4	12 U.S.C. 2201	re filing (1	Do not cite jurisdictional stat	utes unless diversity):	
vii chebb of herit	Brief description of ca		violate	dhy NISA 52.14-	15 00 as established in	Janue V AESCME
VII. REQUESTED IN	Plaintiff's First Amendment rights are violated by N.J.S.A. 52:14-15.9e as established in Janus v. AFSCME VII. REOUESTED IN CHECK IF THIS IS A CLASS ACTION DEMAND \$ CHECK YES only if demanded in complaint:					
COMPLAINT:					1	
VIII. RELATED CASI	C(S)	₩.?.₩.₩.₩.₩.₩.₩.₩.₩.₩.₩.₩.₩.₩.₩.₩.₩.₩.₩	00/00/00/00/00/00/00/00/00/00/00/00/00/			
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JS 44 Reverse (Rev. 06/17)

INSTRUCTIONS FOR ATTORNEYS COMPLETING CIVIL COVER SHEET FORM JS 44

Authority For Civil Cover Sheet

The JS 44 civil cover sheet and the information contained herein neither replaces nor supplements the filings and service of pleading 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. Consequently, a civil cover sheet is submitted to the Clerk of Court for each civil complaint filed. The attorney filing a case should complete the form as follows:

- I.(a) Plaintiffs-Defendants. Enter names (last, first, middle initial) of plaintiff and defendant. If the plaintiff or defendant is a government agency, use only the full name or standard abbreviations. If the plaintiff or defendant is an official within a government agency, identify first the agency and then the official, giving both name and title.
- (b) County of Residence. For each civil case filed, except U.S. plaintiff cases, enter the name of the county where the first listed plaintiff resides at the time of filing. In U.S. plaintiff cases, enter the name of the county in which the first listed defendant resides at the time of filing. (NOTE: In land condemnation cases, the county of residence of the "defendant" is the location of the tract of land involved.)
- (c) Attorneys. Enter the firm name, address, telephone number, and attorney of record. If there are several attorneys, list them on an attachment, noting in this section "(see attachment)".

II. Jurisdiction. The basis of jurisdiction is set forth under Rule 8(a), F.R.Cv.P., which requires that jurisdictions be shown in pleadings. Place an "X" in one of the boxes. If there is more than one basis of jurisdiction, precedence is given in the order shown below.

United States plaintiff. (1) Jurisdiction based on 28 U.S.C. 1345 and 1348. Suits by agencies and officers of the United States are included here. United States defendant. (2) When the plaintiff is suing the United States, its officers or agencies, place an "X" in this box.

Federal question. (3) This refers to suits under 28 U.S.C. 1331, where jurisdiction arises under the Constitution of the United States, an amendment to the Constitution, an act of Congress or a treaty of the United States. In cases where the U.S. is a party, the U.S. plaintiff or defendant code takes precedence, and box 1 or 2 should be marked.

Diversity of citizenship. (4) This refers to suits under 28 U.S.C. 1332, where parties are citizens of different states. When Box 4 is checked, the citizenship of the different parties must be checked. (See Section III below; NOTE: federal question actions take precedence over diversity cases.)

- III. Residence (citizenship) of Principal Parties. This section of the JS 44 is to be completed if diversity of citizenship was indicated above. Mark this section for each principal party.
- IV. Nature of Suit. Place an "X" in the appropriate box. If there are multiple nature of suit codes associated with the case, pick the nature of suit code that is most applicable. Click here for: <u>Nature of Suit Code Descriptions</u>.
- V. Origin. Place an "X" in one of the seven boxes.

Original Proceedings. (1) Cases which originate in the United States district courts.

Removed from State Court. (2) Proceedings initiated in state courts may be removed to the district courts under Title 28 U.S.C., Section 1441. When the petition for removal is granted, check this box.

Remanded from Appellate Court. (3) Check this box for cases remanded to the district court for further action. Use the date of remand as the filing date.

Reinstated or Reopened. (4) Check this box for cases reinstated or reopened in the district court. Use the reopening date as the filing date. Transferred from Another District. (5) For cases transferred under Title 28 U.S.C. Section 1404(a). Do not use this for within district transfers or multidistrict litigation transfers.

Multidistrict Litigation – Transfer. (6) Check this box when a multidistrict case is transferred into the district under authority of Title 28 U.S.C. Section 1407.

Multidistrict Litigation – Direct File. (8) Check this box when a multidistrict case is filed in the same district as the Master MDL docket. **PLEASE NOTE THAT THERE IS NOT AN ORIGIN CODE 7.** Origin Code 7 was used for historical records and is no longer relevant due to changes in statue.

- VI. Cause of Action. Report the civil statute directly related to the cause of action and give a brief description of the cause. Do not cite jurisdictional statutes unless diversity. Example: U.S. Civil Statute: 47 USC 553 Brief Description: Unauthorized reception of cable service
- VII. Requested in Complaint. Class Action. Place an "X" in this box if you are filing a class action under Rule 23, F.R.Cv.P. Demand. In this space enter the actual dollar amount being demanded or indicate other demand, such as a preliminary injunction. Jury Demand. Check the appropriate box to indicate whether or not a jury is being demanded.
- VIII. Related Cases. This section of the JS 44 is used to reference related pending cases, if any. If there are related pending cases, insert the docket numbers and the corresponding judge names for such cases.

Date and Attorney Signature. Date and sign the civil cover sheet.