

ATTACHMENT A

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IN THE SUPERIOR COURT OF THE STATE OF WASHINGTON
IN AND FOR THE COUNTY OF KING

SARAH ERHART, an individual,

Plaintiff,

v.

ZIMMER, INC., a Delaware corporation dba
ZIMMER BIOMET; ZIMMER US, INC., a
Delaware corporation dba ZIMMER BIOMET;
BIOMET, INC., an Indiana corporation dba
ZIMMER BIOMET; and DOES 1-10,

Defendants.

No. 22-2-03423-8 SEA

COMPLAINT FOR DAMAGES,
INJUNCTIVE RELIEF, AND
DECLARATORY RELIEF

Plaintiff Sarah Erhart (“Plaintiff”), by and through her attorneys, complains and alleges against Defendants Zimmer, Inc. dba Zimmer Biomet, Zimmer US, Inc. dba Zimmer Biomet, and Biomet, Inc. dba Zimmer Biomet (collectively, “Defendants”) as follows:

I. NATURE OF THE CASE

1.1 This is an action against Defendants for their violations of Washington’s wage and hour laws, including Defendants’ failure to pay minimum wage for all hours worked, failure to pay overtime, and failure to furnish accurate wage statements.

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1 **IV. STATEMENT OF FACTS**

2 4.1 Plaintiff incorporates by reference and re-alleges paragraphs 1.1 – 3.5 as if fully
3 set forth herein.

4 4.2 Defendants design, manufacture, market, and service medical devices, including
5 robotic surgical systems.

6 4.3 On approximately December 2, 2019, Defendants hired Plaintiff as a Technical
7 Services Specialist. In approximately December 2020, Defendants promoted Plaintiff to Field
8 Service Senior Engineer I. In approximately October 2021, Defendants promoted Plaintiff to
9 Field Service Senior Engineer II.

10 4.4 Plaintiff travels to various hospitals in Washington, Oregon, Idaho, Hawaii,
11 Northern California, and Indiana to install and service robotic surgical systems (“robots”),
12 including performing preventative and corrective maintenance. Plaintiff wears a toolbelt and
13 carries approximately 75 lbs of tools and equipment to the job sites.

14 4.5 At all times relevant to this matter, Defendants misclassified Plaintiff as exempt
15 and refused to pay her overtime.

16 4.6 Defendants require Plaintiff to track her time and turn in time sheets.

17 4.7 Plaintiff typically works 40-70 hours per week.

18 4.8 Defendants do not pay Plaintiff for hours worked in excess of 40 in a workweek,
19 including overtime premiums.

20 4.9 Defendants do not provide Plaintiff with accurate wage statements. Specifically,
21 the wage statements do not accurately reflect all hours worked, overtime earned, or gross wages
22 earned.

23 4.10 As a result of Defendants’ actions and omissions, Plaintiff has been damaged in
24 an amount to be proven at trial.

25 4.11 The conduct of Defendants as described herein violates the public policy and laws
26 of the State of Washington. Defendants will continue to engage in these alleged violations unless

1 or until they are enjoined by this Court. A remedy of damages for past violations of public policy
2 and laws is not adequate, and Defendants should be compelled by this Court to comply with said
3 public policies and laws, specifically, but without limitation, by paying Plaintiff for all hours
4 worked and issuing accurate wage statements.

5 V. CAUSES OF ACTION

6 5.1 Plaintiff incorporates by reference and re-alleges paragraphs 1.1 – 4.11 as if fully
7 set forth herein.

8 FIRST CAUSE OF ACTION 9 **FAILURE TO PAY MINIMUM WAGE AND OVERTIME WAGES** 10 **VIOLATION OF RCW 49.46.020 AND RCW 49.46.130**

11 5.2 Defendants failed to pay Plaintiff for the hours she worked in excess of 40 in a
12 workweek.

13 5.3 Defendants' failure to pay Plaintiff at least minimum wage for all hours worked in
14 excess of 40 in a workweek constitutes a violation of RCW 49.46.020.

15 5.4 Defendants' failure to pay Plaintiff one and one-half times her regular rate of pay
16 for all hours worked in excess of 40 in a workweek constitutes a violation of RCW 49.46.130.

17 5.5 As a result of Defendants' unlawful actions and omissions, Plaintiff has been
18 damaged in an amount to be established at trial and is entitled to the recovery of such damages,
19 including interest thereon, as well as attorney's fees and costs pursuant to RCW 49.46.090, RCW
20 49.48.030, and RCW 49.52.070.

21 SECOND CAUSE OF ACTION 22 **WAGE THEFT** 23 **VIOLATION OF RCW 49.52.050**

24 5.6 Washington's Wage Rebate Act, RCW 49.52, prohibits employers from paying
25 employees less than the wages to which they are entitled by any statute, ordinance, or contract.
26 RCW 49.52.050(2).

5.7 As described more fully above, Defendants failed to pay Plaintiff for the hours she
worked over 40 in a workweek, and also failed to pay overtime premiums for the overtime hours.

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