

UNITED STATES DISTRICT COURT FOR THE WESTERN DISTRICT OF
KENTUCKY

Back v. Ray Jones Trucking, Inc.

Civil Action No. 4:22-CV-00005-GNS-HBB (W.D. Ky. Dec. 17, 2025) · No. 4:22-CV-00005-GNS-HBB ·
Decided December 17, 2025

SUMMARY

The United States District Court for the Western District of Kentucky granted final approval of a \$450,000 settlement resolving claims that Ray Jones Trucking and related defendants failed to pay overtime wages under the Fair Labor Standards Act and Kentucky Wage and Hour Act. The court conditionally certified a 54-member settlement class, found the settlement fair, reasonable, and adequate, and approved attorney’s fees of \$150,000, litigation costs of \$4,571.10, and a \$20,000 service award to the named plaintiff.

CASE DETAILS

COURT	United States District Court for the Western District of Kentucky
WRITING FOR THE COURT	Greg N. Stivers
JURISDICTION	United States District Court for the Western District of Kentucky, Owensboro Division
DECIDED	December 17, 2025
DOCKET	4:22-CV-00005-GNS-HBB
DISPOSITION	approved
PROCEDURAL POSTURE	Final approval of class action settlement and motion for attorney's fees, costs, and service award
PRECEDENTIAL VALUE	unpublished

TOPICS

- class actions
- flsa
- wage and hour
- attorney fees

PRACTICE AREAS

- employment law
- civil procedure
- class actions

QUESTIONS PRESENTED

1. Whether the proposed settlement class should be finally certified for purposes of settlement under Federal Rule of Civil Procedure 23
2. Whether the proposed settlement agreement is fair, reasonable, and adequate under Federal Rule of Civil Procedure 23(e)
3. Whether plaintiff's requested attorney's fees, litigation costs, and service award should be approved

HOLDINGS

1. The Settlement Class satisfies the requirements of Rule 23(a) (numerosity, commonality, typicality, and adequacy of representation) and Rule 23(b)(3) (predominance and superiority), and is conditionally certified for purposes of settlement.
2. The settlement agreement is fair, reasonable, and adequate based on the Rule 23(e)(2) factors (adequacy of representation, arm's-length negotiation, adequate relief, equitable treatment) and the Sixth Circuit factors (risk of fraud/collusion, complexity, discovery, likelihood of success, counsel opinions, class member reaction, public interest).
3. Attorney's fees of \$150,000 are reasonable using the percentage-of-the-fund method, cross-checked by the lodestar method.
4. Reimbursement of \$4,571.10 in litigation costs is approved.
5. A service award of \$20,000 to Plaintiff is approved.

KEY QUOTATIONS

"Courts presume the absence of fraud or collusion in class action settlements unless there is evidence to the contrary."

"The Court considers the fact that not one class member objected to the settlement agreement to be most persuasive"

FACTUAL BACKGROUND

Plaintiff Samuel Back, a truck driver for Ray Jones Trucking, Inc., alleged that he and other similarly situated employees were denied overtime compensation under the Fair Labor Standards Act and Kentucky Wage and Hour Act. Ray Jones is a Kentucky corporation that transports commercial materials, including coal, within Kentucky. The parties reached a settlement agreement after substantial discovery and motion practice.

PROCEDURAL HISTORY

Plaintiff filed FLSA and KWAHA overtime claims on behalf of himself and similarly situated truck drivers. The Court conditionally certified a Rule 23 class and preliminarily approved a settlement agreement. The parties then moved for final settlement approval and an award of attorney's fees, litigation costs, and a service award.

DISPOSITION

approved

CASES CITED

- Gen. Tel. Co. of Sw. v. Falcon, 457 U.S. 147 (1982)
- In re Whirlpool Corp. Front-Loading Washer Prods. Liab. Litig., 722 F.3d 838 (6th Cir. 2013)
- Ball v. Union Carbide Corp., 385 F.3d 713 (6th Cir. 2004)
- Bacon v. Honda of Am. Mfg., Inc., 370 F.3d 565 (6th Cir. 2004)
- Senter v. Gen. Motors Corp., 532 F.2d 511 (6th Cir. 1976)
- Whitlock v. FSL Mgmt., L.L.C., 843 F.3d 1084 (6th Cir. 2016)
- UAW v. Gen. Motors Corp., 497 F.3d 615 (6th Cir. 2007)
- Thacker v. Chesapeake Appalachia, L.L.C., 259 F.R.D. 262 (E.D. Ky. 2009)
- Tenn. Ass'n of Health Maint. Orgs., Inc. v. Grier, 262 F.3d 559 (6th Cir. 2001)
- Poplar Creek Dev. Co. v. Chesapeake Appalachia, L.L.C., 636 F.3d 235 (6th Cir. 2011)
- In re Gen. Tire & Rubber Co. Sec. Litig., 726 F.2d 1075 (6th Cir. 1984)
- Green v. Platinum Rests. Mid-Am. LLC, No. 3:14-CV-439, 2022 WL 1240432 (W.D. Ky. Apr. 27, 2022)
- Does 1-2 v. Déjà vu Servs., Inc., 925 F.3d 886 (6th Cir. 2019)
- Ditsworth v. P & Z Carolina Pizza, No. 1:20-CV-00084-GNS, 2021 WL 2941985 (W.D. Ky. July 13, 2021)
- Kogan v. AIMCO Fox Chase, L.P., 193 F.R.D. 496 (E.D. Mich. 2000)
- In re Cardizem CD Antitrust Litig., 218 F.R.D. 508 (E.D. Mich. 2003)
- Granada Inv., Inc. v. DWG Corp., 962 F.2d 1203 (6th Cir. 1992)
- Van Horn v. Nationwide Prop. & Cas. Ins. Co., 436 F. App'x 496 (6th Cir. 2011)
- He v. Rom, 751 F. App'x 664 (6th Cir. 2018)
- Gascho v. Glob. Fitness Holdings, LLC, 822 F.3d 269 (6th Cir. 2016)
- Fournier v. PFS Invs., Inc., 997 F. Supp. 828 (E.D. Mich. 1998)
- In re Flint Water Cases, 583 F. Supp. 3d 911 (E.D. Mich. 2022)
- Rawlings v. Prudential-Bache Props., Inc., 9 F.3d 513 (6th Cir. 1993)
- Moulton v. U.S. Steel Corp., 581 F.3d 344 (6th Cir. 2009)
- Southard v. Newcomb Oil Co., LLC, No. 3:21-CV-607-DJH-CHL, 2024 WL 4263639 (W.D. Ky. Sept. 23, 2024)
- Ross v. Jack Rabbit Servs., LLC, No. 3:14-CV-44-DJH, 2016 WL 7320890 (W.D. Ky. Dec. 15, 2016)
- McKnight v. Erico Int'l Corp., 655 F. Supp. 3d 645 (N.D. Ohio 2023)
- In re Amazon.com, Inc., Fulfillment Ctr. Fair Lab. Standards Act & Wage & Hour Litig., No. 3:14-CV-290-DJH, 2024 WL 5362024 (W.D. Ky. Dec. 23, 2024)
- In re Cardinal Health Inc. Sec. Litigs., 528 F. Supp. 2d 752 (S.D. Ohio 2007)
- O'Bryant v. ABC Phones of N.C., Inc., No. 19-CV-02378-SHM-TMP, 2021 WL 5016872 (W.D. Tenn. Oct. 28, 2021)
- Ware v. CKF Enters., Inc., No. CV 5:19-183-DCR, 2020 WL 2441415 (E.D. Ky. May 12, 2020)
- Kritzer v. Safelite Sols., LLC, No. 2:10-CV-0729, 2012 WL 1945144 (S.D. Ohio May 30, 2012)
- Thompson v. Seagle Pizza, Inc., No. 3:20-CV-16-DJH-RSE, 2022 WL 1431084 (W.D. Ky. May 5, 2022)

- In re Delphi Corp. Sec., Derivative & ERISA Litig., 248 F.R.D. 483 (E.D. Mich. 2008)
- Hadix v. Johnson, 322 F.3d 895 (6th Cir. 2003)
- Dillworth v. Case Farms Processing, Inc., No. 5:08-CV-1694, 2010 WL 776933 (N.D. Ohio Mar. 8, 2010)
- In re Sketchers Toning Shoe Prods. Liab. Litig., No. 3:11-MD-2308-TBR, 2013 WL 2010702 (W.D. Ky. May 13, 2013)
- Sellards v. Midland Credit Mgmt., Inc., No. 1:20-CV-02676, 2023 WL 3869023 (N.D. Ohio May 2, 2023)
- Lott v. Louisville Metro Gov't, No. 3:19-CV-271-RGJ, 2023 WL 2562407 (W.D. Ky. Mar. 17, 2023)

Retrieved from lawtools.ai · <https://lawtools.ai/cases/state/united-states-district-court-for-the-western-district-of-kentucky-owensboro-division-united-states-d/2025/back-v-ray-jones-trucking-inc-rq1e88ut>