

BOISE, WEDNESDAY, DECEMBER 8, 2021, AT 11:10 A.M.

IN THE SUPREME COURT OF THE STATE OF IDAHO

CHRIS MANNING, individually; DENNIS)	
PIATT, individually; ENRIQUE)	Docket No. 48195
QUILANTAN, individually; LISA LOPEZ,)	
individually; and on behalf of all others)	
similarly situated,)	
)	
Plaintiffs-Appellants,)	
)	
v.)	
)	
MICRON TECHNOLOGY, INC., a Delaware)	
corporation,)	
)	
Defendant-Respondent.)	

Appeal from the District Court of the Fourth Judicial District,
State of Idaho, Ada County. Melissa Moody, District Judge.

Rossman Law Group, PLLC, Boise, for appellants.

Stoel Rives LLP Boise, for respondent.

This appeal arises from the district court’s grant of summary judgment in favor of Micron Technology, Inc. (Micron). Four Micron employees (the Employees) filed a class action complaint against Micron on June 13, 2019, asserting violations of the Idaho Wage Claim Act. Micron conducts a compensation program called the Incentive Pay Plan (IPP), where eligible employees may earn yearly bonuses based on a number of performance metrics. The Employees alleged that the bonuses they received on November 23, 2018, for Micron’s 2018 fiscal year should have been greater than what they received.

Micron filed a motion for summary judgment, arguing that the Employees’ complaint was time-barred by Idaho Code section 45-614. Micron argued that section 45-614’s six month statute of limitations applied to the Employees’ complaint because they sought “additional wages”, as opposed to “unpaid wages,” which has a two year statute of limitations. The district court granted Micron’s motion for summary judgment. The Employees timely appealed, arguing that the two year statute of limitations applies.