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Case #26CV505955

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF SANTA CLARA

JAY JAGIELLO, on behalf of the State of California, as a private attorney general,

Plaintiff,

vs.

M & L PRECISION MACHINING, INC., a Corporation; and DOES 1 through 50, inclusive,

Defendants.

Case No. 26CV505955

REPRESENTATIVE ACTION COMPLAINT FOR:

1. Civil Penalties Pursuant to Labor Code § 2699 for violations of Labor Code §§ 201, 202, 203, 204, 210, 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802 California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), and the applicable Wage Order(s).

Plaintiff Jay Jagiello ("PLAINTIFF"), on behalf of the people of the State of California and as an "aggrieved employee" acting as a private attorney general under the Labor Code Private Attorney General Act of 2004, § 2699, ("PAGA") only, alleges on information and belief, except for his own acts and knowledge which are based on personal knowledge, the following:

INTRODUCTION

1. PLAINTIFF brings this action against defendant M & L Precision Machining, Inc. (referred to as "DEFENDANT") seeking only to recover PAGA civil penalties on behalf of all current and former aggrieved employees that worked for DEFENDANT. PLAINTIFF does **not seek to recover anything other than penalties as permitted by California Labor Code § 2699**. To the extent that statutory violations are mentioned for wage violations, PLAINTIFF does not seek underlying general and/or special damages for those violations, but simply the civil penalties permitted by California Labor Code § 2699.

2. California has enacted the PAGA which permits PLAINTIFF to bring an action for PAGA penalties *only*, which is the precise and sole nature of this action.

3. Accordingly, PLAINTIFF seeks to obtain all applicable relief for DEFENDANT's violations under PAGA and solely for the relief as permitted by PAGA – that is, penalties and any other relief the Court deems proper pursuant to the PAGA. Nothing in this complaint should be construed as attempting to obtain any relief that would not be available in a PAGA-only action.

4. PLAINTIFF is not suing in his individual capacity; he is proceeding herein solely under the PAGA, on behalf of the State of California for all aggrieved employees. Nothing in this complaint should be construed as PLAINTIFF suing in his individual capacity.

THE PARTIES

5. M & L Precision Machining, Inc. ("DEFENDANT") is a corporation that at all relevant times mentioned herein conducted and continues to conduct substantial business in California.

6. DEFENDANT is a manufacturer specializing in high-precision CNC components, assemblies, and ultrasonic cleaning for the medical device, aerospace, defense, and technology industries.

7. PLAINTIFF was employed by DEFENDANT in California from July of 2016 to April of 2026. PLAINTIFF was at all times classified by DEFENDANT as a non-exempt employee, paid on an hourly basis, and entitled to the legally required meal and rest periods and payment of minimum and overtime wages due for all time worked.

8. PLAINTIFF, and such persons that may be added from time to time who satisfy the requirements and exhaust the administrative procedures under the Private Attorney General Act, brings this Representative Action on behalf of the State of California with respect to all individuals who are or previously were employed by DEFENDANT in California, including any employees staffed with DEFENDANT by a third party, and classified as non-exempt employees ("AGGRIEVED EMPLOYEES") during the time period of July 30, 2025 until a date as determined by the Court (the "PAGA PERIOD").

9. PLAINTIFF, on behalf of all AGGRIEVED EMPLOYEES presently or formerly employed by DEFENDANT during the PAGA PERIOD, brings this representative action pursuant to Labor Code § 2699 seeking fixed civil penalties for DEFENDANT's violation of California Labor Code §§ 201, 202, 203, 204, 210, 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802 California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), and the applicable Wage Order(s). Based upon the foregoing, PLAINTIFF and all AGGRIEVED EMPLOYEES are aggrieved employees within the meaning of Labor Code § 2699.

10. The true names and capacities, whether individual, corporate, subsidiary, partnership, associate or otherwise of defendants DOES 1 through 50, inclusive, are presently unknown to PLAINTIFF who therefore sues these Defendants by such fictitious names pursuant to Cal. Civ. Proc. Code § 474. PLAINTIFF will seek leave to amend this Complaint to allege the true names and capacities of Does 1 through 50, inclusive, when they are ascertained. PLAINTIFF is informed and believes, and based upon that information

and belief alleges, that the Defendants named in this Complaint, including DOES 1 through 50, inclusive, are responsible in some manner for one or more of the events and happenings that proximately caused the injuries and damages hereinafter alleged.

11. The agents, servants and/or employees of the Defendants and each of them acting on behalf of the Defendants acted within the course and scope of his, her or its authority as the agent, servant and/or employee of the Defendants, and personally participated in the conduct alleged herein on behalf of the Defendants with respect to the conduct alleged herein. Consequently, the acts of each Defendant are legally attributable to the other Defendants and all Defendants are jointly and severally liable to PLAINTIFF and all the AGGRIEVED EMPLOYEES, for the loss sustained as a proximate result of the conduct of the Defendants' agents, servants and/or employees.

THE CONDUCT

12. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT was required to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for all their time worked, meaning the time during which an employee is subject to the control of an employer, including all the time the employee is suffered or permitted to work. DEFENDANT requires PLAINTIFF and the AGGRIEVED EMPLOYEES to work without paying them for all the time they are under DEFENDANT's control. Among other things, DEFENDANT requires PLAINTIFF to work while clocked out during what is supposed to be PLAINTIFF's off-duty meal break. PLAINTIFF was from time to time interrupted by work assignments while clocked out for what should have been PLAINTIFF's off-duty meal break. DEFENDANT, as a matter of established company policy and procedure, administers a uniform practice of rounding the actual time worked and recorded by PLAINTIFF and the AGGRIEVED EMPLOYEES, always to the benefit of DEFENDANT, so that during the course of their employment, PLAINTIFF and the AGGRIEVED EMPLOYEES are paid less than they would have been paid had they been paid for actual recorded time rather than "rounded" time. As a result, PLAINTIFF and the AGGRIEVED

EMPLOYEES forfeit minimum wage, overtime wage compensation, and off-duty meal breaks by working without their time being correctly recorded and without compensation at the applicable rates. DEFENDANT's policy and practice not to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for all time worked, is evidenced by DEFENDANT's business records.

13. State law provides that employees must be paid overtime and meal and rest break premiums at one-and-one-half times their "regular rate of pay." PLAINTIFF and the AGGRIEVED EMPLOYEES are compensated at an hourly rate plus incentive pay that is tied to specific elements of an employee's performance.

14. The second component of PLAINTIFF's and the AGGRIEVED EMPLOYEES' compensation is DEFENDANT's non-discretionary incentive program that paid PLAINTIFF and the AGGRIEVED EMPLOYEES incentive wages based on their performance for DEFENDANT. The non-discretionary incentive program provided all employees paid on an hourly basis with incentive compensation when the employees met the various performance goals set by DEFENDANT. However, when calculating the regular rate of pay in order to pay overtime and meal and rest break premiums to PLAINTIFF and the AGGRIEVED EMPLOYEES, DEFENDANT failed to include the incentive compensation as part of the employees' "regular rate of pay" for purposes of calculating overtime pay and meal and rest break premium pay. Management and supervisors described the incentive program to potential and new employees as part of the compensation package. As a matter of law, the incentive compensation received by PLAINTIFF and the AGGRIEVED EMPLOYEES must be included in the "regular rate of pay." The failure to do so has resulted in a underpayment of overtime compensation and meal and rest break premiums to PLAINTIFF and the AGGRIEVED EMPLOYEES by DEFENDANT.

15. As a result of their rigorous work schedules, PLAINTIFF and the AGGRIEVED EMPLOYEES were from time to time unable to take thirty (30) minute off duty meal breaks and were not fully relieved of duty for their meal periods. PLAINTIFF and the AGGRIEVED EMPLOYEES were required from time to time to perform work as

ordered by DEFENDANT for more than five (5) hours during some shifts without receiving a meal break. Further, DEFENDANT from time to time failed to provide PLAINTIFF and AGGRIEVED EMPLOYEES with a second off-duty meal period for some workdays in which these employees were required by DEFENDANT to work ten (10) hours of work. DEFENDANT also engaged in the practice of rounding the meal period times to avoid paying penalties to PLAINTIFF and the AGGRIEVED EMPLOYEES. PLAINTIFF and the AGGRIEVED EMPLOYEES therefore forfeit meal breaks without additional compensation and in accordance with DEFENDANT's corporate policy and practice.

16. During the PAGA PERIOD, PLAINTIFF and the AGGRIEVED EMPLOYEES were also required from time to time to work in excess of four (4) hours without being provided ten (10) minute rest periods. Further, these employees were denied their first rest periods of at least ten (10) minutes for some shifts worked of at least two (2) to four (4) hours from time to time, a first and second rest period of at least ten (10) minutes for some shifts worked of between six (6) and eight (8) hours from time to time, and a first, second and third rest period of at least ten (10) minutes for some shifts worked of ten (10) hours or more from time to time. PLAINTIFF and the AGGRIEVED EMPLOYEES were also not provided with one hour wages in lieu thereof. Additionally, the applicable California Wage Order requires employers to provide employees with off-duty rest periods, which the California Supreme Court defined as time during which an employee is relieved from all work related duties and free from employer control. In so doing, the Court held that the requirement under California law that employers authorize and permit all employees to take rest period means that employers must relieve employees of all duties and relinquish control over how employees spend their time which includes control over the locations where employees may take their rest period. Employers cannot impose controls that prohibit an employee from taking a brief walk - five minutes out, five minutes back. Here, DEFENDANT's policy restricted PLAINTIFF and the AGGRIEVED EMPLOYEES from unconstrained walks and is unlawful based on DEFENDANT's rule which states

PLAINTIFF and the AGGRIEVED EMPLOYEES cannot leave the work premises during their rest period.

17. During the PAGA PERIOD, DEFENDANT failed to accurately record and pay PLAINTIFF and the AGGRIEVED EMPLOYEES for the actual amount of time these employees worked. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT was required to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for all time worked, meaning the time during which an employee was subject to the control of an employer, including all the time the employee was permitted or suffered to permit this work. DEFENDANT required these employees to work off the clock without paying them for all the time they were under DEFENDANT's control. As such, DEFENDANT knew or should have known that PLAINTIFF and the AGGRIEVED EMPLOYEES were under compensated for all time worked. As a result, PLAINTIFF and the AGGRIEVED EMPLOYEES forfeited time worked by working without their time being accurately recorded and without compensation at the applicable minimum wage and overtime wage rates. To the extent that the time worked off the clock does not qualify for overtime premium payment, DEFENDANT failed to pay minimum wages for the time worked off-the-clock in violation of Cal. Lab. Code §§ 1194, 1197, and 1197.1.

18. From time to time, DEFENDANT also failed to provide PLAINTIFF and the AGGRIEVED EMPLOYEES with complete and accurate wage statements which failed to show, among other things, the correct gross and net wages earned. Cal. Lab. Code § 226 provides that every employer shall furnish each of his or her employees with an accurate itemized wage statement in writing showing, among other things, gross wages earned and all applicable hourly rates in effect during the pay period and the corresponding amount of time worked at each hourly rate. PLAINTIFF and the AGGRIEVED EMPLOYEES were paid on an hourly basis. As such, the wage statements should reflect all applicable hourly rates during the pay period and the total hours worked, and the applicable pay period in which the wages were earned pursuant to California Labor Code Section 226(a). The wage statements DEFENDANT provided to PLAINTIFF and the AGGRIEVED EMPLOYEES failed to

identify such information. More specifically, the wage statements failed to identify the accurate total hours worked each pay period. When the hours shown on the wage statements were added up, they did not equal the actual total hours worked during the pay period in violation of Cal. Lab. Code 226(a)(2). Aside, from the violations listed above in this paragraph, DEFENDANT failed to issue to PLAINTIFF an itemized wage statement that lists all the requirements under California Labor Code 226. As a result, DEFENDANT from time to time provided PLAINTIFF and the AGGRIEVED EMPLOYEES with wage statements which violated Cal. Lab. Code § 226.

19. Cal. Lab. Code § 204(d) provides, the requirements of this section shall be deemed satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if the wages are paid not more than seven (7) calendar days following the close of the payroll period. Cal. Lab. Code § 210 provides:

> in [I]n addition to, and entirely independent and apart from, any other penalty provided this article, every person who fails to pay the wages of each employee as provided in Sections. . . .204. . .shall be subject to a civil penalty as follows: (1) For any initial violation, one hundred dollars ($100) for each failure to pay each employee; (2) For each subsequent violation, or any willful or intentional violation, two hundred dollars ($200) for each failure to pay each employee, plus 25 percent of the amount unlawfully withheld.

20. DEFENDANT from time to time failed to pay PLAINTIFF and the AGGRIEVED EMPLOYEES within seven (7) days of the close of the payroll period in accordance with Cal. Lab. Code § 204(d), including but not limited to the "Hourly" regular wage payments.

21. DEFENDANT underpaid sick pay wages to PLAINTIFF and the AGGRIEVED EMPLOYEES by failing to pay such wages at the regular rate of pay in violation of Cal. Lab. Code Section 246. Specifically, PLAINTIFF and other non-exempt employees earn non-discretionary remuneration, including, but not limited to, incentives, shift differential pay, and bonuses. Rather than pay sick pay at the regular rate of pay, DEFENDANT underpays sick pay to PLAINTIFF and the AGGRIEVED EMPLOYEES at their base rates of pay.

22. Cal. Lab. Code Section 246(l)(2) requires that paid sick time for nonexempt

employees be calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment.

23. DEFENDANT violated Cal. Lab. Code Section 246 by failing to pay sick pay at the regular rate of pay. PLAINTIFF and the AGGRIEVED EMPLOYEES routinely earned non-discretionary incentive wages which increased their regular rate of pay. However, when sick pay was paid, it was paid at the base rate of pay for PLAINTIFF and the AGGRIEVED EMPLOYEES, as opposed to the correct, higher regular rate of pay, as required under Cal. Lab. Code Section 246.

24. As a pattern and practice, DEFENDANT regularly failed to pay PLAINTIFF and the AGGRIEVED EMPLOYEES their correct wages and accordingly owe waiting time penalties pursuant to Cal. Lab. Code Section 203. Further, PLAINTIFF is informed and believes and based thereon alleges that such failure to pay sick pay at regular rate was willful, such that the AGGRIEVED EMPLOYEES whose employment has separated are entitled to waiting time penalties pursuant to Cal. Lab. Code Sections 201-203.

25. DEFENDANT intentionally and knowingly failed to reimburse and indemnify PLAINTIFF and the AGGRIEVED EMPLOYEES for required business expenses incurred by the PLAINTIFF and the AGGRIEVED EMPLOYEES in direct consequence of discharging their duties on behalf of DEFENDANT. Under California Labor Code Section 2802, employers are required to indemnify employees for all expenses incurred in the course and scope of their employment. Cal. Lab. Code § 2802 expressly states that "an employer shall indemnify his or her employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer, even though unlawful, unless the employee, at the time of obeying the directions, believed them to be unlawful."

26. In the course of their employment PLAINTIFF and the AGGRIEVED EMPLOYEES as a business expense, were required by DEFENDANT to use their own personal cellular phones and personal vehicles as a result of and in furtherance of their job

duties as employees for DEFENDANT but are not reimbursed or indemnified by DEFENDANT for the cost associated with the use of their personal cellular phones and personal vehicles for DEFENDANT's benefit. Specifically, PLAINTIFF and the AGGRIEVED EMPLOYEES were required by DEFENDANT to use their personal cellular phones and personal vehicles. As a result, in the course of their employment with DEFENDANT, PLAINTIFF and the AGGRIEVED EMPLOYEES incurred unreimbursed business expenses which included, but were not limited to, costs related to the use of their personal cellular phones and personal vehicles all on behalf of and for the benefit of DEFENDANT.

27. The employment of PLAINTIFF and some AGGRIEVED EMPLOYEES has terminated and DEFENDANT has not tendered payment of all wages owed as required by law. Additionally, at all times during the term of PLAINTIFF's employment with DEFENDANT, PLAINTIFF and other AGGRIEVED EMPLOYEES earned and accrued vested vacation and holiday time on the date of their termination pursuant to DEFENDANT's uniform vacation policies and applicable California law. The amount of vacation pay PLAINTIFF and the other AGGRIEVED EMPLOYEES earned and accumulated is evidenced by DEFENDANT's business records. Additionally, DEFENDANT also underpaid accrued vested vacation wages to PLAINTIFF and other AGGRIEVED EMPLOYEES by failing to pay such wages at the regular rate of pay and more specifically the final rate of pay that included all non-discretionary incentive compensation. Rather than pay vacation wages at the regular rate of pay, DEFENDANT underpaid vacation wages to PLAINTIFF and other AGGRIEVED EMPLOYEES at their base rates of pay, instead of including all of the PLAINTIFF's and other AGGRIEVED EMPLOYEES' non-discretionary incentive compensation into the vacation wage payment calculations. DEFENDANT failed to specify in DEFENDANT's written vacation policy the rate at which PLAINTIFF and other AGGRIEVED EMPLOYEES would be paid vacation upon leaving employment with DEFENDANT. As a result of DEFENDANT's unlawful practice, policy and procedure to deny paying the PLAINTIFF and other AGGRIEVED

EMPLOYEES all of their vested vacation and holiday time, DEFENDANT failed to pay the PLAINTIFF and other AGGRIEVED EMPLOYEES all vested vacation time as wages due upon employment termination, in violation of the California Labor Code, Sections 201, 202, 203 and 227.3. Similarly, DEFENDANT underpaid waiting time penalties to PLAINTIFF and other AGGRIEVED EMPLOYEES at their base rates of pay, instead of including all of the PLAINTIFF's and other AGGRIEVED EMPLOYEES' non-discretionary compensation into the waiting time penalty calculations. This failure by DEFENDANT is believed to be the result of DEFENDANT's unlawful, unfair and deceptive refusal to provide compensation for earned, accrued and vested vacation and holiday time, as well as the corresponding waiting time penalties that were paid. DEFENDANT perpetrated this unlawful, unfair and deceptive practice to the detriment of PLAINTIFF and other AGGRIEVED EMPLOYEES. DEFENDANT's uniform practice and policy of failing to pay PLAINTIFF and other AGGRIEVED EMPLOYEES for all vested vacation and holiday time accumulated at employment termination violated and continues to violate Section 227.3 of the California Labor Code.

JURISDICTION AND VENUE

28. This Court has jurisdiction over this Action pursuant to California Code of Civil Procedure, Section 410.10.

29. Venue is proper in this Court pursuant to California Code of Civil Procedure, Sections 395 and 395.5, because PLAINTIFF worked in this County for DEFENDANT and DEFENDANT (i) currently maintains and at all relevant times maintained offices and facilities in this County and/or conducts substantial business in this County, and (ii) committed the wrongful conduct herein alleged in this County against AGGRIEVED EMPLOYEES.

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FIRST CAUSE OF ACTION

For Violation of the Private Attorneys General Act

[Cal. Lab. Code §§ 2698]

(By PLAINTIFF and Against All Defendants)

30. PLAINTIFF realleges and incorporates by this reference, as though fully set forth herein, the prior paragraphs of this Complaint.

31. PAGA is a mechanism by which the State of California itself can enforce state labor laws through the employee suing under the PAGA who do so as the proxy or agent of the state's labor law enforcement agencies. An action to recover civil penalties under PAGA is fundamentally a law enforcement action designed to protect the public and not to benefit private parties. The purpose of the PAGA is not to recover damages or restitution, but to create a means of "deputizing" citizens as private attorneys general to enforce the Labor Code. In enacting PAGA, the California Legislature specified that "it was ... in the public interest to allow aggrieved employees, acting as private attorneys general to recover civil penalties for Labor Code violations ..." Stats. 2003, ch. 906, § 1. Accordingly, PAGA claims cannot be subject to arbitration.

32. PLAINTIFF, and such persons that may be added from time to time who satisfy the requirements and exhaust the administrative procedures under the Private Attorney General Act, brings this Representative Action on behalf of the State of California with respect to all individuals who are or previously were employed by DEFENDANT in California, including any employees staffed with DEFENDANT by a third party, and classified as non-exempt employees ("AGGRIEVED EMPLOYEES") during the time period of July 30, 2025 until a date as determined by the Court (the "PAGA PERIOD").

33. On July 30, 2026, PLAINTIFF gave written notice by electronic mail to the Labor and Workforce Development Agency (the "Agency") and by certified mail to the employer of the specific provisions of this code alleged to have been violated as required by Labor Code § 2699.3. *See* **Exhibit #1**, attached hereto and incorporated by this reference herein. The statutory waiting period for PLAINTIFF to add these allegations to the

Complaint has expired. As a result, pursuant to Section 2699.3, PLAINTIFF may now commence a representative civil action under PAGA pursuant to Section 2699 as the proxy of the State of California with respect to all AGGRIEVED EMPLOYEES as herein defined.

34. The policies, acts and practices heretofore described were and are an unlawful business act or practice because DEFENDANT (a) failed to provide PLAINTIFF and the AGGRIEVED EMPLOYEES accurate itemized wage statements, (b) failed to properly record and provide legally required meal and rest periods, (c) failed to pay minimum wages, (d) failed to pay overtime wages and sick pay wages, (e) failed to reimburse employees for required expenses, and (f) failed to provide wages when due, all in violation of the applicable Labor Code sections listed in Labor Code §§ 201, 202, 203, 204, 210, 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802 California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), and the applicable Wage Order(s), and thereby gives rise to civil penalties as a result of such conduct.[1] PLAINTIFF hereby seeks recovery of only civil penalties as prescribed by the Labor Code Private Attorney General Act of 2004 as the representative of the State of California for the illegal conduct perpetrated on other AGGRIEVED EMPLOYEES.

PRAYER FOR RELIEF

WHEREFORE, PLAINTIFF prays for judgment against each Defendant, jointly and severally, as follows:

1. On behalf of the State of California and with respect to other AGGRIEVED EMPLOYEES:

A) Recovery of civil penalties as prescribed by the Labor Code Private Attorneys General Act of 2004; and,

B) An award of attorneys' fees and cost of suit, as allowable under the law, including, but not limited to, pursuant to Labor Code §2699.

[1]Plaintiff specifically excludes and/or does not allege any claims under California Labor Code §558(a)(3).

Dated: October 14, 2026 BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

By: /s/ Nicholas De Blouw
Kyle R. Nordrehaug
Nicholas J. De Blouw

Attorneys for Plaintiff

EXHIBIT 1

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July 30, 2026
CA3948

VIA ONLINE FILING TO LWDA AND CERTIFIED MAIL TO DEFENDANT

Labor and Workforce Development Agency
Online Filing

M & L Precision Machining, Inc.

MARK E LAISURE
18665 MADRONE PARKWAY
MORGAN HILL, CA 95037

Re: Notice Of Violations Of California Labor Code Sections §§ 201, 202, 203, 204, 210, 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802 California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), Violation of the applicable Industrial Welfare Commission Wage Order(s) brought Pursuant To California Labor Code Section 2699.5.

Dear Sir/Madam:

This letter serves as a written notice under California Labor Code Section 2699.3 on behalf of Jay Jagiello ("Plaintiff") and all other Aggrieved Employees of M & L Precision Machining, Inc. ("Defendant"). "Aggrieved Employees" refers to all individuals who are or previously were employed by M & L Precision Machining, Inc. in California, including any employees staffed with M & L Precision Machining, Inc. by a third party, and classified as non-exempt employees during the time period of July 30, 2025 until a date as determined by the Court ("PAGA Period"). Our offices represent Plaintiff and other Aggrieved Employees in a lawsuit against Defendant. Plaintiff was employed by Defendant in California from July of 2016 to April of 2026. Plaintiff was at all times classified by Defendant as a non-exempt employee, paid on an hourly basis, and entitled to the legally required meal and rest periods and payment of minimum and overtime wages due for all time worked. Defendant, however, unlawfully failed to record and pay Plaintiff and other Aggrieved Employees for, including but not limited to, all of their time worked, including minimum and overtime wages and sick pay wages at the correct regular rate, for all of their non-compliant meal and rest breaks, for all of their time spent working off the clock as described further below, and for business expenses that were incurred but never reimbursed by Defendant.

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Plaintiff was employed as a Lead Machinist II and worked at Defendant's facility located in Morgan Hill, California. Among other things, Plaintiff operated a fork lift to load and unload finished parts, performed electrician and plumber duties when necessary, and dealt with various vendors (eg. fire alarm company, theft alarm company, county environmental agencies). During the PAGA Period, Plaintiff and other Aggrieved Employees were subjected to numerous violations during their employment with Defendant.

Plaintiff worked while off the clock which resulted in unpaid minimum and overtime wages in violation of California Labor Code Sections 510, 1194, 1197 & 1198. Plaintiff's typical shift was 9 a.m. to 7:30 p.m., Monday through Thursday. Defendant's timekeeping system involved a facial recognition machine. It was not uncommon for this timekeeping machine to malfunction which would require it to be powered down and then turned on again. The process of rebooting the timekeeping system took 5-15 minutes to complete, and Plaintiff was not paid for this compensable time. Also, from time to time at the end of his shift Plaintiff was unable to turn the security alarm on at the building he worked at because it also malfunctioned occasionally. When this occurred, Plaintiff would spend time troubleshooting the problem and contacting multiple people, including the Vice President and/or HR director – often taking at least 30 minutes of unpaid time before he could leave. In addition, ever since Plaintiff starting working a 4-day work week which covers the entire PAGA Period, management and others who worked in Defendant's main building who worked 5 days per week, would contact Plaintiff on his day off (Friday) while off the clock regarding various work-related issues – seemingly not knowing Plaintiff did not work on Fridays. Plaintiff was also contacted by Defendant during his vacation(s) regarding work issues, such as asking him about the status of particular jobs.

Also, from time to time Plaintiff was unable to take compliant meal breaks and rest breaks which were sometimes late, interrupted or missed entirely in violation of Cal. Labor Codes Section 226.7, 512 & 1198. Plaintiff sometimes took his meal break after the 5th hour of his shift when, for example, company drivers delivering materials or outside vendors needing to speak with him would show up just before the 5th hour of his shift causing Plaintiff to be unable to take a timely meal break. Even when Plaintiff took a timely meal break, he was sometimes interrupted during his meal break by the same issues, that is, delivery drivers showing up with deliveries and asking if anything needed to be taken to another building, or vendors showing up, such as a representative from the fire extinguisher company. Plaintiff's meal breaks were also interrupted by his supervisor showing up and describing a new job to him or receiving calls from the shipping and maintenance departments. This resulted in additional uncompensated off the clock work. Due to the fast-paced and hectic nature of the job, it was not uncommon for Plaintiff to

miss his rest breaks entirely. Plaintiff did not receive all the meal and rest break penalty payments he was entitled to for the above-referenced violations.

Pursuant to Labor Code § 204 & 210, Defendant failed to timely provide Plaintiff and other Aggrieved Employees with their wages. The violations by Defendant were as a result of the non-payment of meal and rest break penalties and the failure to pay for all the off the clock work.

Additionally, Plaintiff and the Aggrieved Employees were paid on an hourly basis. Therefore, the wage statements should reflect all applicable hourly rates during the pay period and the proper regular and overtime wages earned. Plaintiff alleges that Defendant failed to provide accurate wage statements to him, and other Aggrieved Employees, in violation of California Labor Code section 226(a). The wage statements Defendant provided to Plaintiff and the Aggrieved employees were not accurate because, for example, the wage statements failed to identify the correct number of hours worked since Defendant failed to record the time Plaintiff spent working off the clock, as set forth above.

Defendant also paid Plaintiff and other Aggrieved Employees non-discretionary incentive compensation wages during the PAGA Period and failed to correctly include these payments into Plaintiff's regular rate for the purpose of calculating the correct overtime and sick pay rate and as a result violated Labor Code Sections 246 and 510.[1] For example, for the pay period March 10, 2026 through March 25, 2026, Plaintiff worked overtime and also received a $2/hour shift differential for being a Lead Machinist ("**Lead Differential**") but Defendant did not include this shift differential in Plaintiff's regular rate to determine his correct overtime rate and, as a result, was underpaid overtime during this pay period which is in the PAGA Period. Plaintiff worked overtime and received this $2/hour shift differential, without it being included in the regular rate, on a regular basis during the PAGA Period. Plaintiff also received a non-discretionary performance-based "**Bonus**" for the pay period January 1, 2026 through March 31, 2026, which overlaps the above-referenced pay period where he worked overtime. Again, Defendant failed to include the "**Bonus**" in Plaintiff's regular rate and Plaintiff was underpaid overtime as a result. Attached as **Exhibit #1** is a true and correct copy of the above-referenced wage statements for the pay periods between March 10, 2026 through March 25, 2026 and the bonus wage statement for the pay period January 1, 2026

1. See Plaintiff's Wage Statement dated September 30, 2025 for the pay period September 10, 2025 through September 25, 2025. Plaintiff received overtime and sick pay in same pay period he also received non-discretionary $2/hour shift differential which was not factored into Plaintiff's regular rate for purpose of calculating correct sick pay and overtime rate.

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through March 31, 2026. Attached as **Exhibit #2** is a true and correct copy of Plaintiff's wage statement for the pay period April 10, 2026 through April 23, 2026. This is Plaintiff's final wage statement. During this final pay period, Defendant underpaid Plaintiff vacation pay by not including incentive compensation ($2/hour Lead Shift Differential) earned in the same pay period into Plaintiff's regular rate in violation of California Labor Code section 227.3.

Plaintiff was also not reimbursed for business related expenses that he incurred as a result of his job duties for Defendant in violation of Cal. Lab. Code Section 2802. For example, Plaintiff used his cell phone for work-related purposes on a regular basis but was not compensated for the reasonable expenses he incurred using his own cell phone for the benefit of Defendant. For example, Plaintiff's supervisor provided Plaintiff's cell phone number to the shipping department so that Plaintiff could be notified of incoming deliveries to his building. Thereafter, the shipping and maintenance department, as well as other departments and individuals, had Plaintiff's cell phone number and called him on a regular basis, even when while off the clock, as set forth above. Plaintiff also used his own car to drive between various buildings at Defendant's facility for the purpose of getting tools or supplies, without getting reimbursed by Defendant for mileage. Plaintiff also incurred expenses as it relates to supplies used at his building, such as pens, pencils, garbage cans, and bags of ice.

Further, as described in detail in this notice, Defendant failed to pay all wages and premiums owed to Plaintiff and Aggrieved Employees during their employment and also failed to timely pay those amounts due and earned to departing employees upon separation of employment, such as when Plaintiff's employment with Defendant ended in April of 2026, in violation of California Labor Code Sections 201-204. Defendant also failed to pay the waiting time penalties owed to Plaintiff and other Aggrieved Employees that stemmed from the non-payment of wages and premiums owed based on the allegations above.

This notice is provided to enable Plaintiff to proceed with a Complaint against Defendant as authorized by California Labor Code section 2699, *et seq*. The lawsuit will consist of other Aggrieved Employees. As counsel, our intention is to vigorously prosecute the claims, and to procure civil penalties as provided by the Private Attorney General Statute of 2004 on behalf of Plaintiff and all Aggrieved Employees.

If you have any questions of concerns, please do not hesitate to contact me at the

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above number and email address.

Respectfully,

/s/ *Ricardo Ehmann*

Ricardo R. Ehmann, Esq.

EXHIBIT 1

M & L Precision Machining Inc
18665 Madrone Pkwy
Morgan Hill, CA 95037

Check Report

Period Begin	3/10/2026
Period Ending	3/25/2026
Check Date	3/31/2026
Voucher #	17859

Employee ID	[redacted]
Location	14
Hourly	41.00

Jay J. Jagiello
[redacted]

Earnings	Hours	Rate	Current	YTD
Bonus				502.00
Holiday				615.00
Lead Differential	100.4667	2.00	200.93	911.30
Overtime	0.4667	61.50	28.70	39.96
Paid Time Off				820.00
Regular	100.00	41.00	4100.00	18655.00
Unpaid Time Off				0.00
Totals	**200.9334**		**4329.63**	**21543.26**
Total Hours Worked	**100.4667**			

Deductions	Current	YTD
PVLIF	35.00	210.00
Totals	**35.00**	**210.00**

Taxes	Current	YTD
CA	106.05	387.04
CASDI-E	56.29	280.07
FITW	684.60	3163.10
MED	62.78	312.38
SS	268.44	1335.68
Totals	**1178.16**	**5478.27**

This report does not meet the legal requirements for notifying employees of their wages

Time Off	Available To Use	Plan Year Used
CA Sick Time	40.000000	0.000000
Paid Time Off	40.007541	123.000000
Paid Time Off	0.000000	0.000000

M & L Precision Machining Inc
18665 Madrone Pkwy
Morgan Hill, CA 95037

Check Date	Voucher #
3/31/2026	17859

THIS IS NOT A CHECK

Jay J. Jagiello
[redacted]

Bank	Routing	Account	Type	Amount	YTD
[redacted]		[redacted]		3,116.47	15,854.99
Net Pay				3,116.47	15,854.99

M & L Precision Machining Inc
18665 Madrone Pkwy
Morgan Hill, CA 95037

Check R[illegible]or

Period Begin	1/1/2026
Period Ending	3/31/2026
Check Date	4/20/2026
Voucher #	18097

Employee ID [redacted]
Location 14
Hourly 41.00

Jay J. Jagiello
[redacted]

Earnings	Hours	Rate	Current	YTD
Bonus			2618.00	3120.00
Holiday				615.00
Lead Differential				1071.63
Overtime				50.21
Paid Time Off				1230.00
Regular				21935.00
Unpaid Time Off				0.00
Totals	**0.00**		**2618.00**	**28021.84**
Total Hours Worked	**0.00**			

Deductions	Current	YTD
PVLIF		245.00
Totals		**245.00**

Taxes	Current	YTD
CA	22.95	486.60
CASDI-E	34.03	364.29
FITW	323.33	4067.84
MED	37.96	406.32
SS	162.32	1737.36
Totals	**580.59**	**7062.41**

This report does not meet the legal requirements for notifying employees of their wages

Time Off	Available To Use	Plan Year Used
CA Sick Time	40.000000	0.000000
Paid Time Off	37.127541	133.000000
Paid Time Off	0.000000	0.000000

M & L Precision Machining Inc
18665 Madrone Pkwy
Morgan Hill, CA 95037

Check Date 4/20/2026
Voucher # 18097

THIS IS NOT A CHECK

Jay J. Jagiello
[redacted]

Bank	Routing	Account	Type	Amount	YTD
[redacted]		[redacted]		2,037.41	20,714.43
Net Pay				**2,037.41**	**20,714.43**

EXHIBIT 2

M&L Precision Machining Inc
18665 Madrone Pkwy
Morgan Hill, CA 95037

Check Report

Period Begin	**4/10/2026**
Period Ending	**4/23/2026**
Check Date	**4/23/2026**
Check #	**923279**

Employee ID [redacted]
Location **14**
Hourly **41.00**

Jay J. Jagiello
[redacted]

Earnings	Hours	Rate	Current	YTD
Bonus				3120.00
Holiday				615.00
Lead Differential			160.00	1231.63
Overtime	0.27	61.50	16.61	66.82
Paid Time Off	44.25	41.00	1814.25	3044.25
Regular	80.00	41.00	3280.00	25215.00
Unpaid Time Off				0.00
Totals	**124.52**		**5270.86**	**33292.70**
Total Hours Worked	**80.27**			

Deductions	Current	YTD
PVLIF	105.00	350.00
Totals	**105.00**	**350.00**

Taxes	Current	YTD
CA	168.17	654.77
CASDI-E	68.52	432.81
FITW	895.59	4963.43
MED	76.43	482.75
SS	326.79	2064.15
Totals	**1535.50**	**8597.91**

This report does not meet the legal requirements for notifying employees of their wages

Time Off	Available To Use	Plan Year Used
CA Sick Time	40.000000	0.000000
Paid Time Off	0.000000	0.000000
Paid Time Off	-7.122459	177.250000

M&L Precision Machining Inc
18665 Madrone Pkwy
Morgan Hill, CA 95037

Check Date 4/23/2026
Check # 923279

THIS IS NOT A CHECK

Jay J. Jagiello
[redacted]

Bank	Routing	Account	Type	Amount	YTD
(unknown)		[redacted]			20,714.43
Net Check				3,630.36	3,630.36
Net Pay				**3,630.36**	**24,344.79**