

JAMES HAWKINS APLC
James R. Hawkins, Esq. (#192925)
Gregory Mauro, Esq. (#222239)
Michael Calvo, Esq. (#314986)
9880 Research Drive, Suite 200
Irvine, CA 92618
Tel.: (949) 387-7200
Fax: (949) 387-6676
Email: James@jameshawkinsaplc.com
Email: Greg@jameshawkinsaplc.com
Email: Michael@jameshawkinsaplc.com

Attorneys for Plaintiff ISIAH HUNTER III,
individually and on behalf of all others similarly situated

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN BERNARDINO**

ISIAH HUNTER III, individually and on behalf
of all others similarly situated,

Plaintiffs,

v.

CARDINAL LOGISTICS MANAGEMENT
CORP., a North Carolina Corporation; and
DOES 1-50, inclusive,

Defendants.

Case No.
ASSIGNED FOR ALL PURPOSES TO:
JUDGE:
DEPT:

**PAGA REPRESENTATIVE ACTION
COMPLAINT PURSUANT TO THE
PRIVATE ATTORNEYS GENERAL ACT
(Labor Code §§ 2698 *et seq*).**

COMES NOW Plaintiff ISIAH HUNTER III (“Plaintiff”), on behalf the general public and all non-exempt aggrieved employees, acting on behalf of the California Attorney General as private attorney general, asserts claims against Defendants CARDINAL LOGISTICS MANAGEMENT CORP.; and DOES 1-50, inclusive (collectively “Defendants”) as follows:

I. INTRODUCTION

1. This is a representative action for recovery of penalties under the Private Attorneys General Act of 2004 (“PAGA”), Cal. Lab. Code sections 2698 *et seq.* PAGA permits “aggrieved employees” to bring a lawsuit as a representative action on behalf of the general public as private attorney general and all other current and former aggrieved employees, to recover civil penalties and address an employer’s violations of the California Labor Code.

2. In this case, Defendants violated various provisions of the California Labor Code. As set forth below, Defendants implemented policies and practices which led to unpaid wages resulting from Defendant’s: (a) failure to provide meal periods for every work period exceeding more than ten (10) hours per day and failure to pay an additional hour’s of pay or accurately pay an additional hour’s of pay in lieu of providing a meal period; (b) failure to provide rest breaks for every four hours or major fraction thereof worked and failure to pay an additional hour’s of pay or accurately pay an additional hour’s of pay in lieu of providing a rest period; (c) failing to pay all wages earned and owed upon separation from Defendant’s employ, and (d) failing to provide accurate itemized wage statements. As a result Plaintiff seeks penalties under Labor Code 2698, *et. seq.* on behalf of the general public as private attorney general and all other aggrieved employees.

II. JURISDICTION AND VENUE

3. The California Superior Court has jurisdiction over this action pursuant to California Constitution Article VI, Section 10, which grants the Superior Court “original jurisdiction in all cases except those given by statute to other trial courts.” The statutes under which this action is brought do not give jurisdiction to any other court.

4. This Court has jurisdiction over Defendants because, upon information and belief,

1 each Defendant either has sufficient minimum contacts in California, or otherwise intentionally
2 avails itself of the California market so as to render the exercise of jurisdiction over it by the
3 California Courts consistent with traditional notions of fair play and substantial justice.

4 5. Venue as to each Defendant is proper in this judicial district pursuant to Code of
5 Civil Procedure section 395. Defendants are doing business throughout California, including but
6 not limited to San Joaquin County, and each Defendant is within the jurisdiction of this Court for
7 service of process purposes. The unlawful acts alleged herein have a direct effect on Plaintiff and
8 all other aggrieved employees within the State of California. Defendants employ numerous
9 aggrieved employees in in the State of California.

10 6. On information and belief, Defendants have conducted business within the State of
11 California during the purported liability period and continue to conduct business throughout the
12 State of California. The unlawful acts alleged herein have had a direct effect on Plaintiff, and the
13 similarly situated non-exempt aggrieved employees within California.

14 7. The California Superior Court also has jurisdiction in this matter because on
15 information and belief there are no federal questions at issue, as the issues herein are based solely
16 on California statutes and law, including the California Labor Code, the IWC Wage Orders, the
17 California Code of Civil Procedure, the California Civil Code, and the California Business and
18 Professions Code.

19 8. On information and belief, during the statutory liability period and continuing to
20 the present ("liability period"), Defendant consistently maintained and enforced against
21 Defendant's Non-Exempt Aggrieved Employees, among others, the following unlawful practices
22 and policies, in violation of California state wage and hour laws(a) failure to provide meal periods
23 for every work period exceeding more than ten (10) hours per day and failure to pay an additional
24 hour's of pay or accurately pay an additional hour's of pay in lieu of providing a meal period; (b)
25 failure to provide rest breaks for every four hours or major fraction thereof worked and failure to
26 pay an additional hour's of pay or accurately pay an additional hour's of pay in lieu of providing
27 a rest period; (c) failing to pay all wages earned and owed upon separation from Defendant's
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1 employ, and (d) failing to provide accurate itemized wage statements.

2 9. On information and belief, during the statutory liability period and continuing to
3 the present, Defendants have had a consistent policy of failing to provide its Non-Exempt
4 Employees within the State of California, including Plaintiff, unfettered, uninterrupted, duty free
5 rest periods of at least (10) minutes per four (4) hours worked or major fraction thereof and failing
6 to pay such employees one (1) hour of pay at the employees regular rate of compensation for each
7 workday that the rest period is not provided, as required by California state wage and hour laws.

8 10. On information and belief, during the statutory liability period and continuing to
9 the present (rest and meal period liability period), Defendants have had a consistent policy of
10 requiring its Non-Exempt Employees within the State of California, including Plaintiff, to work at
11 least five (5) and or ten (10) hours without a meal period and failing to pay or accurately pay such
12 employees one (1) hour of pay at the employees regular rate of compensation for each workday
13 that the meal period is not provided, as required by California state wage and hour laws.

14 11. On information and belief, during the statutory liability period and continuing to
15 the present, Defendants have had a consistent policy of failing to timely pay wages upon
16 separation.

17 12. On information and belief, during the statutory liability period and continuing to
18 the present, Defendants have failed to provide Plaintiff and aggrieved employees accurate itemized
19 wage statements.

20 13. Plaintiff on behalf of the general public as private attorney general and all other
21 aggrieved employees bring this action pursuant to Labor Code 2698, et. seq. for violations
22 enumerated under 2699.5 as follows: sections 201-203, 512, 558, 226, 266.3, 226.7, 1174, 1174.5,
23 1175, and seeking penalties, interest, attorneys' fees and costs.

24 **III. PARTIES**

25 **A. Plaintiff**

26 14. Plaintiff, ISIAH HUNTER III, was at all times relevant to this action, a resident of
27 California. Plaintiff was employed by Defendants in approximately May 2018 as a Non-Exempt
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1 Employee and worked during the liability period for Defendants' as a driver, until his separation
2 from Defendants' employ in approximately June 2020.

3 15. As Defendants' employee, Plaintiff, and all other aggrieved employees were
4 regularly required to and subsequently suffered:

- 5 a) work without being permitted or authorized a minimum ten-minute rest period for
6 every four hours or major fraction thereof worked and not compensated one (1) hour of
7 pay at his regular rate of compensation for each workday that a rest period was not
8 provided, all in violation of California labor laws, regulations, and the Industrial
9 Welfare Commission Wage Orders ("IWC");
- 10 b) work in excess of six and ten hours per day without being provided meal periods and
11 not compensated one (1) hour of pay at the regular rate of compensation for each
12 workday that a meal period was not provided, all in violation of California labor laws,
13 regulations, and the Industrial Welfare Commission Wage Orders ("IWC"); and
- 14 c) not provided accurate itemized wage statements.

15 16. On information and belief, Defendants willfully failed to pay all earned wages in
16 the form of meal and rest period premium wages to its Non-Exempt Employees and members of
17 the Representative Group; nor have Defendants returned to Plaintiff or members of the
18 Representative Group, upon or after separation from employment with Defendants, all wages
19 earned and owing. Plaintiff seeks penalties under Labor Code 2698, *et. seq.* on behalf of the
20 general public as private attorney general and all other aggrieved employees..

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22 **B. Defendants**

23 17. Defendants CARDINAL LOGISTICS MANAGEMENT CORP., provides logistic
24 services to various companies, including AutoZone. Plaintiff estimates there are in excess of 100
25 Non-Exempt Employees who work or have worked for Defendants over the last year.

26 18. Other than identified herein, Plaintiff is unaware of the true names, capacities,
27 relationships and extent of participation in the conduct alleged herein, of the defendants sued as
28 DOES 1 through 50, but is informed and believes and thereon alleges that said defendants are

1 legally responsible for the wrongful conduct alleged herein and therefore sues these defendants by
2 such fictitious names. Plaintiff will amend this complaint when their true names and capabilities
3 are ascertained.

4 19. Plaintiff is informed and believes and thereon alleges that each Defendant, directly
5 or indirectly, or through agents or other persons, employed Plaintiff and other members of the
6 Representative Group , and exercised control over their wages, hours, and working conditions.
7 Plaintiff is informed and believes and thereon alleges that each defendant acted in all respects
8 pertinent to this action as the agent of the other defendants, carried out a joint scheme, business
9 plan or policy in all respects pertinent hereto, and the acts of each defendant are legally attributable
10 to the other defendants.

11 **IV. GENERAL ALLEGATIONS**

12 20. At all times set forth herein, Defendants employed Plaintiff and other persons in
13 the capacity of non-exempt positions, however titled, throughout the state of California.

14 21. Plaintiff is informed and believes Aggrieved Employees have at all times pertinent
15 hereto been Non-Exempt within the meaning of the California Labor Code and the implementing
16 rules and regulations of the IWC California Wage Orders.

17 22. Defendants employed Plaintiff as a Non-Exempt hourly paid employee during the
18 liability period.

19 23. Defendants continue to employ Non-Exempt Employees, however titled, in
20 California and implement a uniform set of policies and practices to all non-exempt employees, as
21 they were all engaged in the generic job duties related to the logistics services of Defendants'
22 business.

23 24. Plaintiff is informed and believes, and thereon alleges, that Defendants are and were
24 advised by skilled lawyers and other professionals, employees, and advisors with knowledge of
25 the requirements of California's wage and employment laws.

26 25. During the relevant time frame, Defendants compensated Plaintiff and Aggrieved
27 Employees based upon an hourly rate.
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1 26. On information and belief, during the relevant time frame, Plaintiff and Aggrieved
2 Employees frequently worked well over eight (8) hours in a day and forty (40) hours in a work
3 week. Plaintiff and Aggrieved Employees worked shifts of 12 hours a day for 60 to 70 hours a
4 week.

5 27. Plaintiff and the Aggrieved Employees were regularly required to work shifts in
6 excess of five hours without being provided a lawful meal period and over ten hours in a day
7 without being provided a second lawful meal period as required by law.

8 28. Indeed, during the relevant time, as a consequence of Defendants' staffing and
9 scheduling practices, lack of coverage, work demands, and Defendants' policies and practices,
10 Defendants frequently failed to provide Plaintiff and the Aggrieved Employees timely, legally
11 complaint uninterrupted 30-minute meal periods on shifts over five hours as required by law.

12 29. Similarly, as a consequence of Defendants' staffing and scheduling practices, lack
13 of coverage, work demands, and Defendants' policies and practices, Defendants frequently failed
14 to provide Plaintiff and the Aggrieved Employees legally compliant second meal periods on shifts
15 over ten hours as required by law.

16 30. On information and belief, Plaintiff and Aggrieved Employees did not waive their
17 rights to meal periods under the law.

18 31. Plaintiff and the Aggrieved Employees were not provided with valid lawful on-duty
19 meal periods.

20 32. Despite the above-mentioned meal period violations, Defendants failed to
21 compensate Plaintiff, and on information and belief, failed to compensate Aggrieved Employees,
22 one additional hour of pay at their regular rate as required by California law when meal periods
23 were not timely or lawfully provided in a compliant manner.

24 33. Plaintiff are informed and believe, and thereon alleges, that Defendants know,
25 should know, knew, and/or should have known that Plaintiff and the other Aggrieved Employees
26 were entitled to receive premium wages based on their regular rate of pay under Labor Code §226.7
27 but were not receiving such compensation.
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1 34. In addition, during the relevant time frame, Plaintiff and the Non-Exempt
2 Employees were systematically not authorized and permitted to take one net ten-minute paid, rest
3 period for every four hours worked or major fraction thereof, which is a violation of the Labor
4 Code and IWC wage order.

5 35. Defendants maintained and enforced scheduling practices, policies, and imposed
6 work demands that frequently required Plaintiff and Aggrieved Employees to forego their lawful,
7 paid rest periods of a net ten minutes for every four hours worked or major fraction thereof. Such
8 requisite rest periods were not timely authorized and permitted as a result of Defendants' failure
9 to provide relief for Plaintiff and Aggrieved Employees to take their lawfully required breaks.

10 36. Despite the above-mentioned rest period violations, Defendants did not compensate
11 Plaintiff, and on information and belief, did not pay Aggrieved Employees one additional hour of
12 pay at their regular rate as required by California law, including Labor Code section 226.7 and the
13 applicable IWC wage order, for each day on which lawful rest periods were not authorized and
14 permitted.

15 37. Defendants also failed to provide accurate, lawful itemized wage statements to
16 Plaintiff and the Aggrieved Employees in part because of the above specified violations. In
17 addition, upon information and belief, Defendants omitted an accurate itemization of total hours
18 worked, including premiums due and owing for meal and rest period violations, gross pay and net
19 pay figures from Plaintiff and the Aggrieved Employees' wage statements. Defendants further
20 failed to accurately specify load payment amounts or how such load payments were calculated on
21 wage statements issued to Plaintiff and Aggrieved Employees.

22 38. Plaintiff are informed and believe, and thereon alleges, that at all times herein
23 mentioned, Defendants knew that at the time of termination of employment (or within 72 hours
24 thereof for resignations without prior notice as the case may be) they had a duty to accurately
25 compensate Plaintiff and Aggrieved Employees for all wages owed including minimum wages,
26 meal and rest period premiums, and that Defendants had the financial ability to pay such
27 compensation, but willfully, knowingly, recklessly, and/or intentionally failed to do so in part
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1 because of the above-specified violations.

2 39. Upon information and belief, Defendants failed to keep accurate records pursuant
3 to Labor Code § 1174.5.

4 40. Upon information and belief, Defendants knew and or should have known that it is
5 improper to implement policies and commit unlawful acts such as:

6 (a) requiring employees to work four (4) hours or a major fraction thereof without
7 being provided a minimum ten (10) minute rest period and without compensating the employees
8 with one (1) hour of pay at the employees' regular rate of compensation for each workday that a
9 rest period was not provided;

10 (b) requiring employees to work in excess of five (5) hours or ten (10) hours per day
11 without being provided an uninterrupted thirty minute meal period and/or a second meal period,
12 and without compensating employees with one (1) hour of pay at the regular rate of compensation
13 for each workday that such a meal period was not provided;

14 (c) failing to provide accurate itemized wage statements; and

15 (d) failing to timely pay Plaintiff and Aggrieved Employees;

16 41. In addition to the violations above, and on information and belief, Defendants knew
17 they had a duty to compensate Plaintiff and aggrieved employees for the allegations asserted
18 herein, and that Defendants had the financial ability to pay such compensation, but willfully,
19 knowingly, recklessly, and/or intentionally failed to do so.
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21 **V. REPRESENTATIVE CLAIMS**

22 **THE PRIVATE ATTORNEYS GENERAL ACT- LABOR CODE §§ 2698 et seq.**

23 42. Plaintiff incorporates by reference and re-alleges each and every allegation
24 contained above, as though fully set forth herein.

25 43. On December 23, 2020 Plaintiff complied with notice requirements pursuant to
26 Labor Code section 2699.3. A copy of the letter sent to the LWDA is attached hereto as **Exhibit**
27 **A**, indicating that the LWDA and Defendants were put on notice of the claims alleged here and
28 that the notice requirement has been satisfied. Sixty five days have passed and the LWDA has not

1 indicated intent to investigate the claims. Therefore, Plaintiff may proceed with this action in a
2 representative capacity. The substance and violations set forth in this Complaint of which the
3 LWDA was provided timely notice, Plaintiff has also sent a copy of this PAGA Representative
4 Action Complaint to the LWDA.

5 44. Plaintiff is an aggrieved employee as defined in Labor Code Section 2699(a).
6 Plaintiff brings this cause of action on behalf of all current and former California Non-Exempt
7 Employees of Defendants.

8 45. Pursuant to Labor Code section 2699(a) Plaintiff seek to recover civil penalties for
9 which Defendants are liable due to numerous Labor Code violations as set forth in this Complaint,
10 including without limitation Labor Code section 201-203, 226, 266.3, 226.7, 558, 512, 1174,
11 1174.5, 1175, and, 2698 *et seq.*, applicable IWC Wage Orders and California Code of Regulations,
12 Title 8, section 11000 *et. seq.*

13 46. At all times relevant, Plaintiff and all other aggrieved employees regularly
14 performed non-exempt work in excess of 50% of the time, and thus, were subject to the meal and
15 rest break requirements of the applicable IWC wage order and the Labor Code.

16 47. Defendants violated Labor Code sections 512 and 226.7 for failing to provide
17 timely, uninterrupted first and second meal periods and requiring unlawful on duty meal periods,
18 or compensation in lieu thereof. Pursuant to Labor Code section 512, no employer shall employ
19 an employee for a work period of more than five (5) hours without providing a meal break of not
20 less than thirty (30) minutes in which the employee is relieved of all of his or her duties. An
21 employer may not employ an employee for a work period of more than ten (10) hours per day
22 without providing the employee with a second meal period of not less than thirty (30) minutes,
23 except that if the total hours worked is no more than twelve (12) hours, the second meal period
24 may be waived by mutual consent of the employer and the employee only if the first meal period
25 was not waived.

26 48. Defendants failed to provide Plaintiff and all other aggrieved employees
27 uninterrupted duty free meal periods of not less than thirty (30) minutes. Defendants implemented
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1 and enforced policies of on duty meal period practices which required employees to work during
2 their meal periods, to forego their meal periods, and/or to return to work from meal periods prior
3 to thirty (30) uninterrupted minutes. As a proximate result of the aforementioned violations,
4 Plaintiff and all other aggrieved employees have been damaged in an amount according to proof
5 at time of trial.

6 49. Plaintiff, and on information and belief, all aggrieved employees, were
7 systematically not permitted or authorized to take ten minute rest periods for every four hours
8 worked or major fraction thereof, which is a violation of the Labor Code and IWC wage order.
9 Plaintiff and on information and belief, aggrieved employees, were not compensated with one hour
10 of wages for every day in which a rest period was missed or untimely as a result of Defendants'
11 policies, practices, or work demands. By failing to authorize and permit a ten-minute rest period
12 for every four hours or major fraction thereof worked per day by its Non-Exempt Employees, and
13 by failing to provide compensation for such non-provided or shortened rest periods, as alleged
14 above, Defendants willfully violated the provisions of Labor Code sections 226.7, 512 and the
15 applicable IWC Wage Order.

16 50. Defendants also willfully violated Labor Code sections 201-203 by failing to
17 provide all owed wages at separation from employment. Labor Code sections 201 and 202 require
18 Defendants to pay their employees all wages due either at time of firing, or within seventy-two
19 (72) hours of voluntary separation, if not sooner. Section 203 of the Labor Code provides that if
20 an employer willfully fails to timely pay such wages the employer must, as a penalty, continue to
21 pay the subject employee's wages until the back wages are paid in full or an action is commenced.
22 The penalty cannot exceed 30 days of wages.

23 51. Plaintiff and all other aggrieved employees who were separated from employment
24 are entitled to compensation for all forms of wages earned, including but not limited to
25 compensation for non-provided meal and rest periods, but to date have not received such
26 compensation, therefore entitling them to penalties under PAGA for violations of Labor Code
27 sections 201-203.
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1 52. On information and belief, Defendants willfully failed to pay all wages due and
2 owing upon separation from employment. These wages include meal and rest period premiums.

3 53. On information and belief, Defendants failed to provide accurate itemized wage
4 statements which failed to accurate accounting of lawful meal and rest period premiums due and
5 owing to Plaintiff and the aggrieved employees, and Defendants have failed to accurately specify
6 load payment amounts or how such load payments were calculated on wage statements issued to
7 pursuant to Labor Code section 226(a).

8 54. Additionally, Defendants have no accurate records relating to aggrieved
9 employees' work periods, meal periods, total daily hours worked, total hours worked per payroll
10 period and applicable pay rates, in violation of Wage Order. Similarly, Defendants failed to
11 maintain accurate records relating to hours worked daily in violation of Labor Code sections
12 1174(d), 1174.5.

13 55. As a result of Defendants' unlawful conduct, Plaintiff and Aggrieved employees
14 are entitled to penalties to the extent they were not paid at the prevailing wage rate for all hours
15 worked.

16 56. Plaintiff and the Representative Aggrieved Employees are entitled to recover
17 Penalties and attorneys' fees and costs sunder Labor Code section 2698, et. seq.
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PRAYER FOR RELIEF

WHEREFORE, Plaintiff prays for judgment against Defendants, as follows:

1. For penalties according to proof, pursuant to Labor Code §§ 2698 et seq.;
2. For reasonable attorneys' fees and costs; and
3. For such other and further relief as the Court deems proper.

Dated: December 23, 2020

JAMES R. HAWKINS, APLC

James R. Hawkins, Esq.
Gregory E. Mauro, Esq.
Michael Calvo, Esq.

Attorneys for Plaintiff, and the general public
as private attorneys general