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12 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

13 **IN AND FOR THE COUNTY OF CONTRA COSTA**

14 JESUS AGUILAR, on behalf of the State of  
15 California, as a private attorney general,

16 Plaintiff,

17 vs.

18 B.I. INCORPORATED, a Corporation; and  
19 DOES 1 through 50, inclusive,

20 Defendants.

Case No. **C21-01170-**

**REPRESENTATIVE ACTION**  
**COMPLAINT FOR:**

1. Civil Penalties Pursuant to Labor Code  
§ 2699, *et seq.* for violations of Labor  
Code §§ 201, 202, 203, 204 *et seq.*, 210,  
226(a), 226.7, 351, 510, 512, 558(a)(1)(2),  
1194, 1197, 1197.1, 1198, 2802,  
California Code of Regulations, Title 8,  
Section 11040, Subdivision 5(A)-(B)

PER LOCAL RULE, THIS  
CASE IS ASSIGNED TO  
DEPT. **39** FOR ALL  
PURPOSES

1 Plaintiff Jesus Aguilar (“PLAINTIFF”), on behalf of the people of the State of California  
2 and as an “aggrieved employee” acting as a private attorney general under the Labor Code  
3 Private Attorney General Act of 2004, § 2699, *et seq.* (“PAGA”) only, alleges on information  
4 and belief, except for his own acts and knowledge which are based on personal knowledge, the  
5 following:

### 6 **INTRODUCTION**

7 1. PLAINTIFF brings this action against Defendant B.I. INCORPORATED  
8 (“DEFENDANT”) seeking only to recover PAGA civil penalties for himself, and on behalf of  
9 all current and former aggrieved employees that worked for DEFENDANT. PLAINTIFF does  
10 **not seek to recover anything other than penalties as permitted by California Labor Code**  
11 **§ 2699**. To the extent that statutory violations are mentioned for wage violations, PLAINTIFF  
12 does not seek underlying general and/or special damages for those violations, but simply the  
13 civil penalties permitted by California Labor Code § 2699.

14 2. California has enacted the PAGA to permit an individual to bring an action on  
15 behalf of himself and on behalf of others for PAGA penalties *only*, which is the precise and sole  
16 nature of this action.

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

### 22 **THE PARTIES**

23 4. Defendant B.I. INCORPORATED (“DEFENDANT”) is a Corporation that at all  
24 relevant times mentioned herein conducted and continues to conduct substantial business in the  
25 state of California.

26 5. DEFENDANT provides offender monitoring technology and community reentry  
27 services for parolees, probationers and many more. Founded in 1978, DEFENDANT is a  
28

1 subsidiary of The Geo Group and works closely with federal, state, and local government  
2 agencies.

3 6. PLAINTIFF has been employed by DEFENDANT in California from November  
4 of 2018 and has been at all times classified by DEFENDANT as a non-exempt employee, paid  
5 on an hourly basis, and entitled to the legally required meal and rest periods and payment of  
6 minimum and overtime wages due for all time worked.

7 7. PLAINTIFF, and such persons that may be added from time to time who satisfy  
8 the requirements and exhaust the administrative procedures under the Private Attorney General  
9 Act, brings this Representative Action on behalf of the State of California with respect to  
10 himself and all individuals who are or previously were employed by DEFENDANT  
11 in California and who were classified as non-exempt employees ("AGGRIEVED  
12 EMPLOYEES") during the time period of February 12, 2020 until a date as determined by the  
13 Court (the "PAGA PERIOD").

14 8. PLAINTIFF, on behalf of himself and all AGGRIEVED EMPLOYEES presently  
15 or formerly employed by DEFENDANT during the PAGA PERIOD, brings this representative  
16 action pursuant to Labor Code § 2699, *et seq.* seeking fixed civil penalties for DEFENDANT's  
17 violation of California Labor Code §§ 201, 202, 203, 204 *et seq.*, 210, 226(a), 226.7, 351, 510,  
18 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802, California Code of Regulations, Title 8,  
19 Section 11040, Subdivision 5(A)-(B), and the applicable Wage Order(s). Based upon the  
20 foregoing, PLAINTIFF and all AGGRIEVED EMPLOYEES are aggrieved employees within  
21 the meaning of Labor Code § 2699, *et seq.*

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

1 responsible in some manner for one or more of the events and happenings that proximately  
2 caused the injuries and damages hereinafter alleged.

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

### 11 THE CONDUCT

12  
13 11. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT was  
14 required to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for all their time worked,  
15 meaning the time during which an employee is subject to the control of an employer, including  
16 all the time the employee is suffered or permitted to work. DEFENDANT required PLAINTIFF  
17 and the AGGRIEVED EMPLOYEES to work without paying them for all the time they were  
18 under DEFENDANT's control. Specifically, DEFENDANT required PLAINTIFF to work  
19 while clocked out during what was supposed to be PLAINTIFF's off-duty meal break.  
20 PLAINTIFF was from time to time interrupted by work assignments while clocked out for what  
21 should have been PLAINTIFF's off-duty meal break. Additionally, PLAINTIFF and other  
22 AGGRIEVED EMPLOYEES would clock out of DEFENDANT's timekeeping system, in order  
23 to perform additional work for DEFENDANT as required to meet DEFENDANT's job  
24 requirements. Also, DEFENDANT, as a matter of established company policy and procedure,  
25 administered a uniform practice of rounding the actual time worked and recorded by  
26 PLAINTIFF and the AGGRIEVED EMPLOYEES, always to the benefit of DEFENDANT, so  
27 that during the course of their employment, PLAINTIFF and the AGGRIEVED EMPLOYEES  
28 were paid less than they would have been paid had they been paid for actual recorded time

1 rather than “rounded” time. DEFENDANT’s policy and practice not to pay PLAINTIFF and  
2 other AGGRIEVED EMPLOYEES for all time worked, is evidenced by DEFENDANT’s  
3 business records. As a result, DEFENDANT failed to pay PLAINTIFF and other AGGRIEVED  
4 EMPLOYEES the proper minimum and overtime wages.

5 12. In addition, State and federal law provides that employees must be paid overtime  
6 at one-and-one-half times their “regular rate of pay.” PLAINTIFF and other AGGRIEVED  
7 EMPLOYEES were compensated at an hourly rate plus incentive pay that is tied to specific  
8 elements of an employee’s performance.

9 13. The second component of PLAINTIFF’s and other AGGRIEVED EMPLOYEES’  
10 compensation was DEFENDANT’s non-discretionary incentive program that paid PLAINTIFF  
11 and other AGGRIEVED EMPLOYEES incentive wages based on their performance for  
12 DEFENDANT. The non-discretionary incentive program provided all employees paid on an  
13 hourly basis with incentive compensation when the employees met the various performance  
14 goals set by DEFENDANT. However, when calculating the regular rate of pay in order to pay  
15 overtime to PLAINTIFF and other AGGRIEVED EMPLOYEES, DEFENDANT failed to  
16 include the incentive compensation (“BONUS”) as part of the employees’ “regular rate of pay”  
17 for purposes of calculating overtime pay. As a matter of law, the incentive compensation  
18 received by PLAINTIFF and other AGGRIEVED EMPLOYEES must be included in the  
19 “regular rate of pay.” The failure to do so has resulted in an underpayment of overtime  
20 compensation to PLAINTIFF and other AGGRIEVED EMPLOYEES by DEFENDANT.

21 14. DEFENDANT underpaid sick pay wages to PLAINTIFF and other AGGRIEVED  
22 EMPLOYEES by failing to pay such wages at the regular rate of pay. Specifically, PLAINTIFF  
23 and other non-exempt employees regularly earn non-discretionary remuneration, including but  
24 not limited to, incentives, shift differential pay, and bonuses. Rather than pay sick pay at the  
25 regular rate of pay, DEFENDANT underpaid sick pay to PLAINTIFF and other AGGRIEVED  
26 EMPLOYEES at their base rates of pay.

27 15. As a result of their rigorous work schedules, PLAINTIFF and other AGGRIEVED  
28 EMPLOYEES were from time to time unable to take thirty (30) minute off duty meal breaks

1 and were not fully relieved of duty for their meal periods. PLAINTIFF and other AGGRIEVED  
2 EMPLOYEES were required from time to time to perform work as ordered by DEFENDANT  
3 for more than five (5) hours during some shifts without receiving a meal break. Further,  
4 DEFENDANT from time to time failed to provide PLAINTIFF and AGGRIEVED  
5 EMPLOYEES with a second off-duty meal period for some workdays in which these employees  
6 were required by DEFENDANT to work ten (10) hours of work. PLAINTIFF and other  
7 AGGRIEVED EMPLOYEES therefore forfeited meal breaks without additional compensation  
8 and in accordance with DEFENDANT's corporate policy and practice.

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

1 to be present on the premises she was from time to time required by DEFENDANT to work  
2 during what should of been her off duty rest period.

3 17. During the PAGA PERIOD, DEFENDANT failed to accurately record and pay  
4 PLAINTIFF and other AGGRIEVED EMPLOYEES for the actual amount of time these  
5 employees worked. Pursuant to the Industrial Welfare Commission Wage Orders,  
6 DEFENDANT is required to pay PLAINTIFF and other AGGRIEVED EMPLOYEES for all  
7 time worked, meaning the time during which an employee was subject to the control of an  
8 employer, including all the time the employee was permitted or suffered to permit this work.  
9 DEFENDANT required these employees to work off the clock without paying them for all the  
10 time they were under DEFENDANT's control. Specifically, PLAINTIFF had to complete all  
11 case work during a particular day and often arrived early, working off the clock to prep  
12 materials for the case work which ensued. Considering his overwhelming workload and  
13 pressure to complete his work on-time, PLAINTIFF often took his breaks late. Additionally,  
14 PLAINTIFF also had to have his temperature checked during the COVID-19 pandemic. This  
15 work also was done off-the-clock and before PLAINTIFF clocked in for the day. As such,  
16 DEFENDANT knew or should have known that PLAINTIFF and the other AGGRIEVED  
17 EMPLOYEES were under compensated for all time worked. As a result, PLAINTIFF and other  
18 AGGRIEVED EMPLOYEES forfeited time worked by working without their time being  
19 accurately recorded and without compensation at the applicable minimum wage and overtime  
20 wage rates. To the extent that the time worked off the clock did not qualify for overtime  
21 premium payment, DEFENDANT failed to pay minimum wages for the time worked off-the-  
22 clock in violation of Cal. Lab. Code §§ 1194, 1197, and 1197.1.

23 18. DEFENDANT intentionally and knowingly failed to reimburse and indemnify  
24 PLAINTIFF and the other AGGRIEVED EMPLOYEES for required business expenses  
25 incurred by PLAINTIFF and other AGGRIEVED EMPLOYEES in direct consequence of  
26 discharging their duties on behalf of DEFENDANT. Under California Labor Code Section  
27 2802, employers are required to indemnify employees for all expenses incurred in the course  
28 and scope of their employment. Cal. Lab. Code § 2802 expressly states that "an employer

1 shall indemnify his or her employee for all necessary expenditures or losses incurred by the  
2 employee in direct consequence of the discharge of his or her duties, or of his or her  
3 obedience to the directions of the employer, even though unlawful, unless the employee, at  
4 the time of obeying the directions, believed them to be unlawful."

5 19. In the course of their employment PLAINTIFF and other AGGRIEVED  
6 EMPLOYEES as a business expense, were required by DEFENDANT to use their own  
7 personal cellular phones as a result of and in furtherance of their job duties as employees for  
8 DEFENDANT but were not reimbursed or indemnified by DEFENDANT for the cost  
9 associated with the use of their personal cellular phones for DEFENDANT's benefit. As a  
10 result, in the course of their employment with DEFENDANT, PLAINTIFF and other  
11 AGGRIEVED EMPLOYEES incurred unreimbursed business expenses which included, but  
12 were not limited to, costs related to the use of their personal cellular phones all on behalf of  
13 and for the benefit of DEFENDANT.

14 20. From time to time, DEFENDANT also failed to provide PLAINTIFF and the  
15 other AGGRIEVED EMPLOYEES with complete and accurate wage statements which  
16 failed to show, among other things, the correct gross and net wages earned. Cal. Lab. Code  
17 § 226 provides that every employer shall furnish each of his or her employees with an  
18 accurate itemized wage statement in writing showing, among other things, gross wages  
19 earned and all applicable hourly rates in effect during the pay period and the corresponding  
20 amount of time worked at each hourly rate. PLAINTIFF and the AGGRIEVED  
21 EMPLOYEES were paid on an hourly basis. As such, the wage statements should reflect all  
22 applicable hourly rates during the pay period and the total hours worked, and the applicable  
23 pay period in which the wages were earned pursuant to California Labor Code Section  
24 226(a). The wage statements DEFENDANT provided to PLAINTIFF and other  
25 AGGRIEVED EMPLOYEES failed to identify such information. More specifically, the  
26 wage statements failed to identify the accurate total hours worked each pay period. When  
27 the hours shown on the wage statements were added up, they did not equal the actual total  
28 hours worked during the pay period. Additionally, DEFENDANT violated Cal. Lab. Code

1 Section 226(a)(8) as DEFENDANT failed to list the correct name of the legal entity that  
2 employed PLAINTIFF and other AGGRIEVED EMPLOYEES. Aside, from the violations  
3 listed above in this paragraph, DEFENDANT failed to issue to PLAINTIFF an itemized wage  
4 statement that lists all the requirements under California Labor Code 226 *et seq.* As a result,  
5 DEFENDANT from time to time provided PLAINTIFF and the other AGGRIEVED  
6 EMPLOYEES with wage statements which violated Cal. Lab. Code § 226. DEFENDANT  
7 violated California Labor Code 221 by illegally deducting from PLAINTIFF and other  
8 AGGRIEVED EMPLOYEES' wages.

9 21. Cal. Lab. Code § 204 provides that "[a]ll wages. . . earned by any person in any  
10 employment are due and payable twice during each calendar month, on days designated in  
11 advance by the employer as the regular paydays." Further, Cal. Lab. Code § 204(d) expressly  
12 requires employers to pay employees all wages owed within seven (7) days of the close of  
13 the payroll period. DEFENDANT from time to time failed to pay PLAINTIFF and other  
14 AGGRIEVED EMPLOYEES all wages owed to them within seven (7) days of the close of  
15 the payroll period, including but not limited to for the "Unpaid Earnings" line items of pay.

16 22. In violation of the applicable sections of the California Labor Code and the  
17 requirements of the Industrial Welfare Commission ("IWC") Wage Order, DEFENDANT  
18 intentionally and knowingly failed to compensate PLAINTIFF and the other AGGRIEVED  
19 EMPLOYEES for missed meal and rest periods. This policy and practice of DEFENDANT  
20 is intended to purposefully avoid the payment for all time worked as required by California  
21 law which allows DEFENDANT to illegally profit and gain an unfair advantage over  
22 competitors who complied with the law. To the extent equitable tolling operates to toll  
23 claims by the AGGRIEVED EMPLOYEES against DEFENDANT, the PAGA PERIOD  
24 should be adjusted accordingly.

25 23. By reason of this conduct applicable to PLAINTIFF and all AGGRIEVED  
26 EMPLOYEES, DEFENDANT engaged in a company-wide policy and procedure which  
27 failed to accurately calculate and record all missed meal and rest periods by PLAINTIFF and  
28 other AGGRIEVED EMPLOYEES. The proper recording of these employees' missed meal

1 and rest breaks is the DEFENDANT's burden. As a result of DEFENDANT's intentional  
2 disregard of the obligation to meet this burden, DEFENDANT failed to properly calculate  
3 and/or pay all required compensation for work performed by the AGGRIEVED  
4 EMPLOYEES and violated the California Labor Code and regulations promulgated  
5 thereunder as herein alleged.

6 24. All of the conduct and violations alleged herein occurred during the PAGA  
7 PERIOD. To the extent that any of the conduct and violations alleged herein did not affect  
8 PLAINTIFF during the PAGA PERIOD, PLAINTIFF seeks penalties for those violations  
9 that affected other AGGRIEVED EMPLOYEES pursuant to *Carrington v. Starbucks Corp.*  
10 2018 AJDAR 12157 (Certified for Publication 12/19/18).

#### 11 JURISDICTION AND VENUE

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

14 26. Venue is proper in this Court pursuant to California Code of Civil Procedure,  
15 Sections 395 and 395.5, because PLAINTIFF worked in this County for DEFENDANT and  
16 DEFENDANT (i) currently maintains and at all relevant times maintained offices and  
17 facilities in this County and/or conducts substantial business in this County, and (ii)  
18 committed the wrongful conduct herein alleged in this County against PLAINTIFF and the  
19 AGGRIEVED EMPLOYEES.  
20

#### 21 FIRST CAUSE OF ACTION

##### 22 **For Violation of the Private Attorneys General Act**

23 **[Cal. Lab. Code §§ 2698, *et seq.*]**

24 **(By PLAINTIFF and Against All Defendants)**

25 27. PLAINTIFF incorporates by reference the allegations set forth in paragraphs  
26 1-26, *supra*, as though fully set forth at this point.

27 28. PAGA is a mechanism by which the State of California itself can enforce state  
28

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

10 29. PLAINTIFF, and such persons that may be added from time to time who  
11 satisfy the requirements and exhaust the administrative procedures under the Private  
12 Attorney General Act, brings this Representative Action on behalf of the State of California  
13 with respect to himself and all individuals who are or previously were employed by  
14 DEFENDANT in California and who were classified as non-exempt employees (the  
15 "AGGRIEVED EMPLOYEES") during the time period of February 12, 2020 until a date as  
16 determined by the Court (the "PAGA PERIOD").

17 30. On February 12, 2021, PLAINTIFF gave written notice by electronic mail to  
18 the Labor and Workforce Development Agency (the "Agency") and by certified mail to the  
19 employer of the specific provisions of this code alleged to have been violated as required by  
20 Labor Code § 2699.3. The statutory waiting period for PLAINTIFF to add these allegations  
21 to the Complaint has expired. As a result, pursuant to Section 2699.3, PLAINTIFF may now  
22 commence a representative civil action under PAGA pursuant to Section 2699 as the proxy  
23 of the State of California with respect to all AGGRIEVED EMPLOYEES as herein defined.

24 31. The policies, acts and practices heretofore described were and are an unlawful  
25 business act or practice because DEFENDANT (a) failed to provide PLAINTIFF and the  
26 other AGGRIEVED EMPLOYEES accurate itemized wage statements, (b) failed to properly  
27 record and provide legally required meal and rest periods, (c) failed to pay minimum wages,  
28 (d) failed to pay overtime wages, and (e) failed to reimburse employees for required

1 expenses, all in violation of the applicable Labor Code sections listed in Labor Code §§ 201,  
2 202, 203, 204 *et seq.*, 210, 226(a), 226.7, 351, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1,  
3 1198, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B),  
4 and the applicable Industrial Wage Order(s), and thereby gives rise to civil penalties as a  
5 result of such conduct.<sup>1</sup> PLAINTIFF hereby seeks recovery of only civil penalties as  
6 prescribed by the Labor Code Private Attorney General Act of 2004 as the representative of  
7 the State of California for the illegal conduct perpetrated on PLAINTIFF and the other  
8 AGGRIEVED EMPLOYEES.

9  
10 **PRAYER FOR RELIEF**

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

13 1. On behalf of the State of California and with respect to all AGGRIEVED  
14 EMPLOYEES:

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

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

19 Dated: June 16, 2021 BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP  
20

21  
22 By: 

23 Norman B. Blumenthal  
24 Attorneys for Plaintiffs  
25  
26

27  
28 <sup>1</sup>Plaintiff specifically excludes and/or does not allege any claims under California Labor Code §558(a)(3).