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FILED
 Superior Court of California
 County of Los Angeles

11/10/2022

Sherri R. Carter, Executive Officer / Clerk of Court

By: C. Gomez Deputy

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES

CRISTIAN CHAVEZ, an individual, on
 behalf of himself and others similarly situated

PLAINTIFF,

v.

MPACT STRATEGIC CONSULTING, LLC;
 REAL TIME STAFFING SERVICES, LLC;
 EMPLOYBRIDGE, LLC; and DOES 1 thru
 50, inclusive,

DEFENDANTS.

CASE NO. 21STCV33760

[Case Assigned for All Purposes to Hon. Judge
 Kenneth R. Freeman in Dept. 14]

**SECOND AMENDED CLASS AND
 REPRESENTATIVE ACTION
 COMPLAINT**

1. Failure to Pay Wages and/or Overtime Under Labor Code §§ 510, 1194, 1194.2 and 1199
2. Failure to Provide Meal Breaks Pursuant to Labor Code §§ 226.7 and 512
3. Failure to Provide Rest Breaks Pursuant to Labor Code § 226.7
4. Violation of Labor Code § 226(a)
5. Penalties Pursuant to Labor Code § 203
6. Violation of Business & Professions Code § 17200
7. Penalties Pursuant to Labor Code §2699, et seq.

1 Plaintiff CRISTIAN CHAVEZ, an individual, on behalf of himself, all others similarly
2 situated, and on behalf of the people of the State of California and as an “aggrieved employee”
3 under Labor Code Private Attorneys General Act of 2004, §2699, et seq. (hereafter “PAGA”),
4 complains of Defendants MPACT STRATEGIC CONSULTING, LLC; REAL TIME STAFFING
5 SERVICES, LLC; EMPLOYBRIDGE, LLC (“Defendants”) and each of them, as follows:

6 **I.**

7 **INTRODUCTION**

8 1. This is a Class Action and Representative Action, pursuant to Code of Civil
9 Procedure § 382 and Labor Code §2699, et seq., on behalf of Plaintiff and a Proposed Class defined
10 as:

11 All persons who are employed or have been employed as an hourly
12 employee by MPACT STRATEGIC CONSULTING, LL and/or
13 REAL TIME STAFFING SERVICES, LL and/or
14 EMPLOYBRIDGE, LLC, working at Project Hope in the State of
15 California who worked one or more pay periods since four (4) years
16 prior to the filing of this action to the present plus any additional
time during which the statutes of limitation for the causes of action
herein were tolled pursuant to Emergency Rule 9 of the California
Rules of Court, the ‘Emergency Rules Related to COVID-19’.
 (“Proposed Class”)

17 2. Any limitations period referenced in this complaint is extended pursuant to
18 Emergency Rule 9 (a) of the “Emergency Rules Related to COVID-19,” Appendix I to the
19 California Rules of Court, adopted effective April 6, 2020, which provides that the statutes of
20 limitation that exceed 180 days for civil actions are tolled from April 6, 2020 until October 1, 2020
21 [“Notwithstanding any other law, the statutes of limitations and repose for civil causes of action
22 that exceed 180 days are tolled from April 6, 2020 until October 1, 2020.”] Any reference to the
23 relevant time period or statute of limitations referenced in this complaint is extended into the past
24 by the number of days in which this tolling was in effect. From at least four (4) years prior to the
25 filing of this action continuing to the present, Defendants have had a consistent policy of failing to
26 pay wages and/or overtime to all Proposed Class members at the appropriate rate of pay. Plaintiff
27 and Proposed Class members were not properly compensated for all hours worked at the
28 appropriate rate of pay because Defendants required them to undergo daily COVID tests/checks

1 before the start of each shift and required them to perform post-shift work, but failed to compensate
2 them for this time worked at the appropriate rate of pay. Plaintiff and the Proposed Class are not
3 paid any wages for the time spent undergoing these required COVID tests or the required post-
4 shift work. As such, Plaintiff and the Proposed Class were routinely required to work “off the
5 clock”. Additionally, Defendants maintained an unlawful policy of automatically deducting
6 (“auto-deduct”) for meal periods regardless of whether a compliant meal period was actually
7 provided. This auto-deduct policy resulted in the unlawful withholding of wages and/or overtime
8 for time worked. As such, Defendants fail to pay Plaintiff and the Proposed Class for each and
9 every hour worked.

10 3. From at least four (4) years prior to the filing of this action and continuing to the
11 present, Defendants failed to apprise Plaintiff and the Proposed Class of their rights associated
12 with meal periods and failed to provide compliant meal periods. Defendants maintain an unlawful
13 policy of requiring Plaintiff and the Proposed Class to remain on the premises during meal periods
14 in violation of *Augustus v. ABM Security Services, Inc.*, 2 Cal.5th 257, 269 (2016) (an employer
15 that limits where an employee can take a break does not “relinquish control over how employees
16 spend their time”). As Such, Defendants failed to provide Plaintiff and the Proposed Class with
17 compliant meal periods. Defendants failed to pay such employees one (1) hour of pay at the
18 employees’ regular rate of compensation for each workday that the first meal period was not
19 provided within the first (5) hours of the shift. Further, as mentioned above, Defendants
20 maintained a policy of automatically deducting 30 minutes from each shift that Plaintiff and the
21 Proposed Class worked. This “auto-deduct” policy was unlawful and did not account for whether
22 the meal periods were actually provided, whether employees were able to take their meal periods
23 at all, whether they were able to take timely meal periods, whether they took meal periods of less
24 than thirty minutes, whether they were free to leave the premises, and whether they were free from
25 interruption for the full 30 minutes.

26 4. From at least four (4) years prior to the filing of this action and continuing to the
27 present, Defendants failed to apprise Plaintiff and the Proposed Class of their rights associated
28 with rest periods and failed to provide compliant rest periods. As with meal periods, Defendants

1 have had a consistent policy of failing to permit Plaintiff and the Proposed Class to leave
2 Defendants' business premises during rest breaks in violation of *Augustus*. In addition, as with
3 meal period premiums, Defendants failed to pay rest period premiums as required by California
4 state wage and hour laws for non-compliant rest breaks.

5 5. For at least one (1) year prior to the filing of this action and continuing to the
6 present, Defendants have failed to comply with Industrial Welfare Commission ("IWC") Wage
7 Order 4-2001 and Labor Code § 226(a) by failing to provide Plaintiff and the Proposed Class
8 accurate itemized wage statements in writing showing the total hours worked and all applicable
9 hourly rates in effect during the pay period and the corresponding number of hours worked at each
10 hourly rate by the employee.

11 6. For at least three (3) years prior to the filing of this action continuing to the present,
12 Defendants have failed to pay all wages due at the time of termination or resignation to Plaintiff
13 and the Proposed Class.

14 7. Plaintiff, on behalf of himself and all Proposed Class members brings this action
15 pursuant to Labor Code §§ 201, 202, 203, 226(a), 226.7, 510, 512, 1194, 1199, and 1194.2; Wage
16 Order 4-2001; and California Code of Regulations, Title 8, Section 11040, seeking unpaid
17 wages/overtime, meal and rest period penalties, accurate itemized wage statements, all wages due
18 upon termination, other penalties, injunctive and other equitable relief, and reasonable attorneys'
19 fees and costs.

20 8. Plaintiff, on behalf of himself and all Proposed Class members, pursuant to
21 Business & Professions Code §§ 17200-17208, also seeks injunctive relief, restitution, and
22 disgorgement of all benefits Defendants enjoyed from its unlawful conduct as described herein.

23 9. For at least one (1) year prior to the date of the letter sent to the Labor Workforce
24 and Development Agency ("LWDA") and Defendants giving notice of the claims pursuant to
25 PAGA and continuing to the present and as extended by Emergency Rule 9 referenced in paragraph
26 2 above, Defendants have violated Labor Code provisions, as detailed below, giving rise to a claim
27 pursuant to PAGA. Plaintiff, on behalf of himself and all aggrieved employees presently or
28 formerly employed by Defendants during the liability period as defined in his PAGA notice letter

(see Exhibit “1”), brings this representative action pursuant to Labor Code §2699, et seq. seeking penalties for Defendants’s failure to pay all wages and/or overtime, including minimum wages, failure to provide lawful meal and rest periods, failure to provide accurate itemized wage statements, and failure to pay all wages due at the time of termination.

II.

JURISDICTION AND VENUE

10. This Court has subject matter jurisdiction over all causes of action asserted herein pursuant to Article VI, § 10 of the California Constitution and California Code of Civil Procedure § 410.10 by virtue of the fact that this is a civil action in which the matter in controversy, exclusive of interest, exceeds \$25,000, and because each cause of action asserted arises under the laws of the State of California or is subject to adjudication in the courts of the State of California.

This Court has personal jurisdiction over Defendants because Defendants have caused injuries in the County of Los Angeles and the State of California through their acts, and by their violation of the California Labor Code, California state common law, and California Business & Professions Code § 17200, *et seq.*

11. Venue as to each Defendant is proper in this judicial district, pursuant to Code of Civil Procedure § 395. Defendants operate within California and does business within Los Angeles County. The unlawful acts alleged herein have a direct effect on Plaintiff and all Proposed Class members within the State of California and the county of Los Angeles.

12. This case should be classified as complex according to Rule 3.400 of the California Rules of Court, and assigned to a complex litigation judge and department, as it will involve substantial documentary evidence, a large number of witnesses, and is likely to involve extensive motion practice raising difficult or novel issues that will be time-consuming to resolve and would require substantial post judgment judicial supervision.

III.

PARTIES

A. PLAINTIFF

13. Plaintiff CRISTIAN CHAVEZ is a resident of California.

1 14. Plaintiff and all Proposed Class members, were regularly required to:

2 a. Work without being paid for all hours at the appropriate rate of pay;

3 b. Work without being provided compliant meal periods;

4 c. Work without being provided compliant rest periods;

5 d. Work without being provided accurate itemized wage statements.

6 15. Defendants willfully failed to compensate Plaintiff and all Proposed Class members
7 for wages at the termination of their employment with Defendants.

8 16. As a result of this conduct, Defendants have engaged in unfair competition and
9 unlawful business practices.

10 17. Plaintiff and all aggrieved employees as defined in his notice letter to the LWDA
11 are “aggrieved employees” within the meaning of Labor Code § 2699, *et seq.* (see Labor Code
12 §2699(c).)

13 **B. DEFENDANTS**

14 18. Defendant MPACT STRATEGIC CONSULTING, LLC is believed to be a
15 California corporation operating within the State of California. Defendant’s corporate address is
16 believed to be 4635 SW Freeway Ste 700, Houston, TX 77027. Upon information and belief,
17 Defendant employed Plaintiff and similarly situated persons as hourly employees within
18 California. Defendant has done and does business throughout the State of California.

19 19. Defendant REAL TIME STAFFING SERVICES, LLC is believed to be a
20 California corporation operating within the State of California. Defendant’s corporate address is
21 believed to be 1845 Satellite Blvd #300, Duluth, GA 30097. Upon information and belief,
22 Defendant employed Plaintiff and similarly situated persons as hourly employees within
23 California. Defendant has done and does business throughout the State of California.

24 20. Defendant EMPLOYBRIDGE, LLC, is believed to be a California corporation
25 operating within the State of California. Defendant’s corporate address is believed to be 1845
26 Satellite Blvd #300, Duluth, GA 30097. Upon information and belief, Defendant employed
27 Plaintiff and similarly situated persons as hourly employees within California. Defendant has done
28 and does business throughout the State of California.

21. The true names and capacities, whether individual, corporate, associate, or otherwise, of Defendants sued herein as DOES 1 to 50, inclusive, are currently unknown to Plaintiff, who therefore sues Defendants by such fictitious names under Code of Civil Procedure § 474. Plaintiff is informed and believes, and based thereon alleges, that each of the Defendants designated herein as a DOE is legally responsible in some manner for the unlawful acts referred to herein. Plaintiff will seek leave of court to amend this Complaint to reflect the true names and capacities of the Defendants designated hereinafter as DOES when such identities become known.

22. Plaintiff is informed and believes, and based thereon alleges, that each Defendant acted in all respects pertinent to this action as the agent of the other Defendants, carried out a joint scheme, business plan or policy in all respects pertinent hereto, and the acts of each Defendant are legally attributable to the other Defendants. Furthermore, Defendants in all respects acted as the employer and/or joint employer of Plaintiff and the Proposed Class members.

23. The Defendants named herein as DOE 1 through DOE 10 are and were persons acting on behalf of, or acting jointly with, Defendants, who violated, or caused to be violated, one or more provisions of the California Labor Code and public policy as alleged herein.

24. Furthermore, Defendants acted in all respects as the employers or joint employers of the Proposed Class. Defendants, and each of them, exercised control over the wages, hours or working conditions of the Proposed Class, or suffered or permitted the Proposed Class to work, or engaged, thereby creating a common law employment relationship, with the Proposed Class. Therefore, Defendants, and each of them, employed or jointly employed the Proposed Class.

IV.

FACTUAL BACKGROUND

25. Plaintiff and the Proposed Class are, and at all times pertinent hereto, have been classified as non-exempt employees by Defendants. Defendants hire employees who work as hourly employees and are paid on an hourly basis.

26. Upon information and belief, Plaintiff and the Proposed Class are covered by California Industrial Welfare Commission Occupational Wage Order No. 4-2001 (Title 8 Cal. Code of Regs. § 11040).

1 27. On a regular and consistent basis, Plaintiff and the Proposed Class were not paid at
2 the proper rate of pay for all hours worked. Defendants required Plaintiff and the Proposed Class
3 to undergo Covid tests/checks before the start of each shift and perform post-shift work. Plaintiff
4 and the Proposed Class are not paid any wages for the time spent undergoing these required
5 COVID tests or the required post-shift work. As such, Plaintiff and the Proposed Class were
6 routinely required to work “off the clock”. Additionally, Defendants maintained an unlawful
7 policy of automatically deducting (“auto-deduct”) for meal periods regardless of whether a meal
8 period was provided at all. This auto-deduct policy resulted in the unlawful withholding of wages
9 and/or overtime for time actually worked.

10 28. Plaintiff and all Proposed Class members have been forced by Defendants to work
11 without being provided first and second meal periods. Plaintiff and all Proposed Class members
12 have been forced by Defendants to work over five (5) hours in one day without being provided
13 compliant thirty (30) minute uninterrupted meal breaks and not being compensated one (1) hour
14 of pay at their regular rate of compensation for each workday that a first meal period was not
15 provided or provided after five (5) hours and a second meal period was not provided or provided
16 after the employees’ tenth hour of work, all in violation of California labor laws, regulations, and
17 Industrial Welfare Commission Wage Orders. Plaintiff and the Proposed Class have been required
18 to work shifts where they were not permitted to leave Defendants’ business premises during meal
19 breaks. Defendants failed to pay meal premiums in lieu of compliant meal breaks as required by
20 California law. Defendants also failed to inform Plaintiff and the members of the Proposed Class
21 of their right to take compliant meal periods by way of a lawful policy. Further, Defendants
22 maintained a policy of automatically deducting 30 minutes from each shift that Plaintiff and the
23 Proposed Class worked. This “auto-deduct” policy was unlawful and did not account for whether
24 the meal periods were actually provided, whether employees were able to take their meal periods
25 at all, whether they were able to take timely meal periods, whether they took meal periods of less
26 than thirty minutes, whether they were free to leave the premises, and whether they were free from
27 interruption for the full 30 minutes.

28 29. Defendants failed to provide Plaintiff and the Proposed Class members with

1 compliant rest breaks of not less than ten (10) minutes per four (4) hour work period or major
2 fraction thereof. Defendants failed to maintain a policy informing Plaintiff and the Proposed Class
3 of this right. Plaintiff and the Proposed Class are regularly required to work four-hour increments
4 (or major fractions thereof) without being provided with compliant ten (10) minute rest periods.
5 Plaintiff and the Proposed Class are regularly required to work shifts where they were not
6 permitted to leave Defendants' business premises during rest breaks. Further, Plaintiff and the
7 Proposed Class were not compensated with one (1) hour of wages at the regular rate of
8 compensation for each missed rest period as required.

9 30. Defendants have failed to comply with Industrial Welfare Commission ("IWC")
10 Wage Order 4-2001(7) and Labor Code § 226(a) by failing to provide accurate itemized statements
11 that include the total hours worked and all applicable hourly rates in effect during the pay period
12 and the corresponding number of hours worked at each hourly rate for Plaintiff and the Proposed
13 Class.

14 31. Defendants willfully failed to pay wages and compensation, when Plaintiff and all
15 Proposed Class members quit or were discharged. This failure was willful, without legal
16 justification, and interfered with Plaintiff's and Class members' rights.

17 32. As a result of the acts alleged herein, Defendants violated Labor Code §2699, *et*
18 *seq.*

19 **V.**

20 **CLASS ACTION ALLEGATIONS**

21 33. Plaintiff brings this action on behalf of himself and all others similarly situated as
22 a Class Action pursuant to § 382 of the Code of Civil Procedure. Plaintiff seeks to represent a
23 proposed class composed of and defined as follows:

24 s since four (4) years prior to the filing of this action to the present
25 plus any additional time during which the statutes of limitation for
26 the causes of action herein were tolled pursuant to Emergency Rule
27 9 of the California Rules of Court, the 'Emergency Rules Related to
28 COVID-19'. ("Proposed Class")All persons who are employed or
have been employed as an hourly employee by MPACT
STRATEGIC CONSULTING, LL and/or REAL TIME STAFFING
SERVICES, LL and/or EMPLOYBRIDGE, LLC, working at

Project Hope in the State of California who worked one or more pay period

34. Plaintiff reserves the right under Rule 3.765(b) of the California Rules of Court to amend or modify the class description with greater specificity, by division into subclasses, or by limitation to particular issues.

35. This action has been brought and may properly be maintained as a class action under the provisions of § 382 of the Code of Civil Procedure because there is a well-defined community of interest in the litigation and the Proposed Classes are easily ascertainable.

A. NUMEROSITY

36. The potential members of the Proposed Class as defined are so numerous that joinder of all the members of the Proposed Class is impracticable. While the precise number of proposed Class Members has not been determined at this time, Plaintiff is informed and believes that Defendants currently employ, and during the relevant time periods employed over 50 members of the Proposed Class.

37. Plaintiff alleges that Defendants' employment records would provide information as to the number and location of all Proposed Class members. Joinder of all members of the Proposed Class is not practicable.

B. COMMONALITY

38. There are questions of law and fact common to the Proposed Class that predominate over any questions affecting only individual Proposed Class members. These common questions of law and fact include, without limitation:

a. Whether Defendants failed to pay wages and/or overtime compensation at the appropriate rate for all hours worked as required by the Labor Code and Wage Orders under Labor Code §§ 510, 1194, 1194.2, and 1199;

b. Whether Defendants violated Labor Code §§ 226.7 and 512 and IWC Wage Order 4-2001 or other applicable IWC Wage Orders by failing to provide compliant meal periods throughout the term of employment and/or failing to compensate said employees one (1) hour of wages at their regular rate of compensation in lieu of meal periods;

c. Whether Defendants violated Labor Code § 226.7 and IWC Wage Order 4-

2001 or other applicable IWC Wage Orders by failing to provide compliant rest periods throughout the term of employment and/or failing to compensate said employees one (1) hour of wages at their regular rate of compensation in lieu of rest periods;

d. Whether Defendants violated Labor Code § 226(a) and Wage Order 4-2001 or other applicable IWC Wage Orders, and Cal. Code Regs., Title 8, Section 11040 by failing to provide accurate itemized wage statements to Plaintiff and the members of the Proposed Class;

e. Whether Defendants violated §§ 201-203 of the Labor Code by failing to pay compensation due and owing at the time that any Proposed Class member's employment with Defendants terminated;

f. Whether Defendants violated § 17200, *et seq.* of the Business & Professions Code by engaging in the acts previously alleged; and

g. Whether Plaintiff and the members of the Proposed Class are entitled to equitable relief pursuant to Business & Professions Code § 17200, *et seq.*

h. Whether Defendants violated Labor Code § 2699, *et seq.* by engaging in the acts alleged herein.

C. TYPICALITY

39. The claims of Plaintiff are typical of the claims of the Proposed Class. Plaintiff and all members of the Proposed Class sustained injuries and damages arising out of and caused by Defendants' common course of conduct in violation of laws, regulations that have the force and effect of law, and statutes as alleged herein.

D. ADEQUACY OF REPRESENTATION

40. Plaintiff will fairly and adequately represent and protect the interests of the members of the Proposed Class.

41. Counsel who represent Plaintiff and the Proposed Class are competent and experienced in litigating large employment class actions.

E. SUPERIORITY OF CLASS ACTION

42. A class action is superior to other available means for the fair and efficient adjudication of this controversy. Individual joinder of all Proposed Class members is not

1 practicable, and questions of law and fact common to the Proposed Class predominate over any
2 questions affecting only individual members of the Proposed Class. Each member of the Proposed
3 Class has been damaged and is entitled to recovery by reason of Defendants' illegal policy and/or
4 practice of failing to pay all wages due, failing to provide rest periods, failing to provide accurate
5 itemized wage statements, and failing to pay all wages upon resignation or termination.

6 43. Class action treatment will allow those similarly situated persons to litigate their
7 claims in the manner that is most efficient and economical for the parties and the judicial system.
8 Plaintiff is unaware of any difficulties that are likely to be encountered in the management of this
9 action that would preclude its maintenance as a class action.

10 **VI.**

11 **FIRST CAUSE OF ACTION**

12 **PLAINTIFF ON BEHALF OF HIMSELF AND THE PROPOSED CLASS**

13 **AGAINST ALL DEFENDANTS FOR**

14 **FAILURE TO PAY WAGES AND/OR OVERTIME UNDER**

15 **LABOR CODE §§ 510, 1194, 1194.2, AND 1199**

16 44. Plaintiff, on behalf of himself and the Proposed Class, realleges and incorporates
17 by reference all previous paragraphs.

18 45. Labor Code §§ 510, 1194, and 1199 require an employer to compensate its
19 employees at the minimum wage rate for all hours worked and compensate its employees at the
20 rate of no less than one and one-half times the regular rate of pay for any work in excess of eight
21 (8) hours in one workday and any work in excess of forty (40) hours in any one workweek.

22 46. From at least four (4) years prior to the filing of this action continuing to the present,
23 Defendants have had a consistent policy of failing to pay wages and/or overtime to all Proposed
24 Class members at the appropriate rate of pay. Plaintiff and Proposed Class members were not
25 properly compensated for all hours worked at the appropriate rate of pay because Defendants
26 required them to undergo daily COVID tests/checks before the start of each shift and required
27 them to perform post-shift work, but failed to compensate them for this time worked at the
28 appropriate rate of pay. Plaintiff and the Proposed Class are not paid any wages for the time spent

1 undergoing these required COVID tests or the required post-shift work. As such, Plaintiff and the
2 Proposed Class were routinely required to work “off the clock”.

3 47. Defendants maintained an unlawful policy of automatically deducting (“auto-
4 deduct”) for meal periods regardless of whether a compliant meal period was actually provided.
5 This auto-deduct policy resulted in the unlawful withholding of wages and/or overtime for time
6 worked. As such, Defendants fail to pay Plaintiff and the Proposed Class for each and every hour
7 worked.

8 48. By their policy of requiring Plaintiff and members of the Proposed Class to work
9 without being paid all wages at their appropriate regular rate of pay and to work in excess of eight
10 (8) hours in a workday and/or forty (40) hours in a workweek without compensating them at the
11 rate of one-half (1 ½) their regular rate of pay, Defendants willfully violated the provisions of
12 Labor Code §§ 510, 1194, 1194.2, and 1199.

13 49. As a result of the unlawful acts of Defendants, Plaintiff and the Proposed Class
14 members have been deprived of wages and/or overtime in amounts to be determined at trial, and
15 are entitled to recovery of such amounts, plus interest and penalties thereon, attorneys’ fees, and
16 costs.

17 **VII.**

18 **SECOND CAUSE OF ACTION**

19 **PLAINTIFF ON BEHALF OF HIMSELF AND THE PROPOSED CLASS**

20 **AGAINST ALL DEFENDANTS FOR**

21 **FAILURE TO PROVIDE MEAL PERIODS PURSUANT TO**

22 **LABOR CODE § 226.7 AND LABOR CODE § 512**

23 50. Plaintiff, on behalf of himself and the Proposed Class, realleges and incorporates
24 by reference all previous paragraphs.

25 51. Labor Code §§ 226.7 and 512 require an employer to pay an additional hour of
26 compensation for each meal period the employer fails to provide. Employees are entitled to a first
27 meal period of at least thirty (30) minutes for shifts over five (5) hours, to be provided within the
28 first five (5) hours of the shift. When an employee works for a period of more than 10 hours, a

1 second meal period must be provided no later than the end of the employee's tenth hour of work.
2 Unless the employee is relieved of all duty during the entire thirty-minute meal period and is free
3 to leave the employer's premises, the meal period shall be considered "on duty," counted as hours
4 worked, and paid for at the employee's regular rate of pay.

5 52. Defendants failed to maintain a policy informing Plaintiff and the Proposed Class
6 of these rights.

7 53. Plaintiff and the Proposed Class consistently worked without being provided first
8 and second meal periods.

9 54. Plaintiff and the Proposed Class consistently worked shifts over five (5) hours.
10 Defendants failed to provide Plaintiff and the Proposed Class with proper meal periods of not less
11 than thirty (30) minutes within the first five hours of work as required by the Labor Code during
12 the relevant time period.

13 55. Plaintiff and the Proposed Class consistently worked shifts over ten (10) hours.
14 Defendants failed to provide Plaintiff and the Proposed Class with proper second meal periods of
15 not less than thirty (30) minutes no later than the end of the employee's tenth hour of work as
16 required by the Labor Code during the relevant time period.

17 56. Defendants maintain an unlawful policy of requiring Plaintiff and the Proposed
18 Class to remain on the premises during meal periods in violation of *Augustus v. ABM Security*
19 *Services, Inc.*, 2 Cal.5th 257, 269 (2016) (an employer that limits where an employee can take a
20 break does not "relinquish control over how employees spend their time"). As Such, Defendants
21 failed to provide Plaintiff and the Proposed Class members with compliant meal periods.

22 57. In addition to failing to provide meal periods altogether, Defendants maintained a
23 policy of automatically deducting 30 minutes from each shift that Plaintiff and the Proposed Class
24 worked. This "auto-deduct" policy was unlawful and did not account for whether the meal periods
25 were actually provided including whether Plaintiff and members of the Proposed Class were able
26 to take their meal periods at all, whether they were able to take timely meal periods, whether they
27 took meal periods of less than thirty minutes, whether they were free to leave the premises, and
28 whether they were free from interruption for the full 30 minutes.

58. Defendants have had a consistent policy of failing to pay Plaintiff and the Proposed Class one (1) hour of pay at the employees' regular rate of compensation for each workday that the first meal period was not provided within the first (5) hours of the shift. On July 15, 2021, in *Ferra v. Loews Hollywood Hotel, LLC*, the California Supreme Court set forth the formula for calculating the one extra hour of premium pay that employees are owed if an employer fails to provide a compliant meal period or rest break. Specifically, the Court held that those premium payments must include the hourly value of any nondiscretionary earnings (such as a nondiscretionary bonuses), and cannot simply be paid at an employee's base hourly rate. Here, Defendants have had a consistent policy of paying meal period premiums at the base rate and not the appropriate blended rate in violation of Labor Code §§ 226.7 and 512.

59. Pursuant to Labor Code § 226.7, Plaintiff and the Proposed Class are entitled to damages in an amount equal to one (1) hour of wages at the regular rate of compensation per missed meal break, per day in a sum to be proven at trial.

VIII.

THIRD CAUSE OF ACTION

PLAINTIFF ON BEHALF OF HIMSELF AND THE PROPOSED CLASS

AGAINST ALL DEFENDANTS FOR

FAILURE TO PROVIDE REST PERIODS PURSUANT TO

LABOR CODE § 226.7

60. Plaintiff, on behalf of himself and the Proposed Class, realleges and incorporates by reference all previous paragraphs.

61. Labor Code § 226.7 and IWC Wage Order 7 require an employer to provide rest periods or to pay an additional one (1) hour of wages for each rest period the employer fails to provide. Employees are entitled to a ten (10) minute rest break for every four (4) hours worked or major fraction thereof.

62. Defendants failed to maintain a policy informing Plaintiff and the Proposed Class of this right.

63. Defendants maintained a consistent policy of failing to provide Plaintiff and the

1 Proposed Class with rest breaks of not less than ten (10) minutes per four (4) hour work period or
2 major fraction thereof.

3 64. Defendants also maintain an unlawful policy of requiring Plaintiff and the Proposed
4 Class to remain on the premises during rest periods in violation of *Augustus v. ABM Security*
5 *Services, Inc.*, 2 Cal.5th 257, 269 (2016) (an employer that limits where an employee can take a
6 break does not “relinquish control over how employees spend their time”). As Such, Defendants
7 failed to provide Plaintiff and the Proposed Class members with compliant rest periods.

8 65. Plaintiff and the Proposed Class were not compensated with one (1) hour of wages
9 at the regular rate of compensation for each missed rest period as required by Labor Code § 226.7.
10 *Ferra v. Loews Hollywood Hotel, LLC* requires the rest period premium payments must include the
11 hourly value of any nondiscretionary earnings (such as a nondiscretionary bonuses), and cannot simply be
12 paid at an employee’s base hourly rate.

13 66. Pursuant to Labor Code § 226.7, Plaintiff and the Proposed Class are entitled to
14 damages in an amount equal to one (1) hour of wages at the regular rate of compensation per
15 missed rest break, per day in a sum to be proven at trial.

16 **IX.**

17 **FOURTH CAUSE OF ACTION**

18 **PLAINTIFF ON BEHALF OF HIMSELF AND THE PROPOSED CLASS**

19 **AGAINST ALL DEFENDANTS FOR**

20 **VIOLATION OF LABOR CODE § 226(A)**

21 67. Plaintiff, on behalf of himself and the Proposed Class, realleges and incorporates
22 by reference all previous paragraphs.

23 68. California Labor Code § 226(a) requires employers to issue accurate itemized wage
24 statements that show the total hours worked by the employee and all applicable hourly rates in
25 effect during the pay period and the corresponding number of hours worked at each hourly rate by
26 the employee. (Labor Code §§ 226(a)(2) and (9).)

27 69. Defendants have failed to issue accurate itemized wage statements that show the
28 total hours worked by the employee under Labor Code § 226(a)(2) and all applicable hourly rates

1 in effect during the pay period and the corresponding number of hours worked at each hourly rate
2 by the employee under Labor Code § 226(a)(9).

3 70. Defendants' failure to provide accurate itemized wages statements according to
4 Labor Code § 226(a) was all done on a regular and consistent basis.

5 71. An employee suffering injury as a result of a knowing and intentional failure by an
6 employer to comply with Labor Code § 226(a) is entitled to recover the greater of all actual
7 damages or fifty dollars (\$50) for the initial pay period in which a violation occurs and one hundred
8 dollars (\$100) per employee for each violation in a subsequent pay period, not exceeding an
9 aggregate penalty of four thousand dollars (\$4,000) and is entitled to an award of costs and
10 reasonable attorneys' fees.

11 **X.**

12 **FIFTH CAUSE OF ACTION**

13 **PLAINTIFF ON BEHALF OF HIMSELF AND THE PROPOSED CLASS**

14 **AGAINST ALL DEFENDANTS FOR**

15 **WAITING TIME PENALTIES UNDER LABOR CODE § 203**

16 72. Plaintiff, on behalf of himself and the Proposed Class, realleges and incorporates
17 by reference all previous paragraphs.

18 73. Numerous members of the Proposed Class including the Plaintiff are no longer
19 employed by Defendants. They were either fired or quit Defendants' employ.

20 74. Defendants' failure to pay wages, as alleged above was willful in that Defendants
21 knew wages to be due but failed to pay them, thus entitling Plaintiff and the Proposed Class to
22 penalties under Labor Code § 203, which provides that an employee's wages shall continue as a
23 penalty until paid for a period of up to thirty (30) days from the time they were due.

24 75. Defendants have failed to pay Plaintiff and others a sum certain at the time of
25 termination or within seventy-two (72) hours of their resignation, and have failed to pay those
26 sums for thirty (30) days thereafter. Pursuant to the provisions of Labor Code § 203, Plaintiff and
27 the Proposed Class are entitled to a penalty in the amount of Plaintiff's and the Proposed Class
28 members' daily wage multiplied by thirty (30) days.

1 **XI.**

2 **SIXTH CAUSE OF ACTION**

3 **PLAINTIFF ON BEHALF OF HIMSELF AND THE PROPOSED CLASS**

4 **AGAINST ALL DEFENDANTS FOR**

5 **UNFAIR COMPETITION PURSUANT TO BUSINESS & PROFESSIONS CODE § 17200**

6 76. Plaintiff, on behalf of himself and the Proposed Class, realleges and incorporates
7 by reference all previous paragraphs.

8 77. This is a Class Action for Unfair Business Practices. Plaintiff, on behalf of himself,
9 on behalf of the general public, and on behalf of the Proposed Class, bring this claim pursuant to
10 Business & Professions Code § 17200, *et seq.* The conduct of Defendants as alleged in this
11 Complaint has been and continues to be unfair, unlawful, and harmful to Plaintiff, the general
12 public, and the Proposed Class. Plaintiff seeks to enforce important rights affecting the public
13 interest within the meaning of Code of Civil Procedure § 1021.5.

14 78. Plaintiff is a “person” within the meaning of Business & Professions Code § 17204,
15 and therefore has standing to bring this cause of action for injunctive relief, restitution, and other
16 appropriate equitable relief.

17 79. Business & Profession Code § 17200, *et seq.* prohibits unlawful and unfair business
18 practices.

19 80. California’s wage and hour laws express fundamental public policies. Providing
20 employees with proper wages and compensation are fundamental public policies of this State and
21 of the United States. Labor Code § 90.5(a) articulates the public policies of this State to enforce
22 vigorously minimum labor standards, to ensure that employees are not required or permitted to
23 work under substandard and unlawful conditions, and to protect law-abiding employers and their
24 employees from competitors who lower their costs by failing to comply with minimum labor
25 standards.

26 81. Defendants have violated statutes and public policies as alleged herein. Through
27 the conduct alleged in this Complaint, Defendants have acted contrary to these public policies,
28 have violated specific provisions of the Labor Code, and have engaged in other unlawful and unfair

1 business practices in violation of Business & Profession Code § 17200, *et seq.*, depriving Plaintiff,
2 and all persons similarly situated, and all interested persons of rights, benefits, and privileges
3 guaranteed to all employees under law.

4 82. Defendants' conduct, as alleged hereinabove, constitutes unfair competition in
5 violation of § 17200, *et seq.* of the Business & Professions Code.

6 83. Defendants, by engaging in the conduct herein alleged, either knew or in the
7 exercise of reasonable care, should have known that the conduct was unlawful. As such it is a
8 violation of § 17200, *et seq.* of the Business & Professions Code.

9 84. As a proximate result of the above-mentioned acts of Defendants, Plaintiff and
10 others similarly situated have been damaged in a sum as may be proven.

11 85. Unless restrained, Defendants will continue to engage in the unlawful conduct as
12 alleged above. Pursuant to the Business & Professions Code, this court should make such orders
13 or judgments, including the appointment of a receiver, as may be necessary to prevent the use or
14 employment by Defendants, its agents, or employees, of any unlawful or deceptive practices
15 prohibited by the Business & Professions Code, and/or, including but not limited to, restitution
16 and disgorgement of profits which may be necessary to restore Plaintiff and members of the
17 Proposed Class the money Defendants have unlawfully failed to pay.

18 **XII.**

19 **SEVENTH CAUSE OF ACTION**

20 **PENALTIES PURSUANT TO LABOR CODE §2699, ET SEQ.**

21 85. Plaintiff, on behalf of himself and all aggrieved employees, realleges and
22 incorporates by reference all previous paragraphs.

23 86. As a result of the acts alleged above and specifically incorporated herein, Plaintiff
24 seeks penalties under Labor Code §2699, *et seq.*, for Defendants's violation of Labor Code §§ 201,
25 202, 203, 226(a), 226.7, 510, 512, 1194, 1194.2, 1199, Wage Order 4-2001; and California Code
26 of Regulations, Title 8, Section 11040, which call for civil penalties.

27 87. For each such penalty, Plaintiff and the aggrieved employees are entitled to
28 penalties in an amount to be shown at trial, subject to the following formula:

1 a. \$100 for the initial violation per employee per pay period.

2 b. \$200 for each subsequent violation per employee per pay period.

3 88. These penalties shall be allocated seventy-five percent (75%) to the LWDA and
4 twenty-five percent (25%) to the affected employees.

5 89. Pursuant to Labor Code § 2699.3(a)(1), Plaintiff uploaded a notice letter to the
6 LWDA¹ and mailed a letter by certified mail to Defendant MPACT Strategic Consulting, LLC's
7 entity address, which is 4635 SW Freeway Ste 700 Houston, TX 77027, as proscribed by the Code
8 on September 13, 2021, describing Defendant's conduct in violation of Labor Code §§ 201, 202,
9 203, 226(a), 226.7, 510, 512, 1194, 1194.2, and 1199. (see Exhibit "1.") Plaintiff obtained a signed
10 green return receipt dated September 17, 2021 from Defendant, indicating that it received
11 Plaintiff's notice. (see Exhibit "2").

12 90. Plaintiff also obtained an e-filing confirmation from the LWDA confirming receipt
13 of the notice (see Exhibit "3").

14 91. As no letter evidencing the LWDA's intention to investigate was received by
15 Plaintiff's Counsel within sixty-six (66) calendar days, Plaintiff is entitled to commence a civil
16 action as though the LWDA had not chosen to investigate pursuant to Labor Code
17 §2699.3(a)(2)(A). Plaintiff will also provide the LWDA with a filed-stamped copy of the Second
18 Amended Class and Representative Action Complaint immediately.

19 **RELIEF REQUESTED**

20 **WHEREFORE**, Plaintiff prays for the following relief:

21 1. For compensatory damages in the amount of unpaid wages and/or overtime at the
22 proper rate not paid to Plaintiff and each Proposed Class member from at least four (4) years prior
23 to the filing of this action to the present as may be proven;

24 2. For liquidated damages in the amount of unpaid minimum wages not paid to
25 Plaintiff and each Proposed Class member from at least four (4) years prior to the filing of this
26 action to the present as may be proven;

27 ¹ Plaintiff electronically filed a PAGA Claim Notice to the LWDA, via the State of California
28 Labor and Workforce Development Agency / Department of Industrial Relations website
(<https://dir.tfaforms.net/308>).

1 3. For compensatory damages in the amount of Plaintiff's and each Proposed Class
2 members' hourly wage at the appropriate regular rate of compensation for each meal period that
3 Defendants failed to provide from at least four (4) years prior to the filing of this action to the
4 present as may be proven;

5 4. For compensatory damages in the amount of Plaintiff's and each Proposed Class
6 members' hourly wage at the appropriate regular rate of compensation for each rest period that
7 Defendants failed to provide from at least four (4) years prior to the filing of this action to the
8 present as may be proven;

9 5. For penalties pursuant to Labor Code § 226(e) for violation of Labor Code § 226(a)
10 in the amount of fifty dollars (\$50) for the initial pay period in which a violation occurs and one
11 hundred dollars (\$100) per employee for each violation in a subsequent pay period, not exceeding
12 an aggregate penalty of four thousand dollars (\$4,000);

13 6. For penalties pursuant to Labor Code § 203 for all employees who were terminated
14 or resigned equal to their daily wage times thirty (30) days;

15 7. An award of prejudgment and post judgment interest;

16 8. An order enjoining Defendants and its agents, servants, and employees, and all
17 persons acting under, in concert with, or for it from providing Plaintiff with proper wages and/or
18 overtime, meal and rest periods, accurate itemized wage statements, and wages upon
19 termination/resignation pursuant to Labor Code §§ 201, 202, 203, 226(a), 226.7, 510, 512, 1194,
20 1199, 1194.2, and IWC 4-2001;

21 9. For restitution for unfair competition pursuant to Business & Professions Code
22 § 17200, *et seq.*, including disgorgement or profits, in an amount as may be proven;

23 10. For penalties under Labor Code §2699, *et seq.* for Defendants' violation of Labor
24 Code §§ 201, 202, 203, 226(a), 226.7, 510, 512, 1194, 1194.2, 1199, and Wage Order 4-2001;

25 11. An award providing for payment of costs of suit;

26 12. An award of attorneys' fees; and

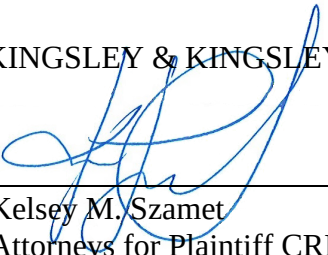
27 13. Such other and further relief as this Court may deem proper and just.

28 **DEMAND FOR JURY TRIAL**

1 Plaintiff hereby demands a trial of his claims by jury to the extent authorized by law.

2
3 DATED: November 10, 2022

KINGSLEY & KINGSLEY, APC

4
5 By: 

Kelsey M. Szamet

6 Attorneys for Plaintiff CRISTIAN CHAVEZ and the
7 Proposed Class
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EXHIBIT "1"

KINGSLEY & KINGSLEY

| L A W Y E R S |

September 13, 2021

LABOR & WORKFORCE DEVELOPMENT AGENCY
Attn. PAGA Administrator
1515 Clay Street, Ste. 801
Oakland, CA 94612

MPACT Strategic Consulting, LLC
4635 SW Freeway Ste 700
Houston, TX 77027

Re: Cristian Chavez v. MPACT Strategic Consulting, LLC
California Labor Code § 2699 Penalties

Gentlepersons:

This office represents Cristian Chavez (“Plaintiff”) and a proposed group of current and former employees working for MPACT STRATEGIC CONSULTING, LLC (“Defendant”) in the State of California. The purpose of this letter is to comply with the Private Attorneys General Act of 2004, pursuant to California Labor Code § 2698, *et. seq.* We herein set forth the facts and theories of California Labor Code violations which we allege Defendant engaged in with respect to Plaintiff and all of Defendant’s aggrieved employees.

Plaintiff wishes to bring a representative action on behalf of himself and the State of California as well as on behalf of a group of aggrieved employees defined as: All persons who are employed or have been employed as an hourly employee by MPACT STRATEGIC CONSULTING, LLC, in the State of California who worked one or more pay periods since one (1) year prior to the date of this letter and continuing to the present plus any additional time during which the statutes of limitation for the causes of action herein were tolled pursuant to Emergency Rule 9 of the California Rules of Court, the ‘Emergency Rules Related to COVID-19’. (“aggrieved employees”).

Any limitations period referenced in this letter is extended pursuant to Emergency Rule 9 (a) of the “Emergency Rules Related to COVID-19,” Appendix I to the California Rules of Court, adopted effective April 6, 2020, which provides that the statutes of limitation that exceed 180 days for civil actions are tolled from April 6, 2020 until October 1, 2020 [“Notwithstanding any other law, the statutes of limitations and repose for civil causes of action that exceed 180 days are tolled from April 6, 2020 until October 1, 2020.”] Any reference to the relevant time period or statute of limitations referenced in this letter is extended into the past by the number of days in which this tolling was in effect.

Defendant has violated Labor Code §§ 510, 1194, 1194.2 and 1199. These statutes require an employer to compensate its employees at the minimum wage rate for all hours worked and at a rate of no less than one and one-half times the regular rate of pay for any work in excess of eight

LABOR & WORKFORCE DEVELOPMENT AGENCY

California Labor Code §2699 Penalties

September 13, 2021

Page 2 of 4

(8) hours in one workday and any work in excess of forty (40) hours in any one workweek. Defendant has had a consistent policy of failing to pay wages and/or overtime to Plaintiff and all aggrieved employees.

Plaintiff and other aggrieved employees were not properly compensated for all hours worked at the appropriate regular rate of pay and were not paid for all overtime hours worked at the proper overtime rate when they were working more than eight (8) hours in one day or forty (40) hours in one week. Plaintiff and all aggrieved employees were not properly compensated for all hours worked at the beginning of their shift due to the fact that Defendant required Plaintiff and all aggrieved employees to complete COVID checks/tests before the start of each shift. Defendant also required Plaintiff and all aggrieved after the end of each shift. Plaintiff and the aggrieved employees are not paid any wages for this time worked. As such, Plaintiff and the aggrieved employees were routinely required to work “off the clock” to complete these checks/tests and perform the post-shift work. Additionally, Defendant maintained an unlawful policy of automatically deducting (“auto-deduct”) for meal periods regardless of whether Defendant actually provided the opportunity to take a compliant meal period. This auto-deduct policy resulted in the unlawful withholding of wages and/or overtime for time actually worked. As described, Defendant fails to pay Plaintiff and the aggrieved employees for each and every hour worked.

Defendant has engaged in practices that violate Labor Code §§ 226.7 and 512 with respect to Plaintiff and all aggrieved employees. Labor Code §§ 226.7 and 512 require an employer to pay an additional hour of compensation for each meal period the employer fails to provide. Employees are entitled to a first meal period of at least thirty (30) minutes for shifts over five (5) hours, to be provided within the first five (5) hours of the shift. When an employee works for a period of more than 10 hours, a second meal period must be provided no later than the end of the employee’s tenth hour of work. Unless the employee is relieved of all duty during the entire thirty-minute meal period and is free to leave the employer’s premises, the meal period shall be considered “on duty,” counted as hours worked, and paid for at the employee’s regular rate of pay. Pursuant to Labor Code § 226.7(c), if an employer fails to provide an employee with a lawful meal period, the employer must pay the employee one (1) hour of pay at the employee’s regular rate of compensation for each workday that a thirty (30) minute uninterrupted meal period was not provided, was not provided in full, or was not provided in a timely manner.

Defendant failed to maintain a policy informing Plaintiff and the Proposed Class of these rights. Defendant has had a consistent policy of: (1) failing to provide Plaintiff and the aggrieved employees compliant meal periods; and (2) failing to pay such employees one (1) hour of pay at the employees’ regular rate of compensation for each workday that the complaint meal period was not provided. Defendant maintains an unlawful policy of requiring Plaintiff and the aggrieved employees to remain on the premises during meal periods in violation of *Augustus v. ABM Security Services, Inc.*, 2 Cal.5th 257, 269 (2016) (an employer that limits where an employee can take a break does not “relinquish control over how employees spend their time”). As Such, Defendant

LABOR & WORKFORCE DEVELOPMENT AGENCY

California Labor Code §2699 Penalties

September 13, 2021

Page 3 of 4

failed to provide Plaintiff and the aggrieved employees with compliant meal periods. In addition to failing to provide meal periods altogether, Defendant maintained a policy of automatically deducting 30 minutes from each shift as described above. This “auto-deduct” policy was unlawful and did not account for whether the meal periods were actually provided including whether Plaintiff and the aggrieved employees were able to take their meal periods at all, whether they were able to take timely meal periods, whether they took meal periods of less than thirty minutes, whether they were free to leave the premises, and whether they were free from interruption for the full 30 minutes

Very recently, on July 15, 2021, in *Ferra v. Loews Hollywood Hotel, LLC*, the California Supreme Court set forth the formula for calculating the one extra hour of premium pay that employees are owed if an employer fails to provide a compliant meal period or rest break. Specifically, the Court held that those premium payments must include the hourly value of any nondiscretionary earnings (such as a nondiscretionary bonuses), and cannot simply be paid at an employee’s base hourly rate. Here, Defendant has had a consistent policy of paying meal period premiums at the base rate and not the blended rate in violation of Labor Code §§ 226.7 and 512.

Pursuant to Labor Code § 226.7 and Wage Order 4-2001, Defendant failed to provide Plaintiff and the aggrieved employees with rest breaks of not less than ten (10) minutes per four (4) hour work period or major fraction thereof. Defendant failed to maintain a policy informing Plaintiff and the aggrieved employees of these rights. Plaintiff and all aggrieved employees have been required to work four-hour increments (or major fractions thereof) without being provided the opportunity to take all required ten (10) minute rest periods. In addition, just as with meal periods, Defendant maintains an unlawful policy of requiring Plaintiff and the aggrieved employees to remain on the premises during rest periods in violation of *Augustus*. As Such, Defendant failed to provide Plaintiff and the aggrieved employees with compliant rest periods. Further, Plaintiff and the aggrieved employees were not compensated with one (1) hour of wages at the regular rate of compensation for each missed rest period in violation of *Ferra*. As discussed above, *Ferra* requires the rest period premium payments must include the hourly value of any nondiscretionary earnings (such as a nondiscretionary bonuses), and cannot simply be paid at an employee’s base hourly rate.

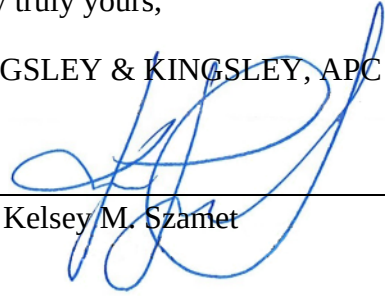
Defendant also engaged in a practice of failing to provide accurate itemized wage statements in violation of Labor Code § 226(a), which requires that every employer shall, semimonthly or at the time of each payment of wages, furnish each employee an accurate itemized statement in writing showing a number of specific items, including total hours worked and all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee. Here, Defendant has failed to maintain accurate itemized wage statements that show total hours worked by the employee and all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee under Labor Code §§ 226(a)(2) and (9). Thus, Plaintiff is an aggrieved employee within the meaning of PAGA and Defendant has violated Labor Code §226(a) with respect to Plaintiff and all aggrieved employees.

Labor Code § 203 provides that if “an employer willfully fails to pay...any wages of an employee who is discharged or who quits, the wages of the employee shall continue as a penalty from the due date thereof at the same rate until paid or until an action therefor is commenced; but the wages shall not continue for more than 30 days.” Here, Plaintiff and all aggrieved employees were not paid all wages due upon their separation from Defendant’s employ. As such, Plaintiff is an aggrieved employee and Defendant failed to pay Plaintiff and all aggrieved employees all wages due at the time of termination or within seventy-two (72) hours of their resignation, and have failed to pay those sums for thirty (30) days thereafter in violation of Labor Code §203.

We are constrained to move forward with the filing of this complaint alleging causes of action pursuant to Labor Code §§ 201, 202, 203, 226(a), 226.7, 510, 512, 1194, 1194.2, and 1199 with or without the PAGA claim. Thus, any action by the LWDA would not resolve the entirety of the case, and the interest of judicial economy will be served by allowing the case to proceed as a cohesive whole.

Very truly yours,

KINGSLEY & KINGSLEY, APC

By: 

Kelsey M. Szamet

KMS/km

- Cc: 1. LWDA Letter filed via Electronic Submission: <https://dir.tfaforms.net/308>
2. MPACT STRATEGIC CONSULTING, LLC via USPS Certified Mail # 7019 1640 0000 8115 0782

EXHIBIT "2"

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

MPACT Strategic Consulting, LLC
4635 SW Freeway Ste 700
Houston, TX 77027



9590 9402 6114 0209 6137 13

2. Article Number (Transfer from service label)

7019 1640 0000 8115 0782

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X COVID 19

- ☐ Agent
☒ Addressee

B. Received by (Printed Name)

W. Steh

C. Date of Delivery

9-17-21

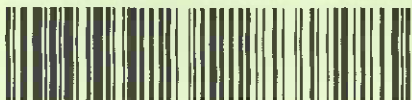
D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☒ No

3. Service Type

- | | |
|--|---|
| ☐ Adult Signature | ☐ Priority Mail Express® |
| ☐ Adult Signature Restricted Delivery | ☐ Registered Mail™ |
| ☒ Certified Mail® | ☐ Registered Mail Restricted Delivery |
| ☐ Certified Mail Restricted Delivery | ☒ Return Receipt for Merchandise |
| ☐ Collect on Delivery | ☐ Signature Confirmation™ |
| ☐ Collect on Delivery Restricted Delivery | ☐ Signature Confirmation Restricted Delivery |
| ☐ Insured Mail | |
| ☐ Insured Mail Restricted Delivery (over \$500) | |

Domestic Return Receipt

USPS TRACKING #



First-Class Mail
Postage & Fees Paid
USPS
Permit No. G-10

9590 9402 6114 0209 6137 13

United States
Postal Service

• Sender: Please print your name, address, and ZIP+4® in this box•

KINGSLEY & KINGSLEY

A PROFESSIONAL CORPORATION

CITY NATIONAL BANK BUILDING

16133 VENTURA BOULEVARD, SUITE 1200

ENCINO, CALIFORNIA 91436

PAGA LETTER
MPACT STRATEGIC CONSULTING, LLC



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

MPACT Strategic Consulting, LLC
4635 SW Freeway Ste 700
Houston, TX 77027



9590 9402 6114 0209 6136 38

2. Article Number (Transfer from service label)

7019 1640 0000 8115 0638

COMPLETE THIS SECTION ON DELIVERY

A. Signature

☒ *WVW1019*

☐ Agent
☒ Addressee

B. Received by (Printed Name)

W3 Cep

C. Date of Delivery

10-2-21

D. Is delivery address different from item 1?

☐ Yes

If YES, enter delivery address below: ☒ No

3. Service Type

☐ Adult Signature

☐ Adult Signature Restricted Delivery

☒ Certified Mail®

☐ Certified Mail Restricted Delivery

☐ Collect on Delivery

☐ Collect on Delivery Restricted Delivery

☐ Insured Mail

☐ Insured Mail Restricted Delivery (over \$500)

☐ Priority Mail Express®

☐ Registered Mail™

☐ Registered Mail Restricted Delivery

☒ Return Receipt for Merchandise

☐ Signature Confirmation™

☐ Signature Confirmation Restricted Delivery

USPS TRACKING#



First-Class Mail
Postage & Fees Paid
USPS
Permit No. G-10

9590 9402 6114 0209 6136 38

United States
Postal Service

• Sender: Please print your name, address, and ZIP+4® in this box•

KINGSLEY & KINGSLEY

A PROFESSIONAL CORPORATION

CITY NATIONAL BANK BUILDING

16133 VENTURA BOULEVARD, SUITE 1200

ENCINO, CALIFORNIA 91436

LETTER RE SERVICE OF S&C AND RELATED DOCS
MPACT STRATEGIC CONSULTING, LLC

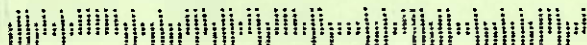


EXHIBIT "3"



State of California

Labor and Workforce Development Agency /
Department of Industrial Relations

Private Attorneys General Act (PAGA) – Filing

New PAGA Claim Notice

Your Information (Person Who is Filing)

Your First Name *

Kelsey

Your Last Name *

Szamet

Firm Name (if any) *

Kingsley & Kingsley, APC

(Enter "in pro per" if you are representing yourself)

Your Email Address *

service@kingsleykingsley.

Your Street Name, Number and Suite/Apt *

16133 Ventura Blvd., Ste 1

Your Mobile Phone Number

8189908300

Your City *

Encino

Your Work Phone Number

Your State *

California

Your Zip/Postal Code *

91436

Plaintiff Information

Plaintiff/Aggrieved Employee Name *

Cristian Chavez

Plaintiff/Aggrieved Employee Occupation *

Childcare services

[Add Additional Plaintiffs](#)

Employer Information

Employer Entity Type

Please select...

Employer Name *

MPACT Strategic Consulting, LLC

Maximum 80 Character Limit

Employer Street Name, Number and Suite/Apt *

4635 SW Freeway Ste 700

Employer City *

Houston

Employer State *

Texas



Employer Zip/Postal Code *

77027

Employer Industry *

Other



Employer Industry for "Other" *

management consulting s

Add additional defendants

- ☐ Add any entity other than an individual
- ☐ Add an individual/sole proprietor employer

Notice General Information

Estimated Number of Employees Impacted by Violations *

50

Notice Violations – Check All that Apply *

Child Labor – Specify Ages

- ☐ Child Labor
- ☐ Misclassification Employee Classified as Contractor
- ☐ Misclassification NonExempt Classified as Exempt
- ☒ Minimum Wage
- ☒ Overtime
- ☒ Not paid for all hours worked
- ☒ Not paid wages due on termination
- ☐ Other Unpaid Wages
- ☐ Tips or Gratuities
- ☐ Payment or Reimbursement of Employee Expenses
- ☐ Improper Form of Payment Including NSF Checks
- ☐ Kickbacks
- ☒ Meal and Rest Breaks
- ☐ Sick Leave
- ☐ Lactation Accommodation (Labor Code 1030–1033)
- ☐ Not providing required time off, other
- ☐ Pay Discrimination on basis of sex, (Labor Code 1197.5)
- ☐ No Wage Statements
- ☒ Improper or Incomplete Wage Statements
- ☐ Other Notice or Posting or Recordkeeping
- ☐ Public Works (Labor Code 1720 – 1815)
- ☐ Apprenticeship (Labor Code 3070 – 3098)
- ☐ Occupational Safety and Health (Labor Code 6300 et seq)
- ☐ No Workers' Compensation
- ☐ Licensing, Registration, or Permit
- ☐ Unfair Immigration Activities
- ☐ Agricultural Labor Relations
- ☐ Industrial Homework
- ☐ Retaliation for Protected Status or Activity (Specify)
- ☐ Other

PAGA Claim Type – Check All that Apply *

- ☒ Notice asserts one or more Labor Code violations listed in Labor Code 2699.5– not curable subject to 2699.3(a)
- ☐ Notice asserts one or more OSHA violations subject to requirements of 2699.3(b)
- ☐ Includes one or more violations not listed in Labor Code 2699.5 – curable subject to 2699.3(c)

Filing Fee

A filing fee of \$75 is required to file a new PAGA claim notice.

IFP

☐ I wish to claim In Forma Pauperis and am attaching a Confidential Request to Waive Court Fees (Judicial Council Court Form FW-001) or similar form to this submission.

Billing information

Billing First Name *

Eric

Billing Last Name *

Kingsley

Billing Email *

service@kingsleykingsley.

Billing Phone

8189908300

Billing Street Name, Number and Suite/Apt *

16133 Ventura Blvd., Suite 1200

Billing City *

Encino

Billing State *

California

Billing Zip/Postal Code *

91436

Credit Card Type *

[REDACTED]

Credit Card Number *

[REDACTED]

CVV Number *

[REDACTED]

Credit Card Expiration Month *

[REDACTED]

mm

Credit Card Expiration Year *

[REDACTED]

yyyy

Notice and Other Attachments

PAGA Claim Notice (must be a .pdf) *

 LWDA Letter – ...lting, LLC.pdf

Other Attachment – (if any) (must be a .pdf)

 No file chosen[Add Another Attachment](#)

Should you have questions regarding this online form, please contact PAGAInfo@dir.ca.gov

IMPORTANT NOTICE OF REDACTION RESPONSIBILITY: All filers must redact: Social Security or taxpayer identification numbers; personal addresses, personal telephone numbers, personal email addresses, dates of birth; names of minor children; & financial account numbers. This requirement applies to all documents, including attachments.

☒ I understand that, if I file, I must comply with the redaction rules consistent with this notice.

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Thank you. If you provided an email address with your submission, a confirmation regarding your submission will be emailed to you. Otherwise, you can search for the case to verify that your submission was properly received.

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From: noreply@salesforce.com on behalf of LWDA DO NOT REPLY
<lwdadonotreply@dir.ca.gov>
Sent: Monday, September 13, 2021 9:49 AM
To: Service Email
Subject: Thank you for submission of your PAGA Case.

9/13/2021

LWDA Case No. LWDA-CM-844311-21
Law Firm : Kingsley & Kingsley, APC
Plaintiff Name : Cristian Chavez
Employer: MPACT Strategic Consulting, LLC Filing Fee : \$75.00 IFP Claimed : No

Item submitted: Initial PAGA Notice

Thank you for your submission to the Labor and Workforce Development Agency. Please make a note of the LWDA Case No. above as you may need this number for future reference when filing any subsequent documents for this Case.

If you have questions or concerns regarding this submission or your case, please send an email to pagainfo@dir.ca.gov.

DIR PAGA Unit on behalf of
Labor and Workforce Development Agency

Website:

https://nam10.safelinks.protection.outlook.com/?url=http%3A%2F%2Flabor.ca.gov%2FPrivate_Attorneys_General_Act.htm&data=04%7C01%7CKimberly%40kingsleykingsley.com%7C63909c7968c04e3486b608d976d65e5e%7C121a7875dbeb4c0fb25c5baf6c6ac7a5%7C0%7C0%7C637671485347057057%7CUnknown%7CTWFpbGZsb3d8eyJWljoIMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6I1haWwiLCJXVCi6Mn0%3D%7C1000&data=jcs7juVIGXUAKT4iymv%2FqS%2BKRVhCdiODCiLvP5BUzUw%3D&reserved=0

From: noreply@salesforce.com on behalf of LWDA DO NOT REPLY
<lwdadonotreply@dir.ca.gov>
Sent: Monday, September 13, 2021 9:49 AM
To: Service Email
Subject: State of California - Department of Industrial Relations Customer Receipt / Purchase Confirmation

Thank you for your payment.

Order Information
Merchant: State of California - Department of Industrial Relations

Case Number: LWDA-CM-844311-21
Order Number: ORD-000134807
Total:\$75.00
Card Type: XXXXXXXXXX
Date: 9/13/2021

Billing Information
Name: Eric Kingsley
Email: service@kingsleykingsley.com
Billing Address:
16133 Ventura Blvd., Suite 1200
Encino, California
91436