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

MYA BOYD, AURIYON JACOBS, and
BRYAN VELAZQUEZ-ORTIZ, individually,
and on behalf of aggrieved employees pursuant
to the Private Attorneys General Act
("PAGA");

Plaintiffs,

v.

MIDPEN PROPERTY MANAGEMENT
CORPORATION, a California corporation;
MIDPEN HOUSING CORPORATION, a
California corporation; and DOES 1 through
100, inclusive;

Defendants.

Electronically
FILED
by Superior Court of California, County of San Mateo
ON 8/5/2022
By /s/ Anthony Berini
Deputy Clerk

Case No.: 22-CIV-03192

**COMPLAINT FOR CIVIL PENALTIES
FOR VIOLATION OF LABOR CODE
§ 2698, et seq. (PRIVATE ATTORNEYS
GENERAL ACT OF 2004)**

1 Plaintiffs MYA BOYD (“Plaintiff BOYD”), AURIYON JACOBS (“Plaintiff JACOBS”),
2 and BRYAN VELAZQUEZ-ORTIZ (“Plaintiff VELAZQUEZ-ORTIZ”) (collectively,
3 “Plaintiffs”) hereby submit their Complaint against Defendants MIDPEN PROPERTY
4 MANAGEMENT CORPORATION, MIDPEN HOUSING CORPORATION, and DOES 1
5 through 100, inclusive (collectively, “Defendants”), individually, and on behalf of other current
6 and former aggrieved employees of Defendants for penalties as follows:

7 **INTRODUCTION**

8 1. This representative action is brought pursuant to Labor Code § 2698, *et*
9 *seq.* (the Private Attorneys General Act of 2004 (“PAGA”)) for Defendants’ violations of Labor
10 Code §§ 201, 202, 203, 204, 210, 218.5, 221, 226(a), 226.3, 226.7, 246, 432.5, 510, 512(a), 551,
11 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and the IWC Wage Orders.

12 2. This Complaint challenges Defendants’ systemic illegal employment
13 practices resulting in violations of the stated provisions of the Labor Code against the identified
14 group of employees.

15 3. Plaintiffs are informed and believe and thereon allege Defendants jointly
16 and severally acted intentionally and with deliberate indifference and conscious disregard to the
17 rights of all employees in (1) failing to pay all meal period wages and rest break wages, (2) failing
18 to properly calculate and pay all minimum and overtime wages, (3) failing to provide accurate
19 wage statements, (4) failing to pay all wages due and owing during employment and upon
20 termination of employment, (5) failing to provide paid sick leave, (6) failing to keep payroll
21 records showing hours worked daily and wages paid to employees in a central location, and (7)
22 failing to reimburse all necessary business expenses.

23 **JURISDICTION AND VENUE**

24 4. This action is brought pursuant to PAGA. The civil penalties sought by
25 Plaintiffs exceed the minimal jurisdiction limits of the Superior Court and will be established
26 according to proof at trial.

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1 **5.** This Court has jurisdiction over this action pursuant to California
2 Constitution, Article VI, Section 10, which grants the Superior Court original jurisdiction in all
3 causes except those given by statute to other courts. The statutes under which this action is
4 brought do not specify any other basis for jurisdiction.

5 **6.** This Court has jurisdiction over the violations of PAGA and Labor Code
6 §§ 201, 202, 203, 204, 210, 218.5, 221, 226(a), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552,
7 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802.

8 **7.** This Court has jurisdiction over all Defendants because, upon information
9 and belief, each party has sufficient minimum contacts in California, or otherwise intentionally
10 avails itself of California law so as to render the exercise of jurisdiction over it by the California
11 courts consistent with traditional notions of fair play and substantial justice.

12 **8.** Venue is proper in this Court because, upon information and belief, the
13 named Defendants transact business and/or have offices in this county, and the acts and omissions
14 alleged herein took place in this county. Moreover, this action is brought on behalf of the State of
15 California as a private attorney general and has jurisdiction in this venue.

16 **PARTIES**

17 **9.** Plaintiff MYA BOYD is an individual residing in the State of California,
18 County of San Francisco. Plaintiff BOYD was employed by Defendants within the statutory time
19 period.

20 **10.** Plaintiff AURIYON JACOBS is an individual residing in the State of
21 California, County of Contra Costa. Plaintiff JACOBS was employed by Defendants within the
22 statutory time period.

23 **11.** Plaintiff BRYAN VELAZQUEZ-ORTIZ is an individual residing in the
24 State of California, County of Santa Clara. Plaintiff VELAZQUEZ-ORTIZ was employed by
25 Defendants within the statutory time period.

26 **12.** Plaintiffs are informed and believe and thereon allege that Defendants are
27 licensed to do business and actually doing business in the State of California, including the County
28 of San Mateo.

1 **13.** Plaintiffs do not know the true names or capacities, whether individual,
2 partner or corporate, of Defendants sued herein as DOES 1 through 100, inclusive, and for that
3 reason, said Defendants are sued under such fictitious names, and Plaintiffs pray for leave to
4 amend this complaint when the true names and capacities are known. Plaintiffs are informed and
5 believe and thereon allege that each of Defendants designated as a DOE was responsible in some
6 way for the matters alleged herein and proximately caused Plaintiffs and other current and former
7 aggrieved employees to be subject to the illegal employment practices, wrongs and injuries
8 complained of herein.

9 **14.** At all times herein mentioned, Defendants, and each of them, were agents,
10 partners, joint venturers, representatives, servants, employees, successors-in-interest, co-
11 conspirators and assigns, each of the other, and at all times relevant hereto were acting within the
12 course and scope of their authority as such agents, partners, joint venturers, representatives,
13 servants, employees, successors, co-conspirators and assigns, and that all acts or omissions
14 alleged herein were duly committed with ratification, knowledge, permission, encouragement,
15 authorization and consent of each Defendant designated herein.

16 **15.** As such, and based upon all the facts and circumstances incident to
17 Defendants' business in California, Defendants are subject to PAGA and Labor Code §§ 201,
18 202, 203, 204, 210, 218.5, 221, 226(a), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558,
19 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802.

20 **CAUSE OF ACTION**

21 **(Violation of California Labor Code § 2698, *et seq.* ("PAGA"))**

22 **(Against MIDPEN PROPERTY MANAGEMENT CORPORATION, MIDPEN**
23 **HOUSING CORPORATION, and DOES 1 through 100)**

24 **16.** Plaintiffs re-allege and incorporate by reference paragraphs 1 through 15
25 as though fully set forth herein.

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1 **17.** PAGA expressly establishes that any provision of the California Labor
2 Code which provides for a civil penalty to be assessed and collected by the LWDA, or any of its
3 departments, divisions, commissions, boards, agencies or employees for a violation of the
4 California Labor Code, may be recovered through a civil action brought by an aggrieved
5 employee on behalf of himself or herself, and other current or former employees.

6 **18.** On May 31, 2022, Plaintiffs BOYD and VELAZQUEZ-ORTIZ provided
7 written notice to the LWDA and Defendants of the specific provisions of the Labor Code they
8 contend were violated, and the theories supporting their contentions. Attached hereto as **Exhibit**
9 **1** and incorporated by reference is a copy of the May 31, 2022 written notice to the LWDA. On
10 June 3, 2022, Plaintiffs BOYD and VELAZQUEZ-ORTIZ submitted an amended written notice
11 to the LWDA, adding Plaintiff JACOBS as an additional representative, which is attached hereto
12 as **Exhibit 2**. Plaintiffs believe that on or about August 4, 2022, the sixty-five (65) days' notice
13 period expired as to all Defendants, and the LWDA did not take any action to investigate or
14 prosecute this matter. Therefore, Plaintiffs exhausted the statutory time period to bring this action.

15 **19.** Plaintiffs and the other hourly-paid or non-exempt employees are
16 "aggrieved employees" as defined by California Labor Code § 2699(c) in that they are all current
17 or former hourly-paid or non-exempt employees of Defendants who worked for Defendants
18 within the State of California at any time during the period from May 31, 2021, to the present,
19 and one or more of the alleged violations was committed against them.

20 **Failure to Pay Minimum and Overtime Wages**

21 **20.** At all times relevant herein, Defendants were required to compensate their
22 non-exempt employees minimum wages for all hours worked and overtime wages for all hours
23 worked in excess of eight (8) hours in a day or forty (40) hours in a workweek, pursuant to the
24 mandate of Labor Code §§ 510, 1194, 1197, and 1198.

25 **21.** As a policy and practice, Defendants failed to compensate Plaintiffs and
26 other aggrieved current and former employees for all hours worked, resulting in a failure to pay
27 all minimum wages and overtime wages, where applicable.

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1 **Failure to Provide Paid Sick Leave**

2 **22.** At all times relevant herein, Defendants were required to provide
3 employees with paid sick leave of not less than one (1) hour per every thirty (30) hours worked,
4 pursuant to California Labor Code § 246.

5 **23.** At all times relevant herein, Defendants were required to pay paid sick
6 leave at a non-exempt employee's regular rate of pay for the workweek in which the employee
7 uses paid sick time or at a rate calculated by dividing the employee's total wages, not including
8 overtime premium pay, by the employee's total hours worked in the full pay periods of the prior
9 ninety (90) days of employment, pursuant to California Labor Code § 246(l).

10 **24.** As a policy and practice, Defendants failed to provide Plaintiffs and other
11 aggrieved current and former employees with compliant paid sick leave of one (1) hour worked
12 per every thirty (30) hours worked, by, for example, failing to pay paid sick leave at the proper
13 rate of pay.

14 **Failure to Provide Meal Periods and Rest Breaks**

15 **25.** In accordance with the mandates of Labor Code §§ 226.7 and 512,
16 Defendants were required to authorize and permit their non-exempt employees to take a 10-
17 minute rest break for every four (4) hours worked or major fraction thereof, and were further
18 required to provide their non-exempt employees with a 30-minute meal period for every five (5)
19 hours worked.

20 **26.** As a policy and practice, Defendants failed to provide Plaintiffs and other
21 aggrieved current and former employees with legally-mandated meal periods and rest breaks and
22 failed to pay proper compensation for this failure.

23 **Failure to Timely Pay Wages During Employment**

24 **27.** At all times relevant herein, Defendants were required to pay their
25 employees within a specified time period pursuant to the mandate of Labor Code § 204.

26 **28.** As a policy and practice, Defendants failed to pay Plaintiffs and other
27 aggrieved current and former employees all wages due and owing them within the required time
28 period.

1 **Failure to Timely Pay Wages Upon Termination**

2 **29.** At all times relevant herein, Defendants were required to pay their
3 employees all wages owed in a timely fashion at the end of employment pursuant to California
4 Labor Code §§ 201 to 204.

5 **30.** As a result of Defendants' Labor Code violations alleged above,
6 Defendants failed to pay Plaintiffs and the other aggrieved former employees their final wages
7 pursuant to Labor Code §§ 201 to 204 and accordingly owe waiting time penalties pursuant to
8 Labor Code § 203.

9 **Failure to Provide Complete and Accurate Wage Statements**

10 **31.** At all times relevant herein, Defendants were required to keep *accurate*
11 records regarding their California employees pursuant to the mandate of Labor Code §§ 226 and
12 1174.

13 **32.** As a result of Defendants' various Labor Code violations, Defendants
14 failed to keep accurate records regarding Plaintiffs and other aggrieved current and former
15 employees. For example, Defendants failed in their affirmative obligation to keep accurate
16 records regarding Plaintiffs and other aggrieved current and former employees' gross wages
17 earned, total hours worked, all deductions, net wages earned, and all applicable hourly rates and
18 the number of hours worked at each hourly rate.

19 **Failure to Keep Complete and Accurate Payroll Records**

20 **33.** At all times relevant herein, Defendants were required to keep, at a central
21 location in the state or at the plants or establishments at which employees are employed, payroll
22 records showing the hours worked daily by and the wages paid to, and the number of piece-rate
23 unit earned by and any applicable piece rate paid to, employees employed at the respective plants
24 or establishments, pursuant to California Labor Code § 1174(d).

25 **34.** As a policy and practice, Defendants failed to keep accurate and complete
26 payroll records showing the hours worked daily and the wages paid to Plaintiffs and current and
27 former aggrieved employees.

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1 **Failure to Reimburse Business Expenses**

2 **35.** At all times relevant herein, Defendants were required to reimburse its
3 employees for any and all necessary expenditures or losses incurred by the employees in direct
4 consequences of the discharge or his or her duties pursuant to the mandate of Labor Code §§ 2800
5 and 2802.

6 **36.** As a policy and practice, Defendants failed to pay Plaintiffs and other
7 aggrieved current and former employees all business expenses incurred and owing them within
8 the required time period.

9 **Penalties**

10 **37.** Pursuant to California Labor Code § 2699, Plaintiffs, individually, and on
11 behalf of other current and former aggrieved employees, request and are entitled to recover from
12 Defendants, and each of them, civil penalties, interest, attorneys' fees and costs pursuant,
13 including but not limited to:

- 14 a. Penalties under California Labor Code § 2699 in the amount of one
15 hundred dollars (\$100) for each aggrieved employee per pay period for the
16 initial violation, and two hundred dollars (\$200) for each aggrieved
17 employee per pay period for each subsequent violation;
- 18 b. Penalties under California Code of Regulations Title 8 § 11040 in the
19 amount of fifty dollars (\$50) for each aggrieved employee per pay period
20 for the initial violation, and one hundred dollars (\$100) for each aggrieved
21 employee per pay period for each subsequent violation;
- 22 c. Penalties under California Labor Code § 210 in addition to, and entirely
23 independent and apart from, any other penalty provided in the California
24 Labor Code in the amount of one hundred dollars (\$100) for each
25 aggrieved employee per pay period for the initial violation, and two
26 hundred dollars (\$200) for each aggrieved employee per pay period for
27 each subsequent violation;

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- 1 d. Penalties under Labor Code § 1197.1 in the amount of one hundred dollars
2 (\$100) for each aggrieved employee per pay period for the initial violation,
3 and two hundred fifty dollars (\$250) for each aggrieved employee per pay
4 period for each subsequent violation;
5 e. Any and all additional penalties as provided by the Labor Code and/or
6 other statutes; and
7 f. Attorneys' fees and costs pursuant to Labor Code §§ 210, 1194, and 2699,
8 and any other applicable statute.

9 **PRAYER FOR RELIEF**

10 WHEREFORE, Plaintiffs, individually, and as representatives of other current and
11 former aggrieved employees pursuant to PAGA, pray for judgment as follows:

- 12 1. Upon the Cause of Action, for civil penalties pursuant to statute as set forth in
13 Labor Code § 2698, *et seq.*, for Defendants' violations of Labor Code §§ 201, 202,
14 203, 204, 210, 218.5, 221, 226(a), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552,
15 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802;
16 2. Upon the Cause of Action, for costs and attorneys' fees pursuant to Labor Code
17 §§ 210, 218.5, 1194, and 2699, and any other applicable statute; and
18 3. For such other and further relief the court may deem just and proper.

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20 Dated: August 5, 2022

JUSTICE LAW CORPORATION

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22
23 By: 

Douglas Han
Shunt Tatavos-Gharajeh
Halina E. Szymanski
Attorneys for Plaintiffs

EXHIBIT 1

May 31, 2022

BY U.S. EMAIL/ELECTRONIC SUBMISSION

PAGAfilings@dir.ca.gov

State of California

Labor & Workforce Development Agency

800 Capitol Mall, MIC-55

Sacramento, California 95814

**Re: MIDPEN HOUSING CORPORATION AND MIDPEN PROPERTY
MANAGEMENT CORPORATION**

Dear Representative:

We have been retained to represent Bryan Velazquez-Ortiz and Mya Boyd against Midpen Housing Corporation and Midpen Property Management Corporation (including any and all affiliates, managers, members, subsidiaries, and parents, and their shareholders, officers, directors, and employees), any individual, owner, officer and managing agent, DOES 1-10 as an "Employer" or person acting on behalf of an "Employer" pursuant to California Labor Code section 558.1, and DOES 11-20¹ for violations of California wage-and-hour laws (hereinafter collectively referred to as "MIDPEN").

Mr. Velazquez-Ortiz and Ms. Boyd are pursuing their California Labor Code section 2698, *et seq.*, the Private Attorneys General Act of 2004 ("PAGA") claim on a representative basis. Therefore, Mr. Velazquez-Ortiz and Ms. Boyd may seek penalties for violations of the Labor Code on behalf of the State of California and aggrieved employees, which are recoverable under PAGA. This letter is sent in compliance with the reporting requirements of California Labor Code section 2699.3.

Midpen Housing Corporation and Midpen Property Management Corporation are California corporations located at 303 Vintage Park Dr. Suite 250, Foster City, California 94404.

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¹ Mr. Velazquez-Ortiz and Ms. Boyd do not know the true names or capacities, whether individual, partner or corporate, of DOES 1 through 20, inclusive, and for that reason, said DOES are designated under such fictitious names. Mr. Velazquez-Ortiz and Ms. Boyd will amend this notice when the true names and capacities are known. Mr. Velazquez-Ortiz and Ms. Boyd are informed and believe that each DOE was responsible in some way for the matters alleged herein and proximately caused Mr. Velazquez-Ortiz, Ms. Boyd, and other current and former aggrieved employees to be subject to the illegal employment practices, wrongs and injuries complained of herein.

MIDPEN employed Mr. Velazquez-Ortiz as an hourly-paid non-exempt Maintenance Technician (until in or around November of 2021) in the State of California. MIDPEN employed Ms. Boyd as an hourly-paid non-exempt Administrative Assistant (until in or around September of 2021) in the State of California. MIDPEN directly controlled the wages, hours and/or working conditions of Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees' employment, including direction, retention, scheduling, supervision, and termination.

The "aggrieved employees" that Mr. Velazquez-Ortiz and Ms. Boyd may seek penalties on behalf of are all current and former hourly-paid or non-exempt employees (whether hired directly or through a staffing agency) of MIDPEN within the State of California.

MIDPEN failed to properly pay its hourly-paid or non-exempt employees for all hours worked, failed to properly provide or compensate minimum and overtime wages and for meal and rest breaks, failed to issue compliant wage statements and failed to reimburse for all necessary business-related costs and expenses, thus resulting in other Labor Code violations as stated below.

Pursuant to *Huff v. Securitas Security Services*, 23 Cal. App. 5th 745, 751 (2018), an employee who brings a representative action and was affected by at least one of the violations alleged in the complaint has standing to pursue penalties on behalf of the state not only for that violation, but for violations affecting other employees as well. Accordingly, Mr. Velazquez-Ortiz and Ms. Boyd have standing to pursue penalties on behalf of the state for violations affecting all the aggrieved employees at MIDPEN, regardless of their classification, job title, location, or whether they were hired directly or through a staffing agency.

MIDPEN has violated and/or continues to violate, among other provisions of the California Labor Code and applicable wage law, California Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and the IWC Wage Orders.

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California Labor Code sections 510, 1194, and 1198 require employers to pay at least minimum wage for all hours worked, pay time-and-a-half, or double-time overtime wages, and make it unlawful to work employees for hours longer than eight hours in one day and/or over forty hours in one week without paying the premium overtime rates. During the relevant time period, Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. MIDPEN failed to compensate Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees for all hours worked and performing off-the-clock work, including pre- and post-shift, and during meal breaks. MIDPEN also failed to include non-discretionary bonuses and incentives in Ms. Boyd and other aggrieved employees' regular rate of pay for purposes of overtime compensation. Therefore, Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees were entitled to receive certain wages for overtime compensation, but they were not paid for all overtime hours worked.

California Labor Code section 246 requires that employers provide employees with paid sick leave of not less than one hour per every 30 hours worked. California Labor Code section 246(l) also requires that paid sick leave be paid at a non-exempt employee's regular rate of pay for the workweek in which the employee uses paid sick time or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment. During the relevant time period, MIDPEN failed to pay Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees with paid sick leave that complied with California Labor Code section 246, by, for example, failing to pay paid sick leave at non-exempt employee's regular rate of pay or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment.

California Labor Code sections 226.7 and 512 require employers to pay an employee one additional hour of pay at the employee's regular rate for each workday that a meal or rest break is not provided. During the relevant time period, MIDPEN routinely required Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees to work through, interrupt, cut short, and/or delay their meal and rest breaks to comply with MIDPEN's policies and expectations. MIDPEN failed to provide coverage to Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees so they may be relieved of all work duties and take legally mandated meal and rest breaks. Moreover, MIDPEN also failed to authorize and permit Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees to take the requisite number of meal and rest breaks, including second meal breaks and third rest breaks, when working shifts exceeding 10 hours in length. Despite these facts, MIDPEN failed to compensate Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees all the premium wages they were owed, including failing to pay premium wages at Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees' regular rate of pay.

California Labor Code section 551 states “[e]very person employed in any occupation of labor is entitled to one day’s rest therefrom in seven.” Section 552 further states “[n]o employer of labor shall cause his employees to work more than six days in seven.” MIDPEN required aggrieved employees to work seven days in a row or more without one day’s rest.

California Labor Code section 432.5 states “[n]o employer, or agent, manager, superintendent, or officer thereof, shall require any employee or applicant for employment to agree, in writing, to any term or condition which is known by such employer, or agent, manager, superintendent, or officer thereof to be prohibited by law.” MIDPEN required aggrieved employees to execute arbitration agreements as a condition of employment despite knowing that such agreements are prohibited under Labor Code section 432.6.

California Labor Code section 201 requires that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately. California Labor Code section 202 requires that if an employee not having a written contract for a definite period quits his or her employment, his or her wages shall become due and payable not later than 72 hours thereafter, unless the employee has given 72 hours previous notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting. California Labor Code section 203 provides that if an employer willfully fails to pay, without abatement or reduction, in accordance with Labor Code sections 201 201.3, 201.5, 201.6, 201.8, 201.9, 202, and 205.5, 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. During the relevant time period, MIDPEN failed to pay Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees all wages, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks, due to them within any time period specified by California Labor Code sections 201 and 203 and therefore is liable under California Labor Code section 203.

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California Labor Code section 204 requires that all wages earned by any person in any employment between the 1st and the 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed, and that all wages earned by any person in any employment between the 16th and the last day, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 1st and the 10th day of the following month. California Labor Code section 204 also requires that all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period. During the relevant time period, MIDPEN failed to pay Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees all wages due to them, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks within any time period specified by California Labor Code section 204.

California Labor Code section 226 requires employers to make, keep and provide complete and accurate itemized wage statements to their employees. During the relevant time period, MIDPEN did not provide Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from MIDPEN were in violation of California Labor Code section 226(a). The violations include, but are not limited to, the failure to include (1) gross wages earned by Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees, (2) total hours worked by Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees, (3) the number of piece-rate units earned and any applicable piece rate by Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees (4) all deductions for Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees, (5) net wages earned by Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees, (6) the inclusive dates of the period for which Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees are paid, (7) the name of the aggrieved employee and only the last four digits of his or her social security number or an employee identification number other than a social security number, (8) the name and address of the legal entity that is the employer and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees.

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California Labor Code section 558 allows recovery of penalties. (a) Any employer or other person acting on behalf of an employer who violates, or causes to be violated, a section of this chapter or any provision regulating hours and days of work in any order of the Industrial Welfare Commission shall be subject to a civil penalty as follows: (1) For any initial violation, fifty dollars (\$50) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (2) For each subsequent violation, one hundred dollars (\$100) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (3) Wages recovered pursuant to this section shall be paid to the affected employee. Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees have been denied their wages and premium wages and, therefore, are entitled to penalties.

California Labor Code sections 1174(d) requires an employer to keep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept with rules established for this purpose by the commission, but in any case, shall be kept on file for not less than two years. During the relevant time period, MIDPEN failed to keep accurate and complete payroll records showing the hours worked daily and the wages paid, to Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees.

California Labor Code sections 1194, 1197 and 1197.1 provide the minimum wage to be paid to employees, and the payment of a lesser wage than the minimum so fixed is unlawful. During the relevant time period, MIDPEN did not provide Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees with the minimum wages to which they were entitled despite constructive and actual knowledge of off-the-clock work, including pre- and post-shift, and during meal breaks.

California Labor Code sections 2800 and 2802 require an employer to reimburse its employee for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her obedience to the directions of the employer. During their employment, aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by MIDPEN, including for purchasing tools, equipment and uniforms they were required to use and wear while working.

We believe that Mr. Velazquez-Ortiz, Ms. Boyd, and other current and former California-based hourly-paid or non-exempt employees are entitled to penalties as allowed under California Labor Code section 2698, *et seq.* for violations of Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and the IWC Wage Orders.

California Labor Code section 2699.3 requires that a claimant send a certified letter to the employer in questions and the California Labor & Workforce Development Agency setting forth the claims, and the basis for the claims, thereby giving the California Labor & Workforce Development Agency an opportunity to investigate the claims and/or take any action it deems appropriate.

The purpose of this letter is to satisfy the requirement created by California Labor code section 2699 prior to seeking penalties allowed by law for the aforementioned statutory violations. We look forward to determining whether California Labor & Workforce Development Agency intends to take any action in reference to these claims. We kindly request that you respond to this notice according to the time frame contemplated by the California Labor Code.

Mr. Velazquez-Ortiz and Ms. Boyd will seek these penalties on their own behalf and on behalf of other similarly situated California-based hourly-paid or non-exempt employees of MIDPEN within one year of the date of this letter, as allowed by law.

If you have any questions or require additional information, please do not hesitate to contact us. Thank you for your attention to this matter and the noble cause you advance each and every day.

Very truly yours,

JUSTICE LAW CORPORATION

A handwritten signature in black ink, appearing to read "D. Han", with a stylized flourish at the end.

Douglas Han, Esq.

CC: (By Certified U.S. Mail Only):

Matthew O. Franklin
c/o Midpen Housing Corporation and Midpen Property Management Corporation
303 Vintage Park Dr. Suite 250
Foster City, California 94404
Agent for Service of Process for Midpen Housing Corporation and Midpen Property Management Corporation

EXHIBIT 2

June 3, 2022

BY U.S. EMAIL/ELECTRONIC SUBMISSION

PAGAfilings@dir.ca.gov

State of California

Labor & Workforce Development Agency

800 Capitol Mall, MIC-55

Sacramento, California 95814

**Re: MIDPEN HOUSING CORPORATION AND MIDPEN PROPERTY
MANAGEMENT CORPORATION
LWDA Case No. LWDA-CM-886515-22**

Dear Representative:

We hereby amend our May 31, 2022, letter sent to your office in compliance with the reporting requirements of California Labor Code section 2699.3. A true and correct copy of the May 31, 2022, letter is attached to this submission as **Exhibit A** for reference. We are amending that notice to include Auriyon Jacobs as a representative of the aggrieved employees.

We have been retained to represent Bryan Velazquez-Ortiz, Mya Boyd, and Auriyon Jacobs against Midpen Housing Corporation and Midpen Property Management Corporation (including any and all affiliates, managers, members, subsidiaries, and parents, and their shareholders, officers, directors, and employees), any individual, owner, officer and managing agent, DOES 1-10 as an "Employer" or person acting on behalf of an "Employer" pursuant to California Labor Code section 558.1, and DOES 11-20¹ for violations of California wage-and-hour laws (hereinafter collectively referred to as "MIDPEN").

Mr. Velazquez-Ortiz, Ms. Boyd and Ms. Jacobs are pursuing their California Labor Code section 2698, *et seq.*, the Private Attorneys General Act of 2004 ("PAGA") claim on a representative basis. Therefore, Mr. Velazquez-Ortiz, Ms. Boyd and Ms. Jacobs may seek penalties for violations of the Labor Code on behalf of the State of California and aggrieved employees, which are recoverable under PAGA. This letter is sent in compliance with the reporting requirements of California Labor Code section 2699.3.

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¹ Mr. Velazquez-Ortiz, Ms. Boyd and Ms. Jacobs do not know the true names or capacities, whether individual, partner or corporate, of DOES 1 through 20, inclusive, and for that reason, said DOES are designated under such fictitious names. Mr. Velazquez-Ortiz and Ms. Boyd will amend this notice when the true names and capacities are known. Mr. Velazquez-Ortiz, Ms. Boyd and Ms. Jacobs are informed and believe that each DOE was responsible in some way for the matters alleged herein and proximately caused Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other current and former aggrieved employees to be subject to the illegal employment practices, wrongs and injuries complained of herein.

Midpen Housing Corporation and Midpen Property Management Corporation are California corporations located at 303 Vintage Park Dr. Suite 250, Foster City, California 94404.

MIDPEN employed Mr. Velazquez-Ortiz as an hourly-paid non-exempt Maintenance Technician (until in or around November of 2021) in the State of California. MIDPEN employed Ms. Boyd as an hourly-paid non-exempt Administrative Assistant (until in or around September of 2021) in the State of California. MIDPEN employed Ms. Jacobs as an hourly-paid non-exempt Leasing Specialist (until in or around July of 2021) in the State of California. MIDPEN directly controlled the wages, hours and/or working conditions of Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other aggrieved employees' employment, including direction, retention, scheduling, supervision, and termination.

The "aggrieved employees" that Mr. Velazquez-Ortiz, Ms. Boyd and Ms. Jacobs may seek penalties on behalf of are all current and former hourly-paid or non-exempt employees (whether hired directly or through a staffing agency) of MIDPEN within the State of California.

MIDPEN failed to properly pay its hourly-paid or non-exempt employees for all hours worked, failed to properly provide or compensate minimum and overtime wages and for meal and rest breaks, failed to issue compliant wage statements and failed to reimburse for all necessary business-related costs and expenses, thus resulting in other Labor Code violations as stated below.

Pursuant to *Huff v. Securitas Security Services*, 23 Cal. App. 5th 745, 751 (2018), an employee who brings a representative action and was affected by at least one of the violations alleged in the complaint has standing to pursue penalties on behalf of the state not only for that violation, but for violations affecting other employees as well. Accordingly, Mr. Velazquez-Ortiz, Ms. Boyd and Ms. Jacobs have standing to pursue penalties on behalf of the state for violations affecting all the aggrieved employees at MIDPEN, regardless of their classification, job title, location, or whether they were hired directly or through a staffing agency.

MIDPEN has violated and/or continues to violate, among other provisions of the California Labor Code and applicable wage law, California Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and the IWC Wage Orders.

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California Labor Code sections 510, 1194, and 1198 require employers to pay at least minimum wage for all hours worked, pay time-and-a-half, or double-time overtime wages, and make it unlawful to work employees for hours longer than eight hours in one day and/or over forty hours in one week without paying the premium overtime rates. During the relevant time period, Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. MIDPEN failed to compensate Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other aggrieved employees for all hours worked and performing off-the-clock work, including pre- and post-shift, and during meal breaks. MIDPEN also failed to include non-discretionary bonuses and incentives in Ms. Boyd, Ms. Jacobs and other aggrieved employees' regular rate of pay for purposes of overtime compensation. Therefore, Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other aggrieved employees were entitled to receive certain wages for overtime compensation, but they were not paid for all overtime hours worked.

California Labor Code section 246 requires that employers provide employees with paid sick leave of not less than one hour per every 30 hours worked. California Labor Code section 246(l) also requires that paid sick leave be paid at a non-exempt employee's regular rate of pay for the workweek in which the employee uses paid sick time or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment. During the relevant time period, MIDPEN failed to pay Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other aggrieved employees with paid sick leave that complied with California Labor Code section 246, by, for example, failing to pay paid sick leave at non-exempt employee's regular rate of pay or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment.

California Labor Code sections 226.7 and 512 require employers to pay an employee one additional hour of pay at the employee's regular rate for each workday that a meal or rest break is not provided. During the relevant time period, MIDPEN routinely required Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other aggrieved employees to work through, interrupt, cut short, and/or delay their meal and rest breaks to comply with MIDPEN's policies and expectations. MIDPEN failed to provide coverage to Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other aggrieved employees so they may be relieved of all work duties and take legally mandated meal and rest breaks. Moreover, MIDPEN also failed to authorize and permit Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other aggrieved employees to take the requisite number of meal and rest breaks, including second meal breaks and third rest breaks, when working shifts exceeding 10 hours in length. Despite these facts, MIDPEN failed to compensate Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other aggrieved employees all the premium wages they were owed, including failing to pay premium wages at Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other aggrieved employees' regular rate of pay.

California Labor Code section 551 states “[e]very person employed in any occupation of labor is entitled to one day’s rest therefrom in seven.” Section 552 further states “[n]o employer of labor shall cause his employees to work more than six days in seven.” MIDPEN required aggrieved employees to work seven days in a row or more without one day’s rest.

California Labor Code section 432.5 states “[n]o employer, or agent, manager, superintendent, or officer thereof, shall require any employee or applicant for employment to agree, in writing, to any term or condition which is known by such employer, or agent, manager, superintendent, or officer thereof to be prohibited by law.” MIDPEN required aggrieved employees to execute arbitration agreements as a condition of employment despite knowing that such agreements are prohibited under Labor Code section 432.6.

California Labor Code section 201 requires that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately. California Labor Code section 202 requires that if an employee not having a written contract for a definite period quits his or her employment, his or her wages shall become due and payable not later than 72 hours thereafter, unless the employee has given 72 hours previous notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting. California Labor Code section 203 provides that if an employer willfully fails to pay, without abatement or reduction, in accordance with Labor Code sections 201 201.3, 201.5, 201.6, 201.8, 201.9, 202, and 205.5, 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. During the relevant time period, MIDPEN failed to pay Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other aggrieved employees all wages, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks, due to them within any time period specified by California Labor Code sections 201 and 203 and therefore is liable under California Labor Code section 203.

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California Labor Code section 204 requires that all wages earned by any person in any employment between the 1st and the 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed, and that all wages earned by any person in any employment between the 16th and the last day, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 1st and the 10th day of the following month. California Labor Code section 204 also requires that all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period. During the relevant time period, MIDPEN failed to pay Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other aggrieved employees all wages due to them, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks within any time period specified by California Labor Code section 204.

California Labor Code section 226 requires employers to make, keep and provide complete and accurate itemized wage statements to their employees. During the relevant time period, MIDPEN did not provide Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from MIDPEN were in violation of California Labor Code section 226(a). The violations include, but are not limited to, the failure to include (1) gross wages earned by Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other aggrieved employees, (2) total hours worked by Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other aggrieved employees, (3) the number of piece-rate units earned and any applicable piece rate by Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other aggrieved employees (4) all deductions for Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other aggrieved employees, (5) net wages earned by Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other aggrieved employees, (6) the inclusive dates of the period for which Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees are paid, (7) the name of the aggrieved employee and only the last four digits of his or her social security number or an employee identification number other than a social security number, (8) the name and address of the legal entity that is the employer and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other aggrieved employees.

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California Labor Code section 558 allows recovery of penalties. (a) Any employer or other person acting on behalf of an employer who violates, or causes to be violated, a section of this chapter or any provision regulating hours and days of work in any order of the Industrial Welfare Commission shall be subject to a civil penalty as follows: (1) For any initial violation, fifty dollars (\$50) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (2) For each subsequent violation, one hundred dollars (\$100) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (3) Wages recovered pursuant to this section shall be paid to the affected employee. Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other aggrieved employees have been denied their wages and premium wages and, therefore, are entitled to penalties.

California Labor Code sections 1174(d) requires an employer to keep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept with rules established for this purpose by the commission, but in any case, shall be kept on file for not less than two years. During the relevant time period, MIDPEN failed to keep accurate and complete payroll records showing the hours worked daily and the wages paid, to Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other aggrieved employees.

California Labor Code sections 1194, 1197 and 1197.1 provide the minimum wage to be paid to employees, and the payment of a lesser wage than the minimum so fixed is unlawful. During the relevant time period, MIDPEN did not provide Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other aggrieved employees with the minimum wages to which they were entitled despite constructive and actual knowledge of off-the-clock work, including pre- and post-shift, and during meal breaks.

California Labor Code sections 2800 and 2802 require an employer to reimburse its employee for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her obedience to the directions of the employer. During their employment, aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by MIDPEN, including for purchasing tools, equipment and uniforms they were required to use and wear while working.

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LWDA

June 3, 2022

Page 7 of 8

We believe that Mr. Velazquez-Ortiz, Ms. Boyd, Ms. Jacobs and other current and former California-based hourly-paid or non-exempt employees are entitled to penalties as allowed under California Labor Code section 2698, *et seq.* for violations of Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and the IWC Wage Orders.

California Labor Code section 2699.3 requires that a claimant send a certified letter to the employer in questions and the California Labor & Workforce Development Agency setting forth the claims, and the basis for the claims, thereby giving the California Labor & Workforce Development Agency an opportunity to investigate the claims and/or take any action it deems appropriate.

The purpose of this letter is to satisfy the requirement created by California Labor code section 2699 prior to seeking penalties allowed by law for the aforementioned statutory violations. We look forward to determining whether California Labor & Workforce Development Agency intends to take any action in reference to these claims. We kindly request that you respond to this notice according to the time frame contemplated by the California Labor Code.

Mr. Velazquez-Ortiz, Ms. Boyd and Ms. Jacobs will seek these penalties on their own behalf and on behalf of other similarly situated California-based hourly-paid or non-exempt employees of MIDPEN within one year of the date of the original May 31, 2022 letter, as allowed by law.

If you have any questions or require additional information, please do not hesitate to contact us. Thank you for your attention to this matter and the noble cause you advance each and every day.

Very truly yours,

JUSTICE LAW CORPORATION

A handwritten signature in black ink, appearing to read "D. Han", written over a horizontal line.

Douglas Han, Esq.

LWDA

June 3, 2022

Page 8 of 8

CC: (By Certified U.S. Mail Only):

Matthew O. Franklin

c/o Midpen Housing Corporation and Midpen Property Management Corporation

303 Vintage Park Dr. Suite 250

Foster City, California 94404

Agent for Service of Process for Midpen Housing Corporation and Midpen Property
Management Corporation

EXHIBIT A

May 31, 2022

BY U.S. EMAIL/ELECTRONIC SUBMISSION

PAGAfilings@dir.ca.gov

State of California

Labor & Workforce Development Agency

800 Capitol Mall, MIC-55

Sacramento, California 95814

**Re: MIDPEN HOUSING CORPORATION AND MIDPEN PROPERTY
MANAGEMENT CORPORATION**

Dear Representative:

We have been retained to represent Bryan Velazquez-Ortiz and Mya Boyd against Midpen Housing Corporation and Midpen Property Management Corporation (including any and all affiliates, managers, members, subsidiaries, and parents, and their shareholders, officers, directors, and employees), any individual, owner, officer and managing agent, DOES 1-10 as an "Employer" or person acting on behalf of an "Employer" pursuant to California Labor Code section 558.1, and DOES 11-20¹ for violations of California wage-and-hour laws (hereinafter collectively referred to as "MIDPEN").

Mr. Velazquez-Ortiz and Ms. Boyd are pursuing their California Labor Code section 2698, *et seq.*, the Private Attorneys General Act of 2004 ("PAGA") claim on a representative basis. Therefore, Mr. Velazquez-Ortiz and Ms. Boyd may seek penalties for violations of the Labor Code on behalf of the State of California and aggrieved employees, which are recoverable under PAGA. This letter is sent in compliance with the reporting requirements of California Labor Code section 2699.3.

Midpen Housing Corporation and Midpen Property Management Corporation are California corporations located at 303 Vintage Park Dr. Suite 250, Foster City, California 94404.

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¹ Mr. Velazquez-Ortiz and Ms. Boyd do not know the true names or capacities, whether individual, partner or corporate, of DOES 1 through 20, inclusive, and for that reason, said DOES are designated under such fictitious names. Mr. Velazquez-Ortiz and Ms. Boyd will amend this notice when the true names and capacities are known. Mr. Velazquez-Ortiz and Ms. Boyd are informed and believe that each DOE was responsible in some way for the matters alleged herein and proximately caused Mr. Velazquez-Ortiz, Ms. Boyd, and other current and former aggrieved employees to be subject to the illegal employment practices, wrongs and injuries complained of herein.

MIDPEN employed Mr. Velazquez-Ortiz as an hourly-paid non-exempt Maintenance Technician (until in or around November of 2021) in the State of California. MIDPEN employed Ms. Boyd as an hourly-paid non-exempt Administrative Assistant (until in or around September of 2021) in the State of California. MIDPEN directly controlled the wages, hours and/or working conditions of Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees' employment, including direction, retention, scheduling, supervision, and termination.

The "aggrieved employees" that Mr. Velazquez-Ortiz and Ms. Boyd may seek penalties on behalf of are all current and former hourly-paid or non-exempt employees (whether hired directly or through a staffing agency) of MIDPEN within the State of California.

MIDPEN failed to properly pay its hourly-paid or non-exempt employees for all hours worked, failed to properly provide or compensate minimum and overtime wages and for meal and rest breaks, failed to issue compliant wage statements and failed to reimburse for all necessary business-related costs and expenses, thus resulting in other Labor Code violations as stated below.

Pursuant to *Huff v. Securitas Security Services*, 23 Cal. App. 5th 745, 751 (2018), an employee who brings a representative action and was affected by at least one of the violations alleged in the complaint has standing to pursue penalties on behalf of the state not only for that violation, but for violations affecting other employees as well. Accordingly, Mr. Velazquez-Ortiz and Ms. Boyd have standing to pursue penalties on behalf of the state for violations affecting all the aggrieved employees at MIDPEN, regardless of their classification, job title, location, or whether they were hired directly or through a staffing agency.

MIDPEN has violated and/or continues to violate, among other provisions of the California Labor Code and applicable wage law, California Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and the IWC Wage Orders.

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California Labor Code sections 510, 1194, and 1198 require employers to pay at least minimum wage for all hours worked, pay time-and-a-half, or double-time overtime wages, and make it unlawful to work employees for hours longer than eight hours in one day and/or over forty hours in one week without paying the premium overtime rates. During the relevant time period, Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. MIDPEN failed to compensate Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees for all hours worked and performing off-the-clock work, including pre- and post-shift, and during meal breaks. MIDPEN also failed to include non-discretionary bonuses and incentives in Ms. Boyd and other aggrieved employees' regular rate of pay for purposes of overtime compensation. Therefore, Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees were entitled to receive certain wages for overtime compensation, but they were not paid for all overtime hours worked.

California Labor Code section 246 requires that employers provide employees with paid sick leave of not less than one hour per every 30 hours worked. California Labor Code section 246(l) also requires that paid sick leave be paid at a non-exempt employee's regular rate of pay for the workweek in which the employee uses paid sick time or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment. During the relevant time period, MIDPEN failed to pay Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees with paid sick leave that complied with California Labor Code section 246, by, for example, failing to pay paid sick leave at non-exempt employee's regular rate of pay or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment.

California Labor Code sections 226.7 and 512 require employers to pay an employee one additional hour of pay at the employee's regular rate for each workday that a meal or rest break is not provided. During the relevant time period, MIDPEN routinely required Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees to work through, interrupt, cut short, and/or delay their meal and rest breaks to comply with MIDPEN's policies and expectations. MIDPEN failed to provide coverage to Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees so they may be relieved of all work duties and take legally mandated meal and rest breaks. Moreover, MIDPEN also failed to authorize and permit Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees to take the requisite number of meal and rest breaks, including second meal breaks and third rest breaks, when working shifts exceeding 10 hours in length. Despite these facts, MIDPEN failed to compensate Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees all the premium wages they were owed, including failing to pay premium wages at Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees' regular rate of pay.

California Labor Code section 551 states “[e]very person employed in any occupation of labor is entitled to one day’s rest therefrom in seven.” Section 552 further states “[n]o employer of labor shall cause his employees to work more than six days in seven.” MIDPEN required aggrieved employees to work seven days in a row or more without one day’s rest.

California Labor Code section 432.5 states “[n]o employer, or agent, manager, superintendent, or officer thereof, shall require any employee or applicant for employment to agree, in writing, to any term or condition which is known by such employer, or agent, manager, superintendent, or officer thereof to be prohibited by law.” MIDPEN required aggrieved employees to execute arbitration agreements as a condition of employment despite knowing that such agreements are prohibited under Labor Code section 432.6.

California Labor Code section 201 requires that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately. California Labor Code section 202 requires that if an employee not having a written contract for a definite period quits his or her employment, his or her wages shall become due and payable not later than 72 hours thereafter, unless the employee has given 72 hours previous notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting. California Labor Code section 203 provides that if an employer willfully fails to pay, without abatement or reduction, in accordance with Labor Code sections 201 201.3, 201.5, 201.6, 201.8, 201.9, 202, and 205.5, 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. During the relevant time period, MIDPEN failed to pay Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees all wages, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks, due to them within any time period specified by California Labor Code sections 201 and 203 and therefore is liable under California Labor Code section 203.

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California Labor Code section 204 requires that all wages earned by any person in any employment between the 1st and the 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed, and that all wages earned by any person in any employment between the 16th and the last day, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 1st and the 10th day of the following month. California Labor Code section 204 also requires that all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period. During the relevant time period, MIDPEN failed to pay Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees all wages due to them, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks within any time period specified by California Labor Code section 204.

California Labor Code section 226 requires employers to make, keep and provide complete and accurate itemized wage statements to their employees. During the relevant time period, MIDPEN did not provide Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from MIDPEN were in violation of California Labor Code section 226(a). The violations include, but are not limited to, the failure to include (1) gross wages earned by Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees, (2) total hours worked by Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees, (3) the number of piece-rate units earned and any applicable piece rate by Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees (4) all deductions for Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees, (5) net wages earned by Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees, (6) the inclusive dates of the period for which Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees are paid, (7) the name of the aggrieved employee and only the last four digits of his or her social security number or an employee identification number other than a social security number, (8) the name and address of the legal entity that is the employer and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees.

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California Labor Code section 558 allows recovery of penalties. (a) Any employer or other person acting on behalf of an employer who violates, or causes to be violated, a section of this chapter or any provision regulating hours and days of work in any order of the Industrial Welfare Commission shall be subject to a civil penalty as follows: (1) For any initial violation, fifty dollars (\$50) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (2) For each subsequent violation, one hundred dollars (\$100) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (3) Wages recovered pursuant to this section shall be paid to the affected employee. Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees have been denied their wages and premium wages and, therefore, are entitled to penalties.

California Labor Code sections 1174(d) requires an employer to keep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept with rules established for this purpose by the commission, but in any case, shall be kept on file for not less than two years. During the relevant time period, MIDPEN failed to keep accurate and complete payroll records showing the hours worked daily and the wages paid, to Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees.

California Labor Code sections 1194, 1197 and 1197.1 provide the minimum wage to be paid to employees, and the payment of a lesser wage than the minimum so fixed is unlawful. During the relevant time period, MIDPEN did not provide Mr. Velazquez-Ortiz, Ms. Boyd, and other aggrieved employees with the minimum wages to which they were entitled despite constructive and actual knowledge of off-the-clock work, including pre- and post-shift, and during meal breaks.

California Labor Code sections 2800 and 2802 require an employer to reimburse its employee for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her obedience to the directions of the employer. During their employment, aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by MIDPEN, including for purchasing tools, equipment and uniforms they were required to use and wear while working.

We believe that Mr. Velazquez-Ortiz, Ms. Boyd, and other current and former California-based hourly-paid or non-exempt employees are entitled to penalties as allowed under California Labor Code section 2698, *et seq.* for violations of Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and the IWC Wage Orders.

California Labor Code section 2699.3 requires that a claimant send a certified letter to the employer in questions and the California Labor & Workforce Development Agency setting forth the claims, and the basis for the claims, thereby giving the California Labor & Workforce Development Agency an opportunity to investigate the claims and/or take any action it deems appropriate.

The purpose of this letter is to satisfy the requirement created by California Labor code section 2699 prior to seeking penalties allowed by law for the aforementioned statutory violations. We look forward to determining whether California Labor & Workforce Development Agency intends to take any action in reference to these claims. We kindly request that you respond to this notice according to the time frame contemplated by the California Labor Code.

Mr. Velazquez-Ortiz and Ms. Boyd will seek these penalties on their own behalf and on behalf of other similarly situated California-based hourly-paid or non-exempt employees of MIDPEN within one year of the date of this letter, as allowed by law.

If you have any questions or require additional information, please do not hesitate to contact us. Thank you for your attention to this matter and the noble cause you advance each and every day.

Very truly yours,

JUSTICE LAW CORPORATION

A handwritten signature in black ink, appearing to read "D. Han", with a stylized flourish at the end.

Douglas Han, Esq.

CC: (By Certified U.S. Mail Only):

Matthew O. Franklin
c/o Midpen Housing Corporation and Midpen Property Management Corporation
303 Vintage Park Dr. Suite 250
Foster City, California 94404
Agent for Service of Process for Midpen Housing Corporation and Midpen Property Management Corporation

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STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action. My business address is 751 N. Fair Oaks Avenue, Suite 101, Pasadena, CA 91103 and my electronic service address is mluna@justicelawcorp.com

On August 9, 2022, I served the foregoing document described as

COMPLAINT FOR CIVIL PENALTIES FOR VIOLATION OF LABOR CODE § 2698, et seq. (PRIVATE ATTORNEYS GENERAL ACT OF 2004)

for the following case: **Boyd et al. v. MidPen Property Management Corporation, et al.**
LWDA/Court Case No.: **LWDA Case No.: CM-886515-22**
Court Case No.: 22-CIV-03192
San Mateo County Superior Court

on interested parties in this action by electronically submitting as follows:

State of California
Labor & Workforce Development Agency
800 Capitol Mall, MIC-55
Sacramento, California 95814

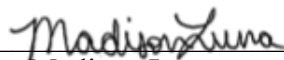
[X] BY ELECTRONIC SUBMISSION

Pursuant to California Senate Bill No. 836, I caused the documents described above to be electronically submitted by and through the procedure stated on the website of the State of California Labor and Workforce Development Agency.

[X] STATE

I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on August 9, 2022, at Pasadena, California.



Madison Luna