

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

Norman B. Blumenthal (State Bar #068687)

Kyle R. Nordrehaug (State Bar #205975)

Aparajit Bhowmik (State Bar #248066)

Nicholas J. De Blouw (State Bar #280922)

2255 Calle Clara

La Jolla, CA 92037

Telephone: (858)551-1223

Facsimile: (858) 551-1232

Website: www.bamlawca.com

Attorneys for Plaintiff

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF SACRAMENTO

ERICA MORRIS, on behalf of the State of
California, as a private attorney general,

Plaintiff,

vs.

THE PERMANENTE MEDICAL GROUP,
INC., a California Corporation; and DOES 1
through 50, inclusive,

Defendants.

Case No. _____

**REPRESENTATIVE ACTION
COMPLAINT FOR:**

1. Civil Penalties Pursuant to Labor Code
§ 2699, *et seq.* for violations of Labor
Code §§ 201, 202, 203, 204 *et seq.*, 210,
218, 221, 226(a), 226.7, 227.3, 510, 512,
558(a)(1)(2), 1194, 1197, 1197.1, 1198,
2802, California Code of Regulations,
Title 8, Section 11040, Subdivision 5(A)-
(B), and the applicable Wage Order(s).

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

6 **INTRODUCTION**

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

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

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

22 **THE PARTIES**

23 4. Defendant The Permanente Medical Group, Inc. (“DEFENDANT”) is a California
24 Corporation that at all relevant times mentioned herein conducted and continues to conduct
25 substantial business in the state of California.

26 5. DEFENDANT is a medical group that provides medical services to its clients
27 throughout the state of California. DEFENDANT is headquartered in Oakland, California.
28

1 6. PLAINTIFF has been employed by DEFENDANT in California since 2008 and
2 has been at all times classified by DEFENDANT as a non-exempt employee, paid on an hourly
3 basis, and entitled to the legally required meal and rest periods and payment of minimum and
4 overtime wages due for all time worked.

5 7. PLAINTIFF, and such persons that may be added from time to time who satisfy
6 the requirements and exhaust the administrative procedures under the Private Attorney General
7 Act, brings this Representative Action on behalf of the State of California with respect to herself
8 and all individuals who are or previously were employed by DEFENDANT in California,
9 including any employees staffed with DEFENDANT by a third party, and classified as non-
10 exempt employees ("AGGRIEVED EMPLOYEES") during the time period of June 29, 2021
11 until a date as determined by the Court (the "PAGA PERIOD").

12 8. PLAINTIFF, on behalf of herself and all AGGRIEVED EMPLOYEES presently
13 or formerly employed by DEFENDANT during the PAGA PERIOD, brings this representative
14 action pursuant to Labor Code § 2699, *et seq.* seeking fixed civil penalties for DEFENDANT's
15 violation of California Labor Code §§ 201, 202, 203, 204 *et seq.*, 210, 218, 221, 226(a), 226.7,
16 227.3, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802, California Code of Regulations,
17 Title 8, Section 11040, Subdivision 5(A)-(B), and the applicable Wage Order(s). Based upon
18 the foregoing, PLAINTIFF and all AGGRIEVED EMPLOYEES are aggrieved employees
19 within the meaning of Labor Code § 2699, *et seq.*

20 9. The true names and capacities, whether individual, corporate, subsidiary,
21 partnership, associate or otherwise of DEFENDANT, DOES 1 through 50, inclusive, are
22 presently unknown to PLAINTIFF who therefore sues this DEFENDANT by such fictitious
23 names pursuant to Cal. Civ. Proc. Code § 474. PLAINTIFF will seek leave to amend this
24 Complaint to allege the true names and capacities of Does 1 through 50, inclusive, when they
25 are ascertained. PLAINTIFF is informed and believes, and based upon that information and
26 belief alleges, that the DEFENDANT named in this Complaint, including DOES 1 through 50,
27 inclusive, are responsible in some manner for one or more of the events and happenings that
28 proximately caused the injuries and damages hereinafter alleged.

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

THE CONDUCT

11. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT was required to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for all their time worked, meaning the time during which an employee is subject to the control of an employer, including all the time the employee is suffered or permitted to work. DEFENDANT requires PLAINTIFF and the AGGRIEVED EMPLOYEES to work without paying them for all the time they are under DEFENDANT's control. Among other things, DEFENDANT requires PLAINTIFF to work while clocked out during what is supposed to be PLAINTIFF's off-duty meal break. PLAINTIFF was from time to time interrupted by work assignments while clocked out for what should have been PLAINTIFF's off-duty meal break. Additionally, DEFENDANT, as a matter of established company policy and procedure, administers a uniform practice of rounding the actual time worked and recorded by PLAINTIFF and the AGGRIEVED EMPLOYEES, always to the benefit of DEFENDANT, so that during the course of their employment, PLAINTIFF and the AGGRIEVED EMPLOYEES are paid less than they would have been paid had they been paid for actual recorded time rather than "rounded" time. Additionally, DEFENDANT engages in the practice of requiring PLAINTIFF and the AGGRIEVED EMPLOYEES to perform work off the clock in that DEFENDANT, as a condition of employment, required these employees to submit to mandatory temperature checks and symptom questionnaires for COVID-19 screening prior to clocking into DEFENDANT's timekeeping system for the workday. As a result, PLAINTIFF and the AGGRIEVED EMPLOYEES forfeit minimum wage, overtime

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

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

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

24 14. As a result of their rigorous work schedules, PLAINTIFF and the AGGRIEVED
25 EMPLOYEES are from time to time unable to take thirty (30) minute off duty meal breaks and
26 are not fully relieved of duty for their meal periods. PLAINTIFF and the AGGRIEVED
27 EMPLOYEES are required from time to time to perform work as ordered by DEFENDANT for
28 more than five (5) hours during some shifts without receiving a meal break. Further,

1 DEFENDANT from time to time fails to provide PLAINTIFF and the AGGRIEVED
2 EMPLOYEES with a second off-duty meal period for some workdays in which these employees
3 are required by DEFENDANT to work ten (10) hours of work. DEFENDANT also engages in
4 the practice of rounding the meal period times to avoid paying penalties to PLAINTIFF and the
5 AGGRIEVED EMPLOYEES. PLAINTIFF and the AGGRIEVED EMPLOYEES therefore
6 forfeit meal breaks without additional compensation and in accordance with DEFENDANT's
7 corporate policy and practice.

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

28 16. During the PAGA PERIOD, DEFENDANT fails to accurately record and pay

1 PLAINTIFF and the AGGRIEVED EMPLOYEES for the actual amount of time these
2 employees work. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT
3 is required to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for all time worked,
4 meaning the time during which an employee was subject to the control of an employer,
5 including all the time the employee was permitted or suffered to permit this work.
6 DEFENDANT requires these employees to work off the clock without paying them for all the
7 time they are under DEFENDANT's control. As such, DEFENDANT knew or should have
8 known that PLAINTIFF and the AGGRIEVED EMPLOYEES are under compensated for all
9 time worked. As a result, PLAINTIFF and the AGGRIEVED EMPLOYEES forfeit time
10 worked by working without their time being accurately recorded and without compensation at
11 the applicable minimum wage and overtime wage rates. To the extent that the time worked off
12 the clock does not qualify for overtime premium payment, DEFENDANT fails to pay minimum
13 wages for the time worked off-the-clock in violation of Cal. Lab. Code §§ 1194, 1197, and
14 1197.1.

15 17. From time to time, DEFENDANT also fails to provide PLAINTIFF and the
16 AGGRIEVED EMPLOYEES with complete and accurate wage statements which failed to
17 show, among other things, the correct gross and net wages earned. Cal. Lab. Code § 226
18 provides that every employer shall furnish each of his or her employees with an accurate
19 itemized wage statement in writing showing, among other things, gross wages earned and all
20 applicable hourly rates in effect during the pay period and the corresponding amount of time
21 worked at each hourly rate. Aside, from the violations listed above in this paragraph,
22 DEFENDANT fails to issue to PLAINTIFF an itemized wage statement that lists all the
23 requirements under California Labor Code 226 *et seq.* As a result, DEFENDANT from time to
24 time provides PLAINTIFF and the AGGRIEVED EMPLOYEES with wage statements which
25 violated Cal. Lab. Code § 226.

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

1 Cal. Lab. Code § 210 provides:

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

9 19. DEFENDANT from time to time fails to pay PLAINTIFF and the AGGRIEVED
10 EMPLOYEES within seven (7) days of the close of the payroll period in accordance with Cal.
11 Lab. Code § 204(d).

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

18 21. Cal. Lab. Code Section 246(1)(2) requires that paid sick time for nonexempt
19 employees be calculated by dividing the employee's total wages, not including overtime
20 premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days
21 of employment.

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

28 23. As a pattern and practice, DEFENDANT regularly failed to pay PLAINTIFF and
the AGGRIEVED EMPLOYEES their correct wages and accordingly owe waiting time
penalties pursuant to Cal. Lab. Code Section 203. Further, PLAINTIFF is informed and believes
and based thereon alleges that such failure to pay sick pay at regular rate was willful, such that

1 AGGRIEVED EMPLOYEES whose employment has separated are entitled to waiting time
2 penalties pursuant to Cal. Lab. Code Sections 201-203.

3 24. Pursuant to Cal. Lab. Code Section 221, "It shall be unlawful for any employer
4 to collect or receive from an employee any part of wages theretofore paid by said employer to
5 said employee." DEFENDANT fails to pay all compensation due to PLAINTIFF and the
6 AGGRIEVED EMPLOYEES, makes unlawful deductions from compensation payable to
7 PLAINTIFF and the AGGRIEVED EMPLOYEES, fails to disclose all aspects of the deductions
8 from compensation payable to PLAINTIFF and the AGGRIEVED EMPLOYEES, and thereby
9 fails to pay these employees all wages due at each applicable pay period and upon termination.

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

20 26. In the course of their employment PLAINTIFF and the AGGRIEVED
21 EMPLOYEES as a business expense, are required by DEFENDANT to use their own personal
22 cellular phones and personal home offices as a result of and in furtherance of their job duties
23 as employees for DEFENDANT but are not reimbursed or indemnified by DEFENDANT for
24 the cost associated with the use of their personal cellular phones and personal home offices for
25 DEFENDANT's benefit. Specifically, PLAINTIFF and the AGGRIEVED EMPLOYEES are
26 required by DEFENDANT to use their personal cellular phones and personal home offices. As
27 a result, in the course of their employment with DEFENDANT, PLAINTIFF and the
28 AGGRIEVED EMPLOYEES incurred unreimbursed business expenses which included, but

1 were not limited to, costs related to the use of their personal cellular phones and personal home
2 offices all on behalf of and for the benefit of DEFENDANT.

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

8
9 **JURISDICTION AND VENUE**

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

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

18 **FIRST CAUSE OF ACTION**

19 **For Violation of the Private Attorneys General Act**

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

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

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

24 31. PAGA is a mechanism by which the State of California itself can enforce state
25 labor laws through the employee suing under the PAGA who do so as the proxy or agent of the
26 state's labor law enforcement agencies. An action to recover civil penalties under PAGA is
27 fundamentally a law enforcement action designed to protect the public and not to benefit private
28 parties. The purpose of the PAGA is not to recover damages or restitution, but to create a

1 means of "deputizing" citizens as private attorneys general to enforce the Labor Code. In
2 enacting PAGA, the California Legislature specified that "it was ... in the public interest to
3 allow aggrieved employees, acting as private attorneys general to recover civil penalties for
4 Labor Code violations ..." Stats. 2003, ch. 906, § 1. Accordingly, PAGA claims cannot be
5 subject to arbitration.

6 32. PLAINTIFF, and such persons that may be added from time to time who satisfy
7 the requirements and exhaust the administrative procedures under the Private Attorney General
8 Act, brings this Representative Action on behalf of the State of California with respect to herself
9 and all individuals who are or previously were employed by DEFENDANT in California,
10 including any employees staffed with DEFENDANT by a third party, and classified as non-
11 exempt employees ("AGGRIEVED EMPLOYEES") during the time period of June 29, 2021
12 until a date as determined by the Court (the "PAGA PERIOD").

13 33. On June 29, 2022, PLAINTIFF gave written notice by electronic mail to the Labor
14 and Workforce Development Agency (the "Agency") and by certified mail to the employer of
15 the specific provisions of this code alleged to have been violated as required by Labor Code §
16 2699.3. The statutory waiting period for PLAINTIFF to add these allegations to the Complaint
17 has expired. As a result, pursuant to Section 2699.3, PLAINTIFF may now commence a
18 representative civil action under PAGA pursuant to Section 2699 as the proxy of the State of
19 California with respect to all AGGRIEVED EMPLOYEES as herein defined.

20 34. The policies, acts and practices heretofore described were and are an unlawful
21 business act or practice because DEFENDANT (a) failed to provide PLAINTIFF and the
22 AGGRIEVED EMPLOYEES accurate itemized wage statements, (b) failed to properly record
23 and provide legally required meal and rest periods, (c) failed to pay minimum wages, (d) failed
24 to pay overtime wages and sick pay wages, and (e) failed to reimburse employees for required
25 expenses, all in violation of the applicable Labor Code sections listed in Labor Code §§ 201,
26 202, 203, 204 *et seq.*, 210, 218, 221, 226(a), 226.7, 227.3, 510, 512, 558(a)(1)(2), 1194, 1197,
27 1197.1, 1198, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-
28 (B), and the applicable Wage Order(s), and thereby gives rise to civil penalties as a result of

1 such conduct.¹ PLAINTIFF hereby seeks recovery of only civil penalties as prescribed by the
2 Labor Code Private Attorney General Act of 2004 as the representative of the State of
3 California for the illegal conduct perpetrated on PLAINTIFF and the AGGRIEVED
4 EMPLOYEES.

5
6 **PRAYER FOR RELIEF**

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

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

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

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

15 Dated: December 27, 2022 BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP
16

17
18 By: 

19 Norman B. Blumenthal
20 Nicholas J. De Blouw
21 Attorneys for Plaintiff
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23
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26

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