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

13 **IN AND FOR THE COUNTY OF SAN FRANCISCO**

ELECTRONICALLY  
**FILED**  
Superior Court of California,  
County of San Francisco

**09/16/2022**  
Clerk of the Court  
BY: JACKIE LAPREVOTTE  
Deputy Clerk

**CGC-22-601841**

10 MATTHEW TRAVIS, on behalf of the  
11 State of California, as a private attorney  
12 general,

13 Plaintiff,

14 vs.

15 ALTO PHARMACY LLC, a Limited  
16 Liability Company; and DOES 1 through 50,  
17 inclusive,

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

### 6 **INTRODUCTION**

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

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

### 22 **THE PARTIES**

23 4. Defendant Alto Pharmacy LLC (“DEFENDANT”) is a limited liability company  
24 that at all relevant times mentioned herein conducted and continues to conduct substantial  
25 business in the state of California.

26 5. DEFENDANT is a full-service pharmacy that delivers prescriptions to their  
27 customers’ homes.  
28

1           6.       PLAINTIFF has been employed by DEFENDANT in California since November  
2 2019 and has been at all times classified by DEFENDANT as a non-exempt employee, paid on  
3 an hourly basis, and entitled to the legally required meal and rest periods and payment of  
4 minimum and 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  
8 himself 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 9, 2021  
11 until a date as determined by the Court (the "PAGA PERIOD").

12           8.       PLAINTIFF, on behalf of himself 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 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. PLAINTIFF and the AGGRIEVED EMPLOYEES worked off the clock with respect to time spent undergoing mandatory drug testing or any other testing and/or examination required as a condition of employment. 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

1 checks and symptom questionnaires for COVID-19 screening prior to clocking into  
2 DEFENDANT's timekeeping system for the workday. As a result, PLAINTIFF and the  
3 AGGRIEVED EMPLOYEES forfeit minimum wage, overtime wage compensation, and off-  
4 duty meal breaks by working without their time being correctly recorded and without  
5 compensation at the applicable rates. DEFENDANT's policy and practice not to pay  
6 PLAINTIFF and the AGGRIEVED EMPLOYEES for all time worked, is evidenced by  
7 DEFENDANT's business records.

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

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

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

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

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

1 states PLAINTIFF and the AGGRIEVED EMPLOYEES cannot leave the work premises during  
2 their rest period.

3 16. During the PAGA PERIOD, DEFENDANT fails to accurately record and pay  
4 PLAINTIFF and the AGGRIEVED EMPLOYEES for the actual amount of time these  
5 employees work. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT  
6 is required to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for all time worked,  
7 meaning the time during which an employee was subject to the control of an employer,  
8 including all the time the employee was permitted or suffered to permit this work.  
9 DEFENDANT requires these employees to work off the clock without paying them for all the  
10 time they are under DEFENDANT's control. As such, DEFENDANT knew or should have  
11 known that PLAINTIFF and the AGGRIEVED EMPLOYEES are under compensated for all  
12 time worked. As a result, PLAINTIFF and the AGGRIEVED EMPLOYEES forfeit time  
13 worked by working without their time being accurately recorded and without compensation at  
14 the applicable minimum wage and overtime wage rates. To the extent that the time worked off  
15 the clock does not qualify for overtime premium payment, DEFENDANT fails to pay minimum  
16 wages for the time worked off-the-clock in violation of Cal. Lab. Code §§ 1194, 1197, and  
17 1197.1.

18 17. From time to time, DEFENDANT also fails to provide PLAINTIFF and the  
19 AGGRIEVED EMPLOYEES with complete and accurate wage statements which failed to  
20 show, among other things, the correct gross and net wages earned. Cal. Lab. Code § 226  
21 provides that every employer shall furnish each of his or her employees with an accurate  
22 itemized wage statement in writing showing, among other things, gross wages earned and all  
23 applicable hourly rates in effect during the pay period and the corresponding amount of time  
24 worked at each hourly rate. Additionally, DEFENDANT violates Cal. Lab. Code 226(a)(8) by  
25 failing to list the correct name of the legal entity that employs PLAINTIFF and the  
26 AGGRIEVED EMPLOYEES. Aside, from the violations listed above in this paragraph,  
27 DEFENDANT fails to issue to PLAINTIFF an itemized wage statement that lists all the  
28 requirements under California Labor Code 226 *et seq.* As a result, DEFENDANT from time to

1 time provides PLAINTIFF and the AGGRIEVED EMPLOYEES with wage statements which  
2 violated Cal. Lab. Code § 226.

3 18. Cal. Lab. Code § 204(d) provides, the requirements of this section shall be  
4 deemed satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if the  
5 wages are paid not more than seven calendar days following the close of the payroll period.  
6 Cal. Lab. Code § 210 provides:

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

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

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

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

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

1 Code Section 246.

2 23. As a pattern and practice, DEFENDANT regularly failed to pay PLAINTIFF and  
3 the AGGRIEVED EMPLOYEES their correct wages and accordingly owe waiting time  
4 penalties pursuant to Cal. Lab. Code Section 203. Further, PLAINTIFF is informed and believes  
5 and based thereon alleges that such failure to pay sick pay at regular rate was willful, such that  
6 PLAINTIFF and the AGGRIEVED EMPLOYEES whose employment has separated are  
7 entitled to waiting time penalties pursuant to Cal. Lab. Code Sections 201-203.

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

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

26 26. In the course of their employment PLAINTIFF and the AGGRIEVED  
27 EMPLOYEES as a business expense, are required by DEFENDANT to use their own personal  
28 cellular phones as a result of and in furtherance of their job duties as employees for

1 DEFENDANT but are not reimbursed or indemnified by DEFENDANT for the cost associated  
2 with the use of their personal cellular phones for DEFENDANT's benefit. Specifically,  
3 PLAINTIFF and the AGGRIEVED EMPLOYEES are required by DEFENDANT to use their  
4 personal cellular phones. As a result, in the course of their employment with DEFENDANT,  
5 PLAINTIFF and the AGGRIEVED EMPLOYEES incurred unreimbursed business expenses  
6 which included, but were not limited to, costs related to the use of their personal cellular phones  
7 all on behalf of and for the benefit of DEFENDANT.

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

### 13 **JURISDICTION AND VENUE**

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

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

### 22 **FIRST CAUSE OF ACTION**

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

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

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

26 30. PLAINTIFF realleges and incorporates by this reference, as though fully set forth  
27  
28

1 herein, the prior paragraphs of this Complaint.

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

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

19 33. On June 9, 2022, PLAINTIFF gave written notice by electronic mail to the Labor  
20 and Workforce Development Agency (the "Agency") and by certified mail to the employer of  
21 the specific provisions of this code alleged to have been violated as required by Labor Code §  
22 2699.3. The statutory waiting period for PLAINTIFF to add these allegations to the Complaint  
23 has expired. As a result, pursuant to Section 2699.3, PLAINTIFF may now commence a  
24 representative civil action under PAGA pursuant to Section 2699 as the proxy of the State of  
25 California with respect to all AGGRIEVED EMPLOYEES as herein defined.

26 34. The policies, acts and practices heretofore described were and are an unlawful  
27 business act or practice because DEFENDANT (a) failed to provide PLAINTIFF and the  
28 AGGRIEVED EMPLOYEES accurate itemized wage statements, (b) failed to properly record

1 and provide legally required meal and rest periods, (c) failed to pay minimum wages, (d) failed  
2 to pay overtime wages and sick pay wages, and (e) failed to reimburse employees for required  
3 expenses, all in violation of the applicable Labor Code sections listed in Labor Code §§ 201,  
4 202, 203, 204 *et seq.*, 210, 218, 221, 226(a), 226.7, 227.3, 510, 512, 558(a)(1)(2), 1194, 1197,  
5 1197.1, 1198, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-  
6 (B), and the applicable Wage Order(s), and thereby gives rise to civil penalties as a result of  
7 such conduct.<sup>1</sup> PLAINTIFF hereby seeks recovery of only civil penalties as prescribed by the  
8 Labor Code Private Attorney General Act of 2004 as the representative of the State of  
9 California for the illegal conduct perpetrated on PLAINTIFF and the AGGRIEVED  
10 EMPLOYEES.

11 **PRAYER FOR RELIEF**

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

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

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

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

20  
21 Dated: September 16, 2022

BLUMENTHAL NORDREHAUG BHOWMIK DE  
22 BLOUW LLP

23 By: /s/ Nicholas De Blouw  
24 Norman B. Blumenthal  
25 Kyle R. Nordrehaug  
Nicholas J. De Blouw

26 *Attorneys for Plaintiff*

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