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Superior Court of California,
Sacramento
09/08/2023
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By _____, Deputy
23CV000905

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Attorneys for Plaintiffs

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SACRAMENTO**

ANTHONY HARRIS, individually, and on
behalf of aggrieved employees pursuant to the
Private Attorneys General Act ("PAGA");

Plaintiff,

v.

RL LIQUIDATORS, LLC, a California limited
liability company; and DOES 1 through 100,
inclusive;

Defendants.

Case No.: 23CV000905

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



1 Plaintiffs Anthony Harris, Fabian Mancilla, and Limmie Propps (“Plaintiff Harris,”
2 “Plaintiff Mancilla,” “Plaintiff Propps,” and, collectively, “Plaintiffs”) hereby submit this
3 Complaint against Defendants RL Liquidators, LLC and DOES 1 through 100, inclusive
4 (collectively, “Defendants”), individually and on behalf of other current and former aggrieved
5 employees of Defendants for penalties as follows:

6 **INTRODUCTION**

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

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

14 3. Plaintiffs are informed and believe and thereon allege Defendants jointly
15 and severally acted intentionally and with deliberate indifference and conscious disregard to the
16 rights of all employees in (1) failing to properly calculate and pay all minimum and overtime
17 wages; (2) failing to pay all meal period wages and rest break wages; (3) failing to provide
18 accurate wage statements; (4) failing to pay all wages due and owing during employment and
19 upon termination of employment; and (5) failing to reimburse all necessary business expenses.

20 **JURISDICTION AND VENUE**

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

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

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6. This Court has jurisdiction over the violations of PAGA and 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.

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

8. Venue is proper in this Court because, upon information and belief, the named Defendants transact business and/or have offices in the state of California, including the County of Sacramento. The majority of the acts and omissions alleged herein relating to Plaintiffs took place in the State of California. Defendants employed Plaintiffs within the State of California. Moreover, this action is brought on behalf of the State of California as a private attorney general and has jurisdiction in this venue.

PARTIES

9. Plaintiffs ANTHONY HARRIS, FABIAN MANCILLA, and LIMMIE PROPPS are individuals residing in the State of California.

10. Defendant RL LIQUIDATORS, LLC, at all times herein mentioned, was and is, upon information and belief, a California limited liability company headquartered in the County of Sacramento, and at all times herein mentioned, was and is, an employer whose employees are engaged throughout the State of California, including the County of Sacramento.

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

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

13. As such, and based upon all the facts and circumstances incident to Defendants' business in California, Defendants are subject to PAGA and 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.

CAUSE OF ACTION

(Violation of Labor Code § 2698, et seq. (“PAGA”))

(Against RL LIQUIDATORS, LLC and DOES 1 through 100)

14. Plaintiffs incorporate by reference the allegations contained in paragraphs 1 through 13, and each and every part thereof with the same force and effect as though fully set forth herein.

15. The Private Attorneys General Act of 2004 (“PAGA”) expressly establishes that any provision of the California Labor Code which provides for a civil penalty to be assessed and collected by the California Labor and Workforce Development Agency (“LWDA”), or any of its departments, divisions, commissions, boards, agencies or employees for a violation of the California Labor Code, may be recovered through a civil action brought by an aggrieved employee on behalf of himself or herself, and other current or former employees.

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1 16. On June 3, 2022, Plaintiff Harris provided written notice to the LWDA and
2 Defendants of the specific provisions of the Labor Code he contends were violated, and the
3 theories supporting his contentions. Attached hereto as **Exhibit 1** and incorporated by reference
4 is a copy of the written notice to the LWDA. Plaintiff Harris believes that on or about August 2,
5 2022, the sixty-five (65) days' notice period expired as to all Defendants and the LWDA has taken
6 no action to investigate or prosecute this matter. Thus, Plaintiff Harris exhausted his
7 administrative remedies.

8 17. On May 18, 2023, Plaintiff Mancilla provided written notice to the LWDA
9 and Defendants of the specific provisions of the Labor Code he contends were violated, and the
10 theories supporting his contentions. Attached hereto as **Exhibit 2** and incorporated by reference
11 is a copy of the written notice to the LWDA. Plaintiff Mancilla believes that on or about July 24,
12 2023, the sixty-five (65) days' notice period expired as to all Defendants and the LWDA has taken
13 no action to investigate or prosecute this matter. Thus, Plaintiff Mancilla exhausted his
14 administrative remedies.

15 18. On May 19, 2023, Plaintiff Propps provided written notice to the LWDA
16 and Defendants of the specific provisions of the Labor Code he contends were violated, and the
17 theories supporting his contentions. Attached hereto as **Exhibit 3** and incorporated by reference
18 is a copy of the written notice to the LWDA. Plaintiff Propps believes that on or about July 24,
19 2023, the sixty-five (65) days' notice period expired as to all Defendants and the LWDA has taken
20 no action to investigate or prosecute this matter. Thus, Plaintiff Propps exhausted his
21 administrative remedies

22 19. Plaintiffs and the other non-exempt employees are "aggrieved employees"
23 as defined by California Labor Code section 2699(c) in that they all are or were non-exempt
24 employees of Defendants employed in California at any time during the period from June 3,
25 2021,¹ to the present, and one or more of the alleged violations was committed against them.

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27 _____
28 ¹ Per Emergency Rule 9 (Tolling statute of limitations for civil causes of action) of the Judicial Council's Emergency
Rules Related to COVID-19, all statute of limitations for civil causes of action that exceed 180 days are tolled from
April 6, 2020 until October 1, 2020. Accordingly, Plaintiffs' claims were tolled during that time period.

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

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

6 21. As a policy and practice, Defendants failed to compensate Plaintiffs and
7 the other aggrieved current and former employees for all hours worked, resulting in a failure to
8 pay all minimum wages and overtime wages, where applicable.

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

10 22. At all times relevant herein, Defendants were required to authorize and
11 permit their non-exempt employees to take a 10-minute rest break for every four (4) hours worked
12 or major fraction thereof and were further required to provide their non-exempt employees with
13 a 30-minute meal period for every five (5) hours worked, pursuant to the mandates of Labor Code
14 sections 226.7 and 512.

15 23. As a policy and practice, Defendants failed to provide Plaintiffs and the
16 other aggrieved current and former employees with legally mandated meal periods and rest breaks
17 and failed to pay proper compensation for this failure.

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

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

21 25. As Defendants failed to pay Plaintiffs and the other aggrieved current and
22 former employees all wages due and owing them within the required time period.

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

24 26. At all times relevant herein, Defendants were required to pay their
25 employees all wages owed in a timely fashion at the end of employment pursuant to the mandates
26 of Labor Code sections 201 to 204.

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27. As a policy and practice, as a result of Defendants' Labor Code violations alleged above, Defendants failed to pay Plaintiffs and the other aggrieved former employees their final wages, pursuant to the mandates of Labor Code sections 201 through 204. Accordingly, Defendants owe waiting time penalties pursuant to Labor Code section 203.

Failure to Provide Complete and Accurate Wage Statements

28. At all times relevant herein, Defendants were required to keep *accurate* records regarding their California employees, pursuant to the mandates of Labor Code sections 226 and 1174.

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

Failure to Reimburse Business Expenses

30. At all times relevant herein, Defendants were required to reimburse their employees for any and all necessary expenditures or losses incurred by the employees in direct consequences of the discharge of their duties, pursuant to the mandates of Labor Code sections 2800 and 2802.

31. As a policy and practice, Defendants regularly failed to reimburse Plaintiffs and the other aggrieved current and former employees for all business expenses incurred and owed to them within the required time period.

Penalties

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

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- 1 a. Penalties under California Labor Code § 2699 in the amount of one
2 hundred dollars (\$100) for each aggrieved employee per pay period for the
3 initial violation, and two hundred dollars (\$200) for each aggrieved
4 employee per pay period for each subsequent violation;
- 5 b. Penalties under California Code of Regulations Title 8 section 11040 in the
6 amount of fifty dollars (\$50) for each aggrieved employee per pay period
7 for the initial violation, and one hundred dollars (\$100) for each aggrieved
8 employee per pay period for each subsequent violation;
- 9 c. Penalties under California Labor Code section 210 in addition to, and
10 entirely independent and apart from, any other penalty provided in the
11 California Labor Code in the amount of one hundred dollars (\$100) for
12 each aggrieved employee per pay period for the initial violation, and two
13 hundred dollars (\$200) for each aggrieved employee per pay period for
14 each subsequent violation;
- 15 d. Penalties under Labor Code section 1197.1 in the amount of a hundred
16 dollars (\$100) for each aggrieved employee per pay period for the initial
17 violation, and two hundred fifty dollars (\$250) for each aggrieved
18 employee per pay period for each subsequent violation;
- 19 e. Wages under California Labor Code section 558 in addition to, and entirely
20 independent and apart from, any other penalty provided in the California
21 Labor Code;
- 22 f. Any and all additional penalties as provided by the Labor Code and/or
23 other statutes; and
- 24 g. Attorneys' fees and costs pursuant to Labor Code sections 210, 1194, and
25 2699, and any other applicable statute.

26 **DEMAND FOR JURY TRIAL**

27 Plaintiffs, individually, and on behalf of other members of the general public similarly
28 situated, request a trial by jury.

1 **PRAYER FOR RELIEF**

2 WHEREFORE, Plaintiffs, individually and on behalf of all other members of the
3 general public similarly situated, pray for relief and judgment against Defendants, jointly and
4 severally, as follows:

- 5 1. That the Court declare, adjudge, and decree that Defendants violated California
6 Labor Code section 2698, *et seq.*, by failing to pay minimum and overtime wages,
7 failing to provide meal periods and rest breaks, failing to timely pay wages during
8 employment and upon termination, failing to provide complete and accurate wage
9 statements, and failing to reimburse expenses;
- 10 2. For civil penalties pursuant to Labor Code section 2699 *et seq.*, for Defendants'
11 violations of Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a),
12 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1,
13 1198, 2800 and 2802;
- 14 3. For costs and attorneys' fees pursuant to Labor Code sections 210, 218.5, 1194,
15 2699, and any other applicable statute; and
- 16 4. For such other and further relief the court may deem just and proper.
- 17

18 Dated: September 7, 2023

JUSTICE LAW CORPORATION

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21 By: 

Douglas Han
Shunt Tatavos-Gharajeh
William Wilkinson
Attorneys for Plaintiffs

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EXHIBIT 1

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: RL LIQUIDATORS, LLC

Dear Representative:

We have been retained to represent Anthony Harris against RL Liquidators, LLC (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 "RLL").

Mr. Harris is pursuing his California Labor Code section 2698, *et seq.*, the Private Attorneys General Act of 2004 ("PAGA") claim on a representative basis. Therefore, Mr. Harris 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.

RL Liquidators, LLC is a California limited liability company located at 221 Richards Blvd., Sacramento, California 95811.

RLL employed Mr. Harris as an hourly-paid non-exempt Retail Sales Associate within one year of the date of this letter (until in or around August of 2021) in the State of California. RLL directly controlled the wages, hours and/or working conditions of Mr. Harris and other aggrieved employees' employment, including direction, retention, scheduling, supervision, and termination.

The "aggrieved employees" that Mr. Harris 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 RLL within the State of California.

¹ Mr. Harris does 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. Harris will amend this notice when the true names and capacities are known. Mr. Harris is informed and believes that each DOE was responsible in some way for the matters alleged herein and proximately caused Mr. Harris and other current and former aggrieved employees to be subject to the illegal employment practices, wrongs and injuries complained of herein.

RLL 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. Harris has standing to pursue penalties on behalf of the state for violations affecting all the aggrieved employees at RLL, regardless of their classification, job title, location, or whether they were hired directly or through a staffing agency.

RLL 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.

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, aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. RLL failed to compensate aggrieved employees for all hours worked and performing off-the-clock work, including pre- and post-shift, and during meal breaks. RLL also failed to include non-discretionary bonuses and incentives in aggrieved employees' regular rate of pay for purposes of overtime compensation. Therefore, 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, RLL failed to pay Mr. Harris 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, RLL routinely required Mr. Harris and other aggrieved employees to work through, interrupt, cut short, and/or delay their meal and rest breaks to comply with RLL's policies and expectations. RLL failed to provide coverage to Mr. Harris and other aggrieved employees so they may be relieved of all work duties and take legally mandated meal and rest breaks. Moreover, RLL also failed to authorize and permit Mr. Harris 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, RLL failed to compensate Mr. Harris and other aggrieved employees all the premium wages they were owed, including failing to pay premium wages at Mr. Harris 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." RLL 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." RLL 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, RLL failed to pay Mr. Harris 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.

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, RLL failed to pay Mr. Harris 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, RLL did not provide Mr. Harris and other aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from RLL 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. Harris and other aggrieved employees, (2) total hours worked by Mr. Harris and other aggrieved employees, (3) the number of piece-rate units earned and any applicable piece rate by Mr. Harris and other aggrieved employees (4) all deductions for Mr. Harris and other aggrieved employees, (5) net wages earned by Mr. Harris and other aggrieved employees, (6) the inclusive dates of the period for which Mr. Harris 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. Harris and other aggrieved employees.

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. Harris 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, RLL failed to keep accurate and complete payroll records showing the hours worked daily and the wages paid, to Mr. Harris 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, RLL did not provide 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, Mr. Harris and other aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by RLL, including for purchasing tools, equipment and uniforms they were required to use and wear while working.

We believe that Mr. Harris 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.

LWDA
June 3, 2022
Page 6 of 6

Mr. Harris will seek these penalties on his own behalf and on behalf of other similarly situated California-based hourly-paid or non-exempt employees of RLL 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 long horizontal flourish extending to the right.

Douglas Han, Esq.

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

Nick Maloof
c/o RL Liquidators, LLC
818 University Ave.
Sacramento, California 95825
Agent for Service of Process for RL Liquidators, LLC

EXHIBIT 2

May 18, 2023

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: RL LIQUIDATORS, LLC

Dear Representative:

We have been retained to represent Fabian Mancilla against RL Liquidators, LLC (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 "RLL").

Mr. Mancilla is pursuing his California Labor Code section 2698, *et seq.*, the Private Attorneys General Act of 2004 ("PAGA") claim on a representative basis. Therefore, Mr. Mancilla 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.

RL Liquidators, LLC is a California limited liability company located at 500 Sequoia Pacific Blvd., Sacramento, CA 95811.

RLL employed Mr. Mancilla as an hourly-paid non-exempt Sorter and Forklift Driver within one year of the data of this letter (until in or about December of 2022) in the State of California. RLL directly controlled the wages, hours and/or working conditions of Mr. Mancilla and other aggrieved employees' employment, including direction, retention, scheduling, supervision, and termination.

¹ Mr. Mancilla does 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. Mancilla will amend this notice when the true names and capacities are known. Mr. Mancilla is informed and believes that each DOE was responsible in some way for the matters alleged herein and proximately caused Mr. Mancilla and other current and former aggrieved employees to be subject to the illegal employment practices, wrongs and injuries complained of herein.

The “aggrieved employees” that Mr. Mancilla 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 RLL within the State of California.

RLL 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. Mancilla has standing to pursue penalties on behalf of the state for violations affecting all the aggrieved employees at RLL, regardless of their classification, job title, location, or whether they were hired directly or through a staffing agency.

RLL 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.

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. Mancilla and other aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. RLL failed to compensate Mr. Mancilla and other aggrieved employees for all hours worked and performing off-the-clock work, including pre- and post-shift, and during meal breaks. RLL also failed to include non-discretionary bonuses and incentives in Mr. Mancilla and other aggrieved employees’ regular rate of pay for the purposes of overtime compensation. Therefore, Mr. Mancilla and other aggrieved employees were entitled to receive certain wages for overtime compensation, but they were not paid for all overtime hours worked.

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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, RLL failed to pay Mr. Mancilla 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, RLL routinely required Mr. Mancilla and other aggrieved employees to work through, interrupt, cut short, and/or delay their meal and rest breaks to comply with RLL's policies and expectations. RLL failed to provide coverage to Mr. Mancilla and other aggrieved employees so they may be relieved of all work duties and take legally mandated meal and rest breaks. Moreover, RLL also failed to authorize and permit Mr. Mancilla 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, RLL failed to compensate Mr. Mancilla and other aggrieved employees all the premium wages they were owed, including failing to pay premium wages at Mr. Mancilla 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." RLL 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." RLL 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.

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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, RLL failed to pay Mr. Mancilla 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.

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, RLL failed to pay Mr. Mancilla 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.

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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, RLL did not provide Mr. Mancilla and other aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from RLL 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. Mancilla and other aggrieved employees, (2) total hours worked by Mr. Mancilla and other aggrieved employees, (3) the number of piece-rate units earned and any applicable piece rate by Mr. Mancilla and other aggrieved employees (4) all deductions for Mr. Mancilla and other aggrieved employees, (5) net wages earned by Mr. Mancilla and other aggrieved employees, (6) the inclusive dates of the period for which Mr. Mancilla 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. Mancilla and other aggrieved employees.

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. Mancilla 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, RLL failed to keep accurate and complete payroll records showing the hours worked daily and the wages paid, to Mr. Mancilla and other aggrieved employees.

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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, RLL did not provide Mr. Mancilla 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, Mr. Mancilla and other aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by RLL, including for purchasing equipment and uniforms they were required to wear while working, and using their personal cellular phones for work related purposes.

We believe that Mr. Mancilla 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. Mancilla will seek these penalties on his own behalf and on behalf of other similarly situated California-based hourly-paid or non-exempt employees of RLL within one year of the date of the original June 3, 2022 letter, as allowed by law.

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LWDA
May 18, 2023
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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 long horizontal flourish extending to the right.

Douglas Han, Esq.

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

Nick Maloof
c/o RL Liquidators, LLC
818 University Ave.
Sacramento, California 95285
Agent for Service of Process for RL Liquidators, LLC

Legal Department
c/o RL Liquidators, LLC
500 Sequoia Pacific Blvd.
Sacramento, California 95811

Legal Department
c/o RL Liquidators, LLC
221 Richards Blvd.
Sacramento, California 95811

EXHIBIT 3

May 19, 2023

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: RL LIQUIDATORS, LLC

Dear Representative:

We have been retained to represent Limmie Propps against RL Liquidators, LLC (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 "RLL").

Mr. Propps is pursuing his California Labor Code section 2698, *et seq.*, the Private Attorneys General Act of 2004 ("PAGA") claim on a representative basis. Therefore, Mr. Propps 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.

RL Liquidators, LLC is a California limited liability company located at 500 Sequoia Pacific Blvd., Sacramento, CA 95811.

RLL employed Mr. Propps as an hourly-paid non-exempt Custodian within one year of the date of this letter (until in or about December of 2022) in the State of California. RLL directly controlled the wages, hours and/or working conditions of Mr. Propps and other aggrieved employees' employment, including direction, retention, scheduling, supervision, and termination.

The "aggrieved employees" that Mr. Propps 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 RLL within the State of California.

¹ Mr. Propps does 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. Propps will amend this notice when the true names and capacities are known. Mr. Propps is informed and believes that each DOE was responsible in some way for the matters alleged herein and proximately caused Mr. Propps and other current and former aggrieved employees to be subject to the illegal employment practices, wrongs and injuries complained of herein.

RLL 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. Propps has standing to pursue penalties on behalf of the state for violations affecting all the aggrieved employees at RLL, regardless of their classification, job title, location, or whether they were hired directly or through a staffing agency.

RLL 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.

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. Propps and other aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. RLL failed to compensate Mr. Propps and other aggrieved employees for all hours worked and performing off-the-clock work, including pre- and post-shift, and during meal breaks. RLL also failed to include non-discretionary bonuses and incentives in Mr. Propps and other aggrieved employees' regular rate of pay for the purposes of overtime compensation. Therefore, Mr. Propps and other aggrieved employees were entitled to receive certain wages for overtime compensation, but they were not paid for all overtime hours worked.

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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, RLL routinely required Mr. Propps and other aggrieved employees to work through, interrupt, cut short, and/or delay their meal and rest breaks to comply with RLL's policies and expectations. RLL failed to provide coverage to Mr. Propps and other aggrieved employees so they may be relieved of all work duties and take legally mandated meal and rest breaks. Moreover, RLL also failed to authorize and permit Mr. Propps 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, RLL failed to compensate Mr. Propps and other aggrieved employees all the premium wages they were owed, including failing to pay premium wages at Mr. Propps 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." RLL 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." RLL 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.

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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, RLL failed to pay Mr. Propps 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.

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, RLL failed to pay Mr. Propps 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.

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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, RLL did not provide Mr. Propps and other aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from RLL 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. Propps and other aggrieved employees, (2) total hours worked by Mr. Propps and other aggrieved employees, (3) the number of piece-rate units earned and any applicable piece rate by Mr. Propps and other aggrieved employees (4) all deductions for Mr. Propps and other aggrieved employees, (5) net wages earned by Mr. Propps and other aggrieved employees, (6) the inclusive dates of the period for which Mr. Propps 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. Propps and other aggrieved employees.

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. Propps 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, RLL failed to keep accurate and complete payroll records showing the hours worked daily and the wages paid, to Mr. Propps and other aggrieved employees.

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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, RLL did not provide Mr. Propps 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, Mr. Propps and other aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by RLL, including for purchasing equipment they were required to wear while working, and using their personal cellular phones for work related purposes.

We believe that Mr. Propps 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. Propps will seek these penalties on his own behalf and on behalf of other similarly situated California-based hourly-paid or non-exempt employees of RLL within one year of the date of the original June 3, 2022 letter, as allowed by law.

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LWDA
May 19, 2023
Page 7 of 7

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 long horizontal stroke extending to the right.

Douglas Han, Esq.

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

Nick Maloof
c/o RL Liquidators, LLC
818 University Ave.
Sacramento, California 95285
Agent for Service of Process for RL Liquidators, LLC

Legal Department
c/o RL Liquidators, LLC
500 Sequoia Pacific Blvd.
Sacramento, California 95811

Legal Department
c/o RL Liquidators, LLC
221 Richards Blvd.
Sacramento, California 98511

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PROOF OF SERVICE
1013A(3) CCP

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, California 91103 and my electronic service address is dmather@justicelawcorp.com.

On September 22, 2023, I served the foregoing document described as

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

for the following case: **Harris v. RL Liquidators, LLC**
LWDA/Court Case No.: **LWDA Case No.: LWDA-CM- 887325-22**
 Court Case No.: 23CV000905
 Sacramento 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

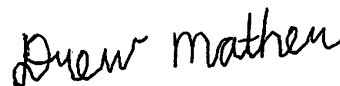
[X] BY ELECTRONIC SUBMISSION

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 September 22, 2023, at Pasadena, California.



Drew Mather