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NANCY GOMEZ

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SAN BERNADINO

NANCY GOMEZ, individually, and on
behalf of other members of the general
public similarly situated,

Plaintiff,

vs.

BOXOUT, LLC, an Ohio Limited
Liability Company; and DOES 1-50,
inclusive,

Defendants.

Case No.: CIVSB2504329

**FIRST AMENDED CLASS ACTION
COMPLAINT & ENFORCEMENT ACTION
UNDER THE PRIVATE ATTORNEYS
GENERAL ACT, CALIFORNIA LABOR
CODE §§ 2698, *ET SEQ.***

- (1) Violation of California Labor Code §§ 510 and 1198 (Unpaid Overtime);
- (2) Violation of California Labor Code §§ 1182.12, 1194, 1197, 1197.1, and 1198 (Unpaid Minimum Wages);
- (3) Violation of California Labor Code §§ 226.7, 512(a), 516, and 1198 (Failure to Provide Meal Periods);
- (4) Violation of California Labor Code §§ 226.7, 516, and 1198 (Failure to Authorize and Permit Rest Periods);
- (5) Violation of California Labor Code §§ 226(a), 1174(d), and 1198 (Non-Compliant Wage Statements and Failure to Maintain Payroll Records);
- (6) Violation of California Labor Code §§ 201 and 202 (Wages Not Timely Paid Upon Termination);
- (7) Violation of California Labor Code § 204 (Failure to Timely Pay Wages During Employment);
- (8) Violation of California Labor Code § 2802 (Unreimbursed Business Expenses);
- (9) Civil Penalties for Violations of California Labor Code, Pursuant to PAGA §§ 2698, *et*

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- seq.*;
(10) Violation of California Business &
Professions Code §§ 17200, *et seq.* (Unlawful
Business Practices); and
(11) Violation of California Business &
Professions Code §§ 17200, *et seq.* (Unfair
Business Practices)

Jury Trial Demanded

1 Plaintiff Nancy Gomez, individually and on behalf of all other members of the public
2 similarly situated, and as an aggrieved employee and on behalf of all aggrieved employees,
3 alleges as follows:

4 JURISDICTION AND VENUE

5 1. This class action is brought pursuant to California Code of Civil Procedure
6 section 382 and California Labor Code sections 2698, *et seq.* ("PAGA") to recover civil
7 penalties and any other available relief on behalf of Plaintiff, the State of California, and other
8 current and former employees who worked for Defendants in California as non-exempt, hourly
9 paid employees and received at least one wage statement and against whom one or more
10 violations of any provision in Division 2 Part 2 Chapter 1 of the Labor Code or any provision
11 regulating hours and days of work in the applicable Industrial Welfare Commission ("IWC")
12 Wage Order were committed, as set forth in this complaint. The monetary damages, penalties,
13 and restitution sought by Plaintiff exceed the minimal jurisdiction limits of the Superior Court
14 and will be established according to proof at trial. This Court has jurisdiction over this action
15 pursuant to the California Constitution, Article VI, section 10. The statutes under which this
16 action is brought do not specify any other basis for jurisdiction. Plaintiff's share of damages,
17 penalties, and other relief sought in this action does not exceed \$75,000.

18 2. This Court has jurisdiction over Defendants because Defendants are either
19 citizens of California, have sufficient minimum contacts in California, or otherwise
20 intentionally avail themselves of the California market so as to render the exercise of
21 jurisdiction over them by the California courts consistent with traditional notions of fair play
22 and substantial justice.

23 3. Venue is proper in this Court because Defendants employ persons in this county,
24 and employed Plaintiff in this county, and thus a substantial portion of the transactions and
25 occurrences related to this action occurred in this county.

26 THE PARTIES

27 4. Plaintiff Nancy Gomez is a resident of Ontario, in San Bernadino County,
28 California. Defendants employed Plaintiff as an hourly paid, non-exempt employee from

1 approximately February 14, 2024 to May 25, 2024. Plaintiff worked for Defendants as a Quality
2 Control Employee at their facility in Ontario, California. During her employment, Plaintiff
3 typically worked eight (8) hours or more per day and five (5) days or more per week. Plaintiff's
4 primary job duties included, without limitation, inspecting product quality in orders, ensuring
5 order completeness, collecting trash, sweeping, and general cleaning duties.

6 5. BOXOUT, LLC was and is, upon information and belief, an Ohio Limited
7 Liability Company, and at all times hereinafter mentioned, an employer whose employees are
8 engaged throughout this county and the State of California.

9 6. Plaintiff is unaware of the true names or capacities of the Defendants sued herein
10 under the fictitious names DOES 1 through 10, but will seek leave of this Court to amend the
11 complaint and serve such fictitiously named Defendants once their names and capacities become
12 known.

13 7. Plaintiff is informed and believes, and thereon alleges, that DOES 1 through 10
14 were the partners, agents, owners, or managers of BOXOUT, LLC at all relevant times.

15 8. Plaintiff is informed and believes, and thereon alleges, that each and all of the acts
16 and omissions alleged herein was performed by, or is attributable to BOXOUT, LLC and/or
17 DOES 1 through 10 (collectively, "Defendants" or "Boxout"), each acting as the agent,
18 employee, alter ego, and/or joint venturer of, or working in concert with, each of the other co-
19 Defendants and was acting within the course and scope of such agency, employment, joint
20 venture, or concerted activity with legal authority to act on the others' behalf. The acts of any
21 and all Defendants were in accordance with, and represent, the official policy of Defendants.

22 9. At all relevant times, Defendants, and each of them, ratified each and every act or
23 omission complained of herein. At all relevant times, Defendants, and each of them, aided and
24 abetted the acts and omissions of each and all the other Defendants in proximately causing the
25 damages herein alleged.

26 10. Plaintiff is informed and believes, and thereon alleges, that each of said
27 Defendants is in some manner intentionally, negligently, or otherwise responsible for the acts,
28 omissions, occurrences, and transactions alleged herein.

GENERAL ALLEGATIONS

11. Defendants are a national distributor of spa, massage, beauty, fitness, rehabilitation, chiropractic, and health & wellness products. Upon information and belief, Defendants maintain a single, centralized Human Resources (“HR”) department at their company headquarters in Hudson, Ohio, which is responsible for the recruiting and hiring of new employees, and communicating and implementing Defendants’ company-wide policies, including timekeeping policies and meal and rest period policies, to employees throughout California.

12. In particular, Plaintiff and class members, on information and belief, received the same standardized documents and/or written policies. Upon information and belief, the usage of standardized documents and/or written policies, including new-hire documents, indicate that Defendants dictated policies at the corporate level and implemented them company-wide, regardless of their employees’ assigned locations or positions. Upon information and belief, Defendants set forth uniform policies and procedures in several documents provided at an employee’s time of hire.

13. Upon information and belief, Defendants maintain a centralized Payroll department at their company headquarters in Hudson, Ohio, which processes payroll for all non-exempt, hourly paid employees working for Defendants at their various locations in California, including Plaintiff and class members. Based upon information and belief, Defendants issue the same formatted wage statements to all non-exempt, hourly paid employees in California, irrespective of their work locations. Upon information and belief, Defendants process payroll for departing employees in the same manner throughout the State of California, regardless of the manner in which each employee’s employment ends.

14. Defendants continue to employ non-exempt or hourly paid employees in California.

15. Plaintiff is informed and believes, and thereon alleges, that at all times herein mentioned, Defendants were advised by skilled lawyers and other professionals, employees and

advisors knowledgeable about California labor and wage law, employment and personnel practices, and about the requirements of California law.

16. Plaintiff is informed and believes, and thereon alleges, that Plaintiff and class members were not paid for all hours worked because all hours worked were not recorded.

17. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or should have known that Plaintiff and class members were entitled to receive certain wages for overtime compensation and that they were not receiving certain wages for overtime compensation.

18. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or should have known that Plaintiff and class members were entitled to receive at least minimum wages for compensation and that they were not receiving at least minimum wages for work that was required to be done off-the-clock. In violation of the California Labor Code, Plaintiff and class members were not paid at least minimum wages for work done off-the-clock.

19. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or should have known that Plaintiff and class members were entitled to meal periods in accordance with the California Labor Code and applicable IWC Wage Order or payment of one (1) additional hour of pay at their regular rates of pay when they were not provided with timely, uninterrupted, thirty (30) minute meal periods and that Plaintiff and class members were not provided with all meal periods or payment of one (1) additional hour of pay at their regular rates of pay when they did not receive a timely, uninterrupted, thirty (30) minute meal period.

20. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or should have known that Plaintiff and class members were entitled to rest periods in accordance with the California Labor Code and applicable IWC Wage Order or payment of one (1) additional hour of pay at their regular rates of pay when they were not authorized and permitted to take a compliant rest period and that Plaintiff and class members were not authorized and permitted to take compliant rest periods or provided with payment of one (1) additional hour of pay at their regular rates of pay when they were not authorized and permitted to take a compliant rest period.

21. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or should have known that Plaintiff and class members were entitled to receive complete and accurate wage statements in accordance with California law. In violation of the California Labor Code, Plaintiff and class members were not provided complete and accurate wage statements.

22. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or should have known that they had a duty to maintain accurate and complete payroll records in accordance with the California Labor Code and applicable IWC Wage Order, but willfully, knowingly, and intentionally failed to do so.

23. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or should have known that Plaintiff and class members were entitled to timely payment of all wages earned upon termination of employment. In violation of the California Labor Code, Plaintiff and class members did not receive payment of all wages due, including, but not limited to, overtime wages, minimum wages, and meal and rest period premiums, within permissible time periods.

24. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or should have known that Plaintiff and class members were entitled to timely payment of wages during their employment. In violation of the California Labor Code, Plaintiff and class members did not receive payment of all wages, including, but not limited to, overtime wages, minimum wages, and/or meal and rest period premiums, within permissible time periods.

25. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or should have known that Plaintiff and class members were entitled to receive full reimbursement for all business-related expenses and costs they incurred during the course and scope of their employment and that they did not receive full reimbursement of applicable business-related expenses and costs incurred.

26. Plaintiff is informed and believes, and thereon alleges, that at all times herein mentioned, Defendants knew or should have known that Defendants had a duty to provide Plaintiff and class members with written notice of the material terms of their employment with Defendants as required by the California Wage Theft Prevention Act, but failed to do so.

27. Plaintiff is informed and believes, and thereon alleges, that at all times herein

mentioned, Defendants knew or should have known that they had a duty to compensate Plaintiff and class members for all hours worked, and that Defendants had the financial ability to pay such compensation, but willfully, knowingly, and intentionally failed to do so, and falsely represented to Plaintiff and class members that they were properly denied wages, all in order to increase Defendants' profits.

PAGA REPRESENTATIVE ALLEGATIONS

28. At all times herein set forth, PAGA provides that any provision of law under the Labor Code and applicable IWC Wage Order that provides for a civil penalty to be assessed and collected by the Labor and Workforce Development Agency ("LWDA") for violations of the California Labor Code and applicable IWC Wage Order may, as an alternative, be recovered by aggrieved employees in a civil action brought on behalf of themselves and other current or former employees pursuant to procedures outlined in California Labor Code section 2699.3.

29. PAGA defines an "aggrieved employee" in Labor Code section 2699(c) as "any person who was employed by the alleged violator and against whom one or more of the alleged violations was committed."

30. Plaintiff and other current and former employees of Defendants are "aggrieved employees" as defined by Labor Code section 2699(c) in that they are all Defendants' current or former employees and one or more of the alleged violations were committed against them.

31. Pursuant to California Labor Code sections 2699.3 and 2699.5, an aggrieved employee, including Plaintiff, may pursue a civil action arising under PAGA after the following requirements have been met:

- (a) The aggrieved employee or representative shall give written notice by online filing with the LWDA and by certified mail to the employer of the specific provisions of the California Labor Code alleged to have been violated, including the facts and theories to support the alleged violation.
- (b) An aggrieved employee's notice filed with the LWDA pursuant to 2699.3(a) and any employer response to that notice shall be accompanied by a filing fee of seventy-five dollars (\$75).

- 1 (c) The LWDA shall notify the employer and the aggrieved employee or
2 representative by certified mail that it does not intend to investigate the
3 alleged violation (“LWDA Notice”) within sixty (60) calendar days of the
4 postmark date of the aggrieved employee’s notice. Upon receipt of the
5 LWDA Notice, or if no LWDA Notice is provided within sixty-five (65)
6 calendar days of the postmark date of the aggrieved employee’s notice, the
7 aggrieved employee may commence a civil action pursuant to California
8 Labor Code section 2699 to recover civil penalties.

9 32. Pursuant to California Labor Code section 2699.3(c), aggrieved employees,
10 through Plaintiff, may pursue a civil action arising under PAGA for violations of any provision
11 other than those listed in Section 2699.5 after the following requirements have been met:

- 12 (a) The aggrieved employee or representative shall give written notice by
13 online filing with the LWDA and by certified mail to the employer of the
14 specific provisions of the California Labor Code alleged to have been
15 violated (other than those listed in Section 2699.5), including the facts and
16 theories to support the alleged violation.
- 17 (b) An aggrieved employee’s notice filed with the LWDA pursuant to
18 2699.3(c) and any employer response to that notice shall be accompanied
19 by a filing fee of seventy-five dollars (\$75).
- 20 (c) The employer may cure the alleged violation within thirty-three (33)
21 calendar days of the postmark date of the notice sent by the aggrieved
22 employee or representative. The employer shall give written notice within
23 that period of time by certified mail to the aggrieved employee or
24 representative and by online filing with the LWDA if the alleged violation
25 is cured, including a description of actions taken, and no civil action
26 pursuant to Section 2699 may commence. If the alleged violation is not
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1 cured within the 33-day period, the aggrieved employee may commence a
2 civil action pursuant to Section 2699.

3 33. On February 14, 2025, Plaintiff provided written notice by online filing to the
4 LWDA and by Certified Mail to Defendants of the specific provisions of the California Labor
5 Code alleged to have been violated, including facts and theories to support the alleged violations,
6 in accordance with California Labor Code section 2699.3. Plaintiff's written notice was
7 accompanied with the applicable filing fee of seventy-five dollars (\$75). The LWDA PAGA
8 Administrator confirmed receipt of Plaintiff's written notice and assigned Plaintiff PAGA Case
9 Number LWDA-CM-1080083-25. A true and correct copy of Plaintiff's written notice to the
10 LWDA and Defendants is attached hereto as "Exhibit 1."

11 34. As of the filing date of this complaint, over 65 days have passed since Plaintiff
12 sent the notice described above to the LWDA, and the LWDA has not responded that it intends
13 to investigate Plaintiff's claims and Defendants have not cured the violations.

14 35. Thus, Plaintiff has satisfied the administrative prerequisites under California
15 Labor Code sections 2699.3(a) and 2699.3(c) to recover civil penalties against Defendants for
16 violations of California Labor Code sections 201, 202, 204, 226(a), 226.7, 510, 512(a), 516,
17 1174(d), 1182.12, 1194, 1197, 1197.1, 1198, 2802, and 2810.5.

18 36. Labor Code section 558(a) provides "[a]ny employer or other person acting on
19 behalf of an employer who violates, or causes to be violated, a section of this chapter or any
20 provision regulating hours and days of work in any order of the Industrial Welfare Commission
21 shall be subject to a civil penalty as follows: (1) For any initial violation, fifty dollars (\$50) for
22 each underpaid employee for each pay period for which the employee was underpaid. . . . (2)
23 For each subsequent violation, one hundred dollars (\$100) for each underpaid employee for each
24 pay period for which the employee was underpaid. . . ." Labor Code section 558(c) provides
25 "[t]he civil penalties provided for in this section are in addition to any other civil or criminal
26 penalty provided by law."

27 37. Defendants, at all times relevant to this complaint, were employers or persons
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1 acting on behalf of an employer(s) who violated Plaintiff's and other aggrieved employees'
2 rights by violating various sections of the California Labor Code as set forth above.

3 38. As set forth below, Defendants have violated numerous provisions of both the
4 Labor Code sections regulating hours and days of work as well as the applicable IWC Wage
5 Order.

6 39. Pursuant to PAGA, and in particular, California Labor Code sections 2699(a),
7 2699.3(a), 2699.3(c), and 2699.5, and section 558, Plaintiff, acting in the public interest as a
8 private attorney general, seeks assessment and collection of civil penalties for herself, all other
9 aggrieved employees, and the State of California against Defendants for violations of California
10 Labor Code sections 201, 202, 204, 226(a), 226.7, 510, 512(a), 516, 1174(d), 1182.12, 1194,
11 1197, 1197.1, 1198, 2802, and 2810.5.

12 **CLASS ACTION ALLEGATIONS**

13 40. Plaintiff brings this action on her own behalf, as well as on behalf of each and all
14 other persons similarly situated, and thus seeks class certification under California Code of Civil
15 Procedure section 382.

16 41. All claims alleged herein arise under California law for which Plaintiff seeks
17 relief authorized by California law.

18 42. Plaintiff's proposed class consists of and is defined as follows:

19 All persons who worked for Defendants as non-exempt, hourly
20 paid employees in California, within four years prior to the filing
21 of the initial complaint until the date of trial ("Class").

22 43. Plaintiff's proposed subclass consists of and is defined as follows:

23 All persons who worked for Defendants as non-exempt, hourly
24 paid employees in California and who received at least one wage
25 statement within one (1) year prior to the filing of the initial
complaint until the date of trial ("Subclass").

26 44. Members of the Class and Subclass are referred to herein as "class members."
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45. Plaintiff reserves the right to redefine the Class and Subclass and to add additional subclasses as appropriate based on further investigation, discovery, and specific theories of liability.

46. There are common questions of law and fact as to class members that predominate over questions affecting only individual members, including, but not limited to:

- (a) Whether Defendants required Plaintiff and class members to work over eight (8) hours per day, over twelve (12) hours per day, or over forty (40) hours per week and failed to pay all legally required overtime compensation to Plaintiff and class members;
- (b) Whether Defendants failed to pay Plaintiff and class members at least minimum wages for all hours worked;
- (c) Whether Defendants failed to provide Plaintiff and class members with meal periods;
- (d) Whether Defendants failed to authorize and permit Plaintiff and class members to take rest periods;
- (e) Whether Defendants provided Plaintiff and class members with complete and accurate wage statements as required by California Labor Code section 226(a);
- (f) Whether Defendants maintained accurate payroll records as required by California Labor Code section 1174(d);
- (g) Whether Defendants failed to pay earned overtime wages, minimum wages, meal and rest period premiums, and/or vested vacation wages due to Plaintiff and class members upon their discharge;
- (h) Whether Defendants failed timely to pay overtime wages, minimum wages, and/or meal and rest period premiums, due to Plaintiff and class members during their employment;
- (i) Whether Defendants failed to reimburse Plaintiff and class members for necessary and required business-related expenditures and/or losses

1 incurred by them in the scope of their employment;

2 (j) Whether Defendants failed to provide written notice of information
3 material to Plaintiff's and class members' employment with Defendants;

4 (k) Whether Defendants engaged in unlawful and unfair business practices
5 in violation of California Business & Professions Code sections 17200,
6 *et seq.*; and

7 (l) The appropriate amount of damages, restitution, or monetary penalties
8 resulting from Defendants' violations of California law.

9 47. There is a well-defined community of interest in the litigation and the class
10 members are readily ascertainable:

11 (a) Numerosity: The class members are so numerous that joinder of all
12 members would be unfeasible and impractical. The membership of the
13 entire class is unknown to Plaintiff at this time; however, the class is
14 estimated to be greater than one hundred (100) individuals and the
15 identity of such membership is readily ascertainable by inspection of
16 Defendants' employment records.

17 (b) Typicality: Plaintiff is qualified to, and will, fairly and adequately
18 protect the interests of each class member with whom she has a well-
19 defined community of interest, and Plaintiff's claims (or defenses, if
20 any) are typical of all class members as demonstrated herein.

21 (c) Adequacy: Plaintiff is qualified to, and will, fairly and adequately
22 protect the interests of each class member with whom she has a well-
23 defined community of interest and typicality of claims, as demonstrated
24 herein. Plaintiff acknowledges that she has an obligation to make known
25 to the Court any relationship, conflicts or differences with any class
26 member. Plaintiff's attorneys, the proposed class counsel, are versed in
27 the rules governing class action discovery, certification, and settlement.
28 Plaintiff has incurred, and throughout the duration of this action, will

continue to incur costs and attorneys' fees that have been, are, and will be necessarily expended for the prosecution of this action for the substantial benefit of each class member.

(d) Superiority: The nature of this action makes the use of class action adjudication superior to other methods. A class action will achieve economies of time, effort, and expense as compared with separate lawsuits, and will avoid inconsistent outcomes because the same issues can be adjudicated in the same manner and at the same time for the entire class.

(e) Public Policy Considerations: Employers in the State of California violate employment and labor laws every day. Current employees are often afraid to assert their rights out of fear of direct or indirect retaliation. Former employees are fearful of bringing actions because they believe their former employers might damage their future endeavors through negative references and/or other means. Class actions provide the class members who are not named in the complaint with a type of anonymity that allows for the vindication of their rights while simultaneously protecting their privacy.

FIRST CAUSE OF ACTION

Violation of California Labor Code §§ 510 and 1198—Unpaid Overtime

(Against all Defendants)

48. Plaintiff incorporates by reference and re-alleges as if fully stated herein each and every allegation set forth above.

49. Labor Code section 1198 makes it illegal to employ an employee under conditions of labor that are prohibited by the applicable IWC Wage Order. California Labor Code section 1198 requires that "... the standard conditions of labor fixed by the commission shall be the ... standard conditions of labor for employees. The employment of any employee ... under conditions of labor prohibited by the order is unlawful."

1 50. California Labor Code section 1198 and the applicable IWC Wage Order provide
2 that it is unlawful to employ persons without compensating them at a rate of pay either time-and-
3 one-half or two-times that person's regular rate of pay, depending on the number of hours
4 worked by the person on a daily or weekly basis.

5 51. Specifically, the applicable IWC Wage Order provides that Defendants are and
6 were required to pay Plaintiff and class members working more than eight (8) hours in a day or
7 more than forty (40) hours in a workweek, at the rate of time and one-half (1 ½) for all hours
8 worked in excess of eight (8) hours in a day or more than forty (40) hours in a workweek.

9 52. The applicable IWC Wage Order further provides that Defendants are and were
10 required to pay Plaintiff and class members working more than twelve (12) hours in a day,
11 overtime compensation at a rate of two (2) times their regular rate of pay. An employee's
12 regular rate of pay includes all remuneration for employment paid to, or on behalf of, the
13 employee, including nondiscretionary bonuses and incentive pay.

14 53. California Labor Code section 510 codifies the right to overtime compensation at
15 one and one-half (1 ½) times the regular rate of pay for hours worked in excess of eight (8)
16 hours in a day or forty (40) hours in a week or for the first eight (8) hours worked on the
17 seventh (7th) day of work, and to overtime compensation at twice the employee's regular rate of
18 pay for hours worked in excess of twelve (12) hours in a day or in excess of eight (8) hours in a
19 day on the seventh (7th) day of work.

20 54. During the relevant time period, Defendants willfully failed to pay all overtime
21 wages owed to Plaintiff and class members. During the relevant time period, Plaintiff and class
22 members were not paid overtime premiums for all of the hours they worked in excess of eight
23 (8) hours in a day, in excess of twelve (12) hours in a day, and/or in excess of forty (40) hours
24 in a week, because all hours worked were not recorded.

25 55. First, during the relevant time period, Plaintiff and class members were forced to
26 spend time waiting in line to clock in, but were not compensated for this time spent under
27 Defendant's control. Upon arriving at work, Plaintiff and class members often had to wait
28 several minutes due to the limited availability of only two computers for clocking in.

1 Additionally, Plaintiff and class members frequently encountered technical issues with the
2 system, causing further delays to clock in. Despite these delays, Plaintiff and class members
3 were not allowed to clock in until five (5) minutes before their scheduled shift start times.

4 56. Furthermore, Defendants failed to pay Plaintiff and class members the correct
5 overtime rate for the recorded overtime hours that they generated. In addition to an hourly
6 wage, Defendants paid Plaintiff and class members incentive pay, nondiscretionary bonuses,
7 and/or other forms of remuneration. However, in violation of the California Labor Code,
8 Defendants failed to incorporate all compensation, including incentive pay, nondiscretionary
9 bonuses, and/or other forms of remuneration, into the calculation of the regular rate of pay for
10 purposes of calculating the overtime wage rate. Therefore, during times when Plaintiffs and
11 class members worked overtime and received these other forms of pay, Defendants failed to
12 pay all overtime wages by paying a lower overtime rate than required.

13 57. Because Plaintiff and class members worked shifts of eight (8) hours or more a
14 day, or forty (40) hours a week or more, some of this off-the-clock work qualified for overtime
15 premium pay. Therefore, Plaintiff and class members were not paid overtime wages for all of
16 the overtime hours they actually worked.

17 58. Defendants' failure to pay Plaintiff and class members the balance of overtime
18 compensation as required by California law, violates the provisions of California Labor Code
19 sections 510 and 1198. Pursuant to California Labor Code section 1194, Plaintiff and class
20 members are entitled to recover from Defendants their unpaid overtime compensation, as well as
21 interest, costs, and attorneys' fees.

22 **SECOND CAUSE OF ACTION**

23 **Violation of California Labor Code §§ 1182.12, 1194, 1197, 1197.1, and 1198—Unpaid** 24 **Minimum Wages** 25 **(Against all Defendants)**

26 59. Plaintiff incorporates by reference and re-alleges as if fully stated herein each and
27 every allegation set forth above.

28 60. At all relevant times, California Labor Code sections 1182.12, 1194, 1197,

1197.1, and 1198 provide that the minimum wage for employees fixed by the IWC is the minimum wage to be paid to employees, and the payment of a wage less than the minimum so fixed is unlawful. Compensable work time is defined in IWC Wage Order No. 9-2001 as “the time during which an employee is subject to the control of an employer, and includes all the time the employee is suffered or permitted to work, whether or not required to do so.” Cal. Code Regs. tit. 8, § 11090(2)(H) (defining “Hours Worked”).

61. As set forth above, as a result of Defendants’ policy of limiting the amount of overtime employees could accrue, Plaintiff and class members were forced to wait in line to clock in, and were often further delayed by technical difficulties with Defendants’ computer system. Defendants failed to track this time that Plaintiff and class members spent working off-the-clock, and Plaintiff and class members received no compensation for this time.

62. Defendants did not pay minimum wages for all hours worked by Plaintiff and class members. To the extent that these off-the-clock hours did not qualify for overtime premium payment, Defendants did not pay at least minimum wages for those hours worked off-the-clock in violation of California Labor Code sections 1182.12, 1194, 1197, 1197.1, and 1198.

63. Defendants’ failure to pay Plaintiff and class members minimum wages violates California Labor Code sections 1182.12, 1194, 1197, 1197.1, and 1198. Pursuant to California Labor Code section 1194.2, Plaintiff and class members are entitled to recover from Defendants liquidated damages in an amount equal to the wages unlawfully unpaid and interest thereon.

THIRD CAUSE OF ACTION

Violations of California Labor Code §§ 226.7, 512(a), 516, and 1198—Meal Period

Violations

(Against all Defendants)

64. Plaintiff incorporates by reference and re-alleges as if fully stated herein each and every allegation set forth above.

65. At all relevant times herein set forth, California Labor Code section 512(a) provides that an employer may not require, cause, or permit an employee to work for a period of more than five (5) hours per day without providing the employee with a meal period of not less

1 than thirty (30) minutes, except that if the total work period per day of the employee is not more
2 than six (6) hours, the meal period may be waived by mutual consent of both the employer and
3 the employee. Under California law, first meal periods must start after no more than five hours.
4 *Brinker Rest. Corp. v. Superior Court*, 53 Cal. 4th 1004, 1041-1042 (2012).

5 66. At all relevant times herein set forth, California Labor Code sections 226.7,
6 512(a), 516, and 1198 provide that no employer shall require an employee to work during any
7 meal period mandated by an applicable order of the IWC.

8 67. At all relevant times herein set forth, Labor Code sections 226.7 and 512(a), and
9 the applicable IWC Wage Order also require employers to provide a second meal period of not
10 less than thirty (30) minutes if an employee works over ten (10) hours per day or to pay an
11 employee one (1) additional hour of pay at the employee's regular rate, except that if the total
12 hours worked is no more than twelve (12) hours, the second meal period may be waived by
13 mutual consent of the employer and the employee only if the first meal period was not waived.

14 68. On information and belief, Defendants engaged in a company-wide practice
15 and/or policy of not paying meal period premiums owed when compliant meal periods were not
16 provided. Because of this practice and/or policy, Plaintiff and class members have not received
17 premium pay for missed, late, and/or interrupted meal periods. To the extent that premiums were
18 paid, on information and belief, Defendants failed to pay premiums at the regular rate of pay. As
19 a result, Defendants failed to provide Plaintiff and class members compliant meal periods in
20 violation of California Labor Code sections 226.7, 512(a), and 516 and failed to pay the full meal
21 period premiums due.

22 69. Defendants' conduct violates the applicable IWC Wage Order, and California
23 Labor Code sections 226.7, 512(a), 516, and 1198. Plaintiff and class members are therefore
24 entitled to recover from Defendants one (1) additional hour of pay at the employee's regular rate
25 of compensation for each work day that the meal period was not provided.

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1 **FOURTH CAUSE OF ACTION**

2 **Violation of California Labor Code §§ 226.7, 516, and 1198—Rest Period Violations**
3 **(Against all Defendants)**

4 70. Plaintiff incorporates by reference and re-alleges as if fully stated herein each
5 and every allegation set forth above.

6 71. At all relevant times herein set forth, the applicable IWC Wage Order and
7 California Labor Code sections 226.7, 516, and 1198 were applicable to Plaintiff's and class
8 members' employment by Defendants.

9 72. At all relevant times, the applicable IWC Wage Order provides that "[e]very
10 employer shall authorize and permit all employees to take rest periods, which insofar as
11 practicable shall be in the middle of each work period" and that the "rest period time shall be
12 based on the total hours worked daily at the rate of ten (10) minutes net rest time per four (4)
13 hours or major fraction thereof" unless the total daily work time is less than three and one-half
14 (3 ½) hours.

15 73. At all relevant times, California Labor Code section 226.7 provides that no
16 employer shall require an employee to work during any rest period mandated by an applicable
17 order of the California IWC. To comply with its obligation to authorize and permit rest periods
18 under California Labor Code section 226.7 and the applicable IWC Wage Order, an employer
19 must "relinquish any control over how employees spend their break time, and relieve their
20 employees of all duties—including the obligation that an employee remain on call. A rest
21 period, in short, must be a period of rest." *Augustus v. ABM Security Services, Inc.*, 2 Cal. 5th
22 257, 273 (2016). California Labor Code section 226.7 and the applicable IWC Wage Order also
23 provide that rest periods shall be counted as hours worked for which there shall be no deduction
24 from wages.

25 74. Pursuant to the applicable IWC Wage Order and California Labor Code section
26 226.7(c), Plaintiff and class members are entitled to recover from Defendants one (1) additional
27 hour of pay at their regular rates of pay for each work day that a required rest period was not
28 authorized and permitted.

75. During the relevant time period, Defendants regularly failed to authorize and permit Plaintiff and class members to take a ten (10) minute rest period per each four (4) hour period worked or major fraction thereof. Specifically, Defendants maintained a company-wide practice and/or policy of requiring Plaintiff and Class Members to combine their meal and rest periods into one 50-minute unpaid break period. When Plaintiff complained about this to her manager, she was told that everybody had to get used to the rules and that they could leave if they didn't like it.

76. As a result of Defendants' practices and policies, Plaintiff and class members worked shifts in excess of 3.5 hours, in excess of 6 hours, and/or in excess of 10 hours without receiving all uninterrupted rest periods to which they were entitled.

77. Defendants have also engaged in a company-wide practice and/or policy of not paying rest period premiums owed when compliant rest periods are not authorized and permitted. Because of this practice and/or policy, Plaintiff and class members have not received premium pay for all missed rest periods. To the extent that Defendants paid rest period premiums, on information and belief, Defendants failed to pay premiums at the regular rate of pay.

78. Defendants' conduct violates the applicable IWC Wage Order and California Labor Code sections 226.7, 516, and 1198. Plaintiff and class members are therefore entitled to recover from Defendants one (1) additional hour of pay at the employee's regular rate of compensation for each work day that a compliant rest period was not authorized and permitted.

FIFTH CAUSE OF ACTION

Violation of California Labor Code §§ 226(a), 1174(d), and 1198—Non-Compliant Wage Statements and Failure to Maintain Accurate Payroll Records

(Against all Defendants)

79. Plaintiff incorporates by reference and re-alleges as if fully stated herein each and every allegation set forth above.

80. At all relevant times herein set forth, California Labor Code section 226(a) provides that every employer shall furnish each of his or her employees an accurate and complete itemized wage statement in writing, including, but not limited to, the name and address

of the legal entity that is the employer, the inclusive dates of the pay period, total hours worked, and all applicable rates of pay.

81. At all relevant times, Defendants have knowingly and intentionally provided Plaintiff and Subclass members with uniform, incomplete, and inaccurate wage statements. For example, Defendants issued uniform wage statements to Plaintiff and Subclass members that fail to correctly list: gross wages earned; total hours worked; net wages earned; and all applicable hourly rates in effect during the pay period, including rates of pay for overtime wages, and the corresponding number of hours worked at each hourly rate. Specifically, Defendants violated sections 226(a)(1), 226(a)(2), 226(a)(5), and 226(a)(9).

82. Because Defendants did not record the time Plaintiff and Subclass members spent working off the clock, Defendants did not list the correct amount of gross wages and net wages earned by Plaintiff and Subclass members in compliance with sections 226(a)(1) and 226(a)(5). For the same reason, Defendants failed to accurately list the total number of hours worked by Plaintiff and Subclass members, in violation of section 226(a)(2), and failed to list the applicable hourly rates of pay in effect during the pay period and the corresponding accurate number of hours worked at each hourly rate, in violation of section 226(a)(9).

83. The wage statement deficiencies also include, among other things, failing to list the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis; failing to list all deductions; failing to list the inclusive dates of the period for which employees were paid; failing to list the name of the 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; failing to list the name and address of the legal entity that is the employer; and/or failing to state all hours worked as a result of not recording or stating hours worked off-the-clock.

84. California Labor Code section 1174(d) provides that “[e]very person employing labor in this state shall . . . [k]eep a record showing the names and addresses of all employees employed and the ages of all minors” and “[k]eep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked

1 daily by and the wages paid to, and the number of piece-rate units earned by and any applicable
 2 piece rate paid to, employees employed at the respective plants or establishments” At all
 3 relevant times, and in violation of Labor Code section 1174(d), Defendants willfully failed to
 4 maintain accurate payroll records for Plaintiff and Subclass members showing the daily hours
 5 they worked and the wages paid thereto as a result of failing to record the off-the-clock hours
 6 that they worked.

7 85. California Labor Code section 1198 provides that the maximum hours of work
 8 and the standard conditions of labor shall be those fixed by the Labor Commissioner and as set
 9 forth in the applicable IWC Wage Order. Section 1198 further provides that “[t]he employment
 10 of any employees for longer hours than those fixed by the order or under conditions of labor
 11 prohibited by the order is unlawful.” Pursuant to the applicable IWC Wage Order, employers are
 12 required to keep accurate time records showing when the employee begins and ends each work
 13 period and meal period. During the relevant time period, Defendants engaged in company-wide
 14 practices and/or policies of failing to record actual hours worked, and thereby failed to keep
 15 accurate records of work period and meal period start and end times for Plaintiff and Subclass
 16 members, in violation of section 1198.

17 86. Plaintiff and Subclass members are entitled to recover from Defendants the
 18 greater of their actual damages caused by Defendants’ failure to comply with California Labor
 19 Code section 226(a), or an aggregate penalty not exceeding four thousand dollars (\$4,000) per
 20 employee.

21 **SIXTH CAUSE OF ACTION**

22 **Violation of California Labor Code §§ 201 and 202—Wages Not Timely Paid Upon** 23 **Termination** 24 **(Against all Defendants)**

25 87. Plaintiff incorporates by reference and re-alleges as if fully stated herein each
 26 and every allegation set forth above.

27 88. This cause of action is dependent upon, and wholly derivative of, the overtime
 28 wages, minimum wages, meal and rest period premiums, and/or vested vacation wages that were

not timely paid to Plaintiff and those class members no longer employed by Defendants upon their termination.

89. At all times relevant herein set forth, Labor Code sections 201 and 202 provide that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately, and that if an employee voluntarily leaves his or her employment, his or her wages shall become due and payable not later than seventy-two (72) hours thereafter, unless the employee has given seventy-two (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.

90. Defendants willfully failed to pay Plaintiff and class members who are no longer employed by Defendants the earned and unpaid wages set forth above, including but not limited to, overtime wages, minimum wages, meal and rest period premiums, and/or vested vacation wages, either at the time of discharge, or within seventy-two (72) hours of their leaving Defendants' employ.

91. Defendants' failure to pay Plaintiff and class members who are no longer employed by Defendants their wages earned and unpaid at the time of discharge, or within seventy-two (72) hours of their leaving Defendants' employ, violates Labor Code sections 201 and 202. Plaintiff and class members are therefore entitled to recover from Defendants the statutory penalty wages for each day they were not paid, at their regular rate of pay, up to a thirty (30) day maximum pursuant to California Labor Code section 203.

SEVENTH CAUSE OF ACTION

Violation of California Labor Code § 204—Failure to Timely Pay Wages During Employment (Against all Defendants)

92. Plaintiff incorporates by reference and re-alleges as if fully stated herein each and every allegation set forth above.

93. This cause of action is dependent upon, and wholly derivative of, the overtime wages, minimum wages, and/or meal and rest period premiums that were not timely paid to

1 Plaintiff and class members during their employment.

2 94. At all times relevant herein set forth, Labor Code section 204 provides that all
3 wages earned by any person in any employment between the first (1st) and the fifteenth (15th)
4 days, inclusive, of any calendar month, other than those wages due upon termination of an
5 employee, are due and payable between the sixteenth (16th) and the twenty-sixth (26th) day of
6 the month during which the labor was performed.

7 95. At all times relevant herein, Labor Code section 204 provides that all wages
8 earned by any person in any employment between the sixteenth (16th) and the last day, inclusive,
9 of any calendar month, other than those wages due upon termination of an employee, are due and
10 payable between the first (1st) and the tenth (10th) day of the following month.

11 96. At all times relevant herein, Labor Code section 204 provides that all wages
12 earned for labor in excess of the normal work period shall be paid no later than the payday for
13 the next regular payroll period. Alternatively, at all times relevant herein, Labor Code section
14 204 provides that the requirements of this section are deemed satisfied by the payment of wages
15 for weekly, biweekly, or semimonthly payroll if the wages are paid not more than seven (7)
16 calendar days following the close of the payroll period.

17 97. During the relevant time period, Defendants willfully failed to pay Plaintiff and
18 class members all wages due including, but not limited to, overtime wages, minimum wages,
19 and/or meal and rest period premiums, within the time periods specified by California Labor
20 Code section 204.

21 98. Defendants' failure to pay Plaintiff and class members all wages due violates
22 Labor Code section 204. Plaintiff and class members are therefore entitled to recover from
23 Defendants the statutory penalty wages pursuant to California Labor Code section 210.

24 **EIGHTH CAUSE OF ACTION**

25 **Violation of California Labor Code § 2802—Unpaid Business-Related Expenses** 26 **(Against all Defendants)**

27 99. Plaintiff incorporates by reference and re-alleges as if fully stated herein each and
28 every allegation set forth above.

1 100. At all times herein set forth, California Labor Code section 2802 provides that an
2 employer must reimburse employees for all necessary expenditures and losses incurred by the
3 employee in the performance of his or her job. The purpose of Labor Code section 2802 is to
4 prevent employers from passing off their cost of doing business and operating expenses on to
5 their employees. *Cochran v. Schwan's Home Service, Inc.*, 228 Cal. App. 4th 1137, 1144
6 (2014). The applicable wage order provides that: "[w]hen the employer requires the use of tools
7 or equipment or are necessary to the performance of a job, such tools and equipment shall be
8 provided and maintained by the employer, except that an employee whose wages are at least two
9 (2) times the minimum wage provided herein may provide and maintain hand tools and
10 equipment customarily required by the trade or craft."

11 101. First, during the relevant time period, Plaintiff and class members were forced to
12 utilize their personal cellular devices' calculator functions to calculate the amount/quantities of
13 products to be processed.

14 102. Second, during the relevant time period, Defendants expected Plaintiff and class
15 members to wear yellow safety vests. However, Defendants did not provide their employees with
16 sufficient uniforms to wear for their shifts throughout the week. For example, Defendants only
17 provided Plaintiff with one (1) safety vest at the time of hire. Because Defendants failed to
18 provide Plaintiff and class members with an adequate number of uniforms in relation to their
19 scheduled shifts, Plaintiff and class members had to either wash their uniforms more frequently
20 than they otherwise do laundry, and incur expenses in doing so, or purchase extra safety vests.
21 For example, Plaintiff was forced to purchase extra safety vests after her vest shrank from
22 frequent washing. She was forced to wash her safety vest because the nature of the work would
23 cause her to sweat into the vest.

24 103. Defendants could have provided employees with calculators in order to calculate
25 quantities of items for distribution. Further, Defendants could have provided Plaintiff and class
26 members with an adequate number of uniforms items or access to laundering services. Or,
27 Defendants could have reimbursed employees for the costs of their laundering expenses or
28

provided a uniform maintenance allowance. Instead, Defendants passed these operating costs off onto Plaintiff and class members.

104. Defendants' company-wide policy and/or practice of not reimbursing employees for expenses necessarily incurred and passing on their operating costs to Plaintiff and class members violates California Labor Code section 2802. Defendants have intentionally and willfully failed to reimburse Plaintiff and class members for necessary business-related expenses and costs.

105. Plaintiff and class members are entitled to recover from Defendants their business-related expenses incurred during the course and scope of their employment, plus interest.

NINTH CAUSE OF ACTION

For Civil Penalties Pursuant to California Labor Code §§ 2698, *et seq.*

(Against all Defendants)

106. Plaintiff incorporates Plaintiff incorporates by reference and re-alleges as if fully stated herein each and every allegation set forth above.

107. California Labor Code §§ 2698, *et seq.* ("PAGA") permits Plaintiff to recover civil penalties for the violation(s) of the Labor Code sections enumerated in Labor Code section 2699.5. Section 2699.5 enumerates Labor Code sections 201, 202, 204, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, and 2802. Labor Code section 2699.3(c) permits aggrieved employees, including Plaintiff, to recover civil penalties for violations of those Labor Code sections not found in section 2699.5, including sections 516, 1182.12, and 2810.5.

108. Defendants' conduct, as alleged herein, violates numerous sections of the California Labor Code, including, but not limited to, the following:

- (a) Violation of Labor Code sections 510 and 1198, and the applicable IWC Wage Order for Defendants' failure to compensate Plaintiff and other aggrieved employees with all required overtime pay, as alleged herein;

- (b) Violation of Labor Code sections 1182.12, 1194, 1197, 1197.1, and 1198, and the applicable IWC Wage Order for Defendants' failure to compensate Plaintiff and other aggrieved employees with at least minimum wages for all hours worked, as alleged herein;
- (c) Violation of Labor Code sections 226.7, 512(a), 516, and 1198, and the applicable IWC Wage Order for Defendants' failure to provide Plaintiff and other aggrieved employees with meal periods, as alleged herein;
- (d) Violation of Labor Code sections 226.7, 516, and 1198, and the applicable IWC Wage Order for Defendants' failure to authorize and permit Plaintiff and other aggrieved employees to take rest periods, as alleged herein;
- (e) Violation of Labor Code sections 226(a) and 1198, and the applicable IWC Wage Order for failure to provide accurate and complete wage statements to Plaintiff and other aggrieved employees, as alleged herein;
- (f) Violation of Labor Code sections 1174(d) and 1198, and the applicable IWC Wage Order for failure to maintain payroll records, as alleged herein;
- (g) Violation of Labor Code sections 201 and 202 for failure to pay all earned wages upon termination, as alleged herein;
- (h) Violation of Labor Code section 204 for failure to pay all earned wages during employment, as alleged herein;
- (i) Violation of Labor Code section 2802 for failure to reimburse Plaintiff and other aggrieved employees for all business expenses necessarily incurred, as alleged herein; and
- (j) Violation of Labor Code section 2810.5 for failure to provide notice of material terms of employment, as set forth below.

109. At all relevant times herein, California's Wage Theft Prevention Act was enacted to ensure that employers provide employees with basic information material to their

employment relationship at the time of hiring, and to ensure that employees are given written and timely notice of any changes to basic information material to their employment. Codified at California Labor Code section 2810.5, the Wage Theft Prevention Act provides that at the time of hiring, an employer must provide written notice to employees containing basic and material payroll information, including, among other things, the rate(s) of pay and basis thereof, whether paid by the hour, shift, day, week, salary, piece, commission, or otherwise, including any rates for overtime, the regular payday designated by the employer, and any allowances claims as part of the minimum wage, including meal or lodging allowances. Labor Code § 2810.5(a)(1)(A)-(C).

110. At all relevant times, on information and belief, Defendants failed, on a company-wide basis, to provide written notice to Plaintiff and other aggrieved employees that lists the requisite information set forth in Labor Code section 2810.5(a)(1)(A)-(C). Defendants' failure to provide Plaintiff and other aggrieved employees with written notice of basic information regarding their employment with Defendants is in violation of California Labor Code section 2810.5. Plaintiff and other aggrieved employees are therefore entitled to recover civil penalties pursuant to Labor Code sections 2699(a), (f), and (g).

TENTH CAUSE OF ACTION

Violation of California Business & Professions Code §§ 17200, *et seq.* –

Unlawful Business Practices

(Against all Defendants)

111. Plaintiff incorporates by reference and re-alleges as if fully stated herein each and every allegation set forth above.

112. Defendants are "persons" as defined by California Business & Professions Code section 17201, as they are corporations, firms, partnerships, joint stock companies, and/or associations.

113. Defendants' conduct, as alleged herein, has been, and continues to be, unfair, unlawful and harmful to Plaintiff, class members, and to the general public. Plaintiff has suffered injury in fact and has lost money as a result of Defendants' unlawful business practices.

1 Plaintiff seeks to enforce important rights affecting the public interest within the meaning of
 2 Code of Civil Procedure section 1021.5.

3 114. Defendants' activities, as alleged herein, are violations of California law, and
 4 constitute unlawful business acts and practices in violation of California Business & Professions
 5 Code sections 17200, *et seq.*

6 115. A violation of California Business & Professions Code sections 17200, *et seq.*
 7 may be predicated on the violation of any state or federal law. In the instant case, Defendants'
 8 policies and practices have violated state law in at least the following respects:

- 9 (a) Requiring non-exempt, hourly paid employees, including Plaintiff and
 10 class members, to work overtime without paying them proper
 11 compensation in violation of California Labor Code sections 510 and
 12 1198, and the applicable IWC Wage Order, as alleged herein;
- 13 (b) Failing to pay at least minimum wage to Plaintiff and class members in
 14 violation of California Labor Code sections 1182.12, 1194, 1197,
 15 1197.1, and 1198, and the applicable IWC Wage Order, as alleged
 16 herein;
- 17 (c) Failing to provide all meal periods to Plaintiff and class members in
 18 violation of California Labor Code sections 226.7, 512(a), 516, and 1198,
 19 and the applicable IWC Wage Order, as alleged herein;
- 20 (d) Failing to authorize and permit Plaintiff and class members to take all rest
 21 periods in violation of California Labor Code sections 226.7, 516, and
 22 1198, and the applicable IWC Wage Order, as alleged herein;
- 23 (e) Failing to provide Plaintiff and class members with accurate wage
 24 statements and failing to maintain accurate payroll records in violation
 25 of California Labor Code sections 226(a), 1174(d), and 1198, and the
 26 applicable IWC Wage Order, as alleged herein;
- 27 (f) Failing timely to pay all earned wages to Plaintiff and class members in
 28 violation of California Labor Code section 204, as alleged herein;

(g) Failing to reimburse Plaintiff and class members for all business expenses necessarily incurred in violation of California Labor Code section 2802, as alleged herein; and

(h) Failing to provide written notice of information material to Plaintiff's and class members' employment with Defendants in violation of California Labor Code section 2810.5(a)(1)(A)-(C), as set forth below.

116. At all relevant times herein, California's Wage Theft Prevention Act was enacted to ensure that employers provide employees with basic information material to their employment relationship at the time of hiring, and to ensure that employees are given written and timely notice of any changes to basic information material to their employment. Codified at California Labor Code section 2810.5, the Wage Theft Prevention Act provides that at the time of hiring, an employer must provide written notice to employees containing basic and material payroll information, including, among other things, the rate(s) of pay and basis thereof, whether paid by the hour, shift, day, week, salary, piece, commission, or otherwise, including any rates for overtime, the regular payday designated by the employer, and any allowances claims as part of the minimum wage, including meal or lodging allowances. Labor Code § 2810.5(a)(1)(A)-(C).

117. At all relevant times, on information and belief, Defendants failed, on a company-wide basis, to provide written notice to Plaintiff and class members that lists the requisite information set forth in Labor Code section 2810.5(a)(1)(A)-(C). Defendants' failure to provide Plaintiff and class members with written notice of basic information regarding their employment with Defendants is in violation of California Labor Code section 2810.5.

118. As a result of the violations of California law herein described, Defendants unlawfully gained an unfair advantage over other businesses. Plaintiff and class members have suffered pecuniary loss by Defendants' unlawful business acts and practices alleged herein.

119. Pursuant to California Business & Professions Code sections 17200, *et seq.*, Plaintiff and class members are entitled to restitution of the wages withheld and retained by Defendants during a period that commences four years prior to the filing of the initial complaint; a permanent injunction requiring Defendants to pay all outstanding wages due to Plaintiff and

class members; and an award of attorneys' fees pursuant to California Code of Civil Procedure section 1021.5 and other applicable laws; and an award of costs.

ELEVENTH CAUSE OF ACTION

Violation of California Business & Professions Code §§ 17200, *et seq.* –

Unfair Business Practices

(Against all Defendants)

120. Plaintiff incorporates by reference and re-alleges as if fully stated herein each and every allegation set forth above.

121. Defendants are "persons" as defined by California Business & Professions Code section 17201, as they are corporations, firms, partnerships, joint stock companies, and/or associations.

122. Defendants' conduct, as alleged herein, has been, and continues to be, unfair, and harmful to Plaintiff, class members, and to the general public. Plaintiff has suffered injury in fact and has lost money as a result of Defendants' unfair business practices. Plaintiff seeks to enforce important rights affecting the public interest within the meaning of Code of Civil Procedure section 1021.5.

123. Defendants' activities, namely Defendants' company-wide practice and/or policy of not paying Plaintiff and class members all meal and rest period premiums due to them under Labor Code section 226.7, deprived Plaintiff and class members of the compensation guarantee and enhanced enforcement implemented by section 226.7. The statutory remedy provided by section 226.7 is a "dual-purpose" remedy intended primarily to compensate employees, and secondarily to shape employer conduct." *Safeway, Inc. v. Superior Court*, 238 Cal. App. 4th 1138, 1149 (2015). The statutory benefits of section 226.7 were guaranteed to Plaintiff and class members as part of their employment with Defendants, and thus Defendants' practice and/or policy of denying these statutory benefits constitutes an unfair business practice in violation of California Business & Professions Code sections 17200, *et seq.* (*Id.*)

124. A violation of California Business & Professions Code sections 17200, *et seq.* may be predicated on any unfair business practice. In the instant case, Defendants' policies and

practices have violated the spirit of California's meal and rest period laws and constitute acts against the public policy behind these laws.

125. Pursuant to California Business & Professions Code sections 17200, *et seq.*, Plaintiff and class members are entitled to restitution for the class-wide loss of the statutory benefits implemented by section 226.7 withheld and retained by Defendants during a period that commences four years prior to the filing of the initial complaint; a permanent injunction requiring Defendants to pay all statutory benefits implemented by section 226.7 due to Plaintiff and class members; an award of attorneys' fees pursuant to California Code of Civil Procedure section 1021.5 and other applicable laws; and an award of costs.

REQUEST FOR JURY TRIAL

Plaintiff requests a trial by jury.

PRAYER FOR RELIEF

Plaintiff, on behalf of all others similarly situated, prays for relief and judgment against Defendants, jointly and severally, as follows:

1. For damages, unpaid wages, penalties, injunctive relief, and attorneys' fees in excess of thirty-five thousand dollars (\$35,000), exclusive of interest and costs. Plaintiff reserves the right to amend his prayer for relief to seek a different amount.

Class Certification

2. That this case be certified as a class action;
3. That Plaintiff be appointed as the representative of the Class and Subclass;
4. That counsel for Plaintiff be appointed as class counsel.

As to the First Cause of Action

5. That the Court declare, adjudge, and decree that Defendants violated California Labor Code sections 510 and 1198, and the applicable IWC Wage Order by willfully failing to pay all overtime wages due to Plaintiff and class members;

6. For general unpaid wages at overtime wage rates and such general and special damages as may be appropriate;

7. For pre-judgment interest on any unpaid overtime compensation commencing

from the date such amounts were due, or as otherwise provided by law;

8. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to California Labor Code section 1194(a); and

9. For such other and further relief as the Court may deem equitable and appropriate.

As to the Second Cause of Action

10. That the Court declare, adjudge and decree that Defendants violated California Labor Code sections 1182.12, 1194, 1197, 1197.1, and 1198, and the applicable IWC Wage Order by willfully failing to pay minimum wages to Plaintiff and class members;

11. For general unpaid wages and such general and special damages as may be appropriate;

12. For pre-judgment interest on any unpaid compensation from the date such amounts were due, or as otherwise provided by law;

13. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to California Labor Code section 1194(a);

14. For liquidated damages pursuant to California Labor Code section 1194.2; and

15. For such other and further relief as the Court may deem equitable and appropriate.

As to the Third Cause of Action

16. That the Court declare, adjudge, and decree that Defendants violated California Labor Code sections 226.7, 512(a), 516, and 1198, and the applicable IWC Wage Order by willfully failing to provide all meal periods to Plaintiff and class members;

17. That the Court make an award to the Plaintiff and class members of one (1) hour of pay at each employee's regular rate of pay for each workday that a meal period was not provided;

18. For all actual, consequential, and incidental losses and damages, according to proof;

19. For premiums pursuant to California Labor Code section 226.7(c);

20. For pre-judgment interest on any unpaid meal period premiums from the date such amounts were due, or as otherwise provided by law;

21. For attorneys' fees pursuant to California Code of Civil Procedure section 1021.5, or as otherwise provided by law; and

22. For such other and further relief as the Court may deem equitable and appropriate.

As to the Fourth Cause of Action

23. That the Court declare, adjudge and decree that Defendants violated California Labor Code sections 226.7, 516, and 1198, and the applicable IWC Wage Order by willfully failing to authorize and permit Plaintiff and class members to take all rest periods;

24. That the Court make an award to the Plaintiff and class members of one (1) hour of pay at each employee's regular rate of pay for each workday that a rest period was not authorized and permitted;

25. For all actual, consequential, and incidental losses and damages, according to proof;

26. For premiums pursuant to California Labor Code section 226.7(c);

27. For pre-judgment interest on any unpaid rest period premiums from the date such amounts were due, or as otherwise provided by law;

28. For attorneys' fees pursuant to California Code of Civil Procedure section 1021.5, or as otherwise provided by law; and

29. For such other and further relief as the Court may deem equitable and appropriate.

As to the Fifth Cause of Action

30. That the Court declare, adjudge and decree that Defendants violated the recordkeeping provisions of California Labor Code section 226(a) and the applicable IWC Wage Order as to Plaintiff and Subclass members, and willfully failed to provide accurate itemized wage statements thereto;

31. For all actual, consequential, and incidental losses and damages, according to proof;

32. For injunctive relief pursuant to California Labor Code section 226(h);

33. For statutory penalties pursuant to California Labor Code section 226(e);

34. For attorneys' fees and costs pursuant to California Labor Code section 226(e)(1);
and

35. For such other and further relief as the Court may deem equitable and appropriate.

As to the Sixth Cause of Action

36. That the Court declare, adjudge and decree that Defendants violated California Labor Code sections 201 and 202 by willfully failing to pay overtime wages, minimum wages, meal and rest period premiums, and/or vested vacation wages owed at the time of termination of the employment of Plaintiff and other terminated class members;

37. For all actual, consequential and incidental losses and damages, according to proof;

38. For waiting time penalties according to proof pursuant to California Labor Code section 203 for all employees who have left Defendants' employ;

39. For pre-judgment interest on any unpaid wages from the date such amounts were due, or as otherwise provided by law;

40. For attorneys' fees pursuant to California Code of Civil Procedure section 1021.5, or as otherwise provided by law; and

41. For such other and further relief as the Court may deem equitable and appropriate.

As to the Seventh Cause of Action

42. That the Court declare, adjudge and decree that Defendants violated California Labor Code section 204 by willfully failing to timely pay Plaintiff and class members overtime wages, minimum wages, and/or meal and rest period premiums, during their employment;

43. For all actual, consequential and incidental losses and damages, according to proof;

44. For statutory penalties according to proof pursuant to California Labor Code section 210;

45. For pre-judgment interest on any unpaid wages from the date such amounts were due, or as otherwise provided by law;

46. For attorneys' fees pursuant to California Code of Civil Procedure section 1021.5, or as otherwise provided by law; and

47. For such other and further relief as the Court may deem equitable and appropriate.

As to the Eighth Cause of Action

48. That the Court declare, adjudge and decree that Defendants violated California Labor Code section 2802 by willfully failing to reimburse and/or indemnify all business-related expenses and costs incurred by Plaintiff and class members;

49. For unpaid business-related expenses and such general and special damages as may be appropriate;

50. For pre-judgment interest on any unpaid business-related expenses from the date such amounts were due, or as otherwise provided by law;

51. For all actual, consequential, and incidental losses and damages, according to proof;

52. For attorneys' fees and costs pursuant to California Labor Code section 2802(c), or as otherwise provided by law; and

53. For such other and further relief as the Court may deem equitable and appropriate.

As to the Ninth Cause of Action

54. That the Court declare, adjudge and decree that Defendants violated the following California Labor Code provisions as to Plaintiff and/or other aggrieved employees: 510 and 1198 (by failing to pay all overtime compensation); 1182.12, 1194, 1197, 1197.1, and 1198 (by failing to pay at least minimum wages for all hours worked); 226.7, 512(a), 516, and 1198 (by failing to provide all meal periods); 226.7, 516, and 1198 (by failing to authorize and permit all rest periods); 226(a), 1174(d), and 1198 (by failing to provide accurate wage statements and maintain accurate payroll records); 201 and 202 (by failing to timely pay all earned wages upon termination); 204 (by failing to timely pay all earned wages during employment); 2802 (by failing to reimburse business expenses; and 2810.5 (by failing to provide notice of material terms of employment);

55. For civil penalties pursuant to the California Labor Code, including sections

210, 226.3, 256, 558, 1174.5, 2699(a), (f), and (g), for violations of California Labor Code sections 201, 202, 204, 226(a), 226.7, 510, 512(a), 516, 1174(d), 1182.12, 1194, 1197, 1197.1, 1198, 2802, and 2810.5;

56. For attorneys' fees and costs pursuant to California Labor Code section 2699(g)(1), and any and all other relevant statutes, for Defendants' violations of California Labor Code sections 201, 202, 204, 226(a), 226.7, 510, 512(a), 516, 1174(d), 1182.12, 1194, 1197, 1197.1, 1198, 2802, and 2810.5;

57. For pre-judgment and post-judgment interest as provided by law; and

58. For such other and further relief as the Court may deem equitable and appropriate.

As to the Tenth Cause of Action

59. That the Court declare, adjudge and decree that Defendants' conduct of failing to provide Plaintiff and class members all overtime wages due to them, failing to provide Plaintiff and class members all minimum wages due to them, failing to authorize and permit Plaintiff and class members to take all rest periods, failing to provide Plaintiff and class members accurate and complete wage statements, failing to maintain accurate payroll records for Plaintiff and class members, failing to timely pay Plaintiff and class members all earned wages during employment, failing to reimburse Plaintiff and class members for business-related expenses, and failing to provide written notice of material terms of employment, constitutes an unlawful business practice in violation of California Business and Professions Code sections 17200, *et seq.*;

60. For restitution of unpaid wages to Plaintiff and all class members and prejudgment interest from the day such amounts were due and payable;

61. For the appointment of a receiver to receive, manage, and distribute any and all funds disgorged from Defendants and determined to have been wrongfully acquired by Defendants as a result of violations of California Business & Professions Code sections 17200, *et seq.*;

62. For reasonable attorneys' fees and costs of suit incurred herein pursuant to

California Code of Civil Procedure section 1021.5; and

63. For such other and further relief as the Court may deem equitable and appropriate.

As to the Eleventh Cause of Action

64. That the Court declare, adjudge and decree that Defendants' conduct of denying Plaintiff and class members the statutory benefits guaranteed under section 226.7 constitutes an unfair business practice in violation of California Business and Professions Code sections 17200, *et seq.*;

65. For restitution of the statutory benefits under section 226.7 unfairly withheld from Plaintiff and class members and prejudgment interest from the day such amounts were due and payable;

66. For the appointment of a receiver to receive, manage, and distribute any and all funds disgorged from Defendants and determined to have been wrongfully acquired by Defendants as a result of violations of California Business & Professions Code sections 17200, *et seq.*;

67. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California Code of Civil Procedure section 1021.5;

68. For pre-judgment and post-judgment interest as provided by law; and

69. For such other and further relief as the Court may deem equitable and appropriate.

Dated: April 21, 2025

BROCK & GONZALES, LLP

By: 

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Joseph D. Parsons

Attorneys for Plaintiff Nancy Gomez

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February 14, 2025

VIA ONLINE SUBMISSION

California Labor & Workforce Development Agency
ATTN: PAGA Administrator
(<https://dir.tfaforms.net/308>)

Subject: *Nancy Gomez v. Boxout, LLC*

Dear PAGA Administrator:

This office represents Nancy Gomez in connection with her claims under the California Labor Code. Ms. Gomez was an employee of BOXOUT, LLC ("BOXOUT").

The employer may be contacted directly at the address below:

BOXOUT, LLC
6333 HUDSON CROSSING PKWY
HUDSON, OH 44236

Ms. Gomez intends to seek civil penalties, attorney's fees, costs, and other available relief for violations of the California Labor Code, which are recoverable under sections 2698, *et seq.*, the Labor Code Private Attorneys General Act of 2004 ("PAGA"). Ms. Gomez seeks relief on behalf of herself, the State of California, and other persons who are or were employed by BOXOUT in California as a non-exempt, hourly paid employee and who received at least one wage statement ("aggrieved employees"). This letter is sent in compliance with the notice and reporting requirements of California Labor Code section 2699.3.

BOXOUT employed Ms. Gomez as an hourly paid, non-exempt employee from approximately

February 14, 2024 to May 25, 2024. Ms. Gomez worked as a Quality Control Employee at BOXOUT's facility in Ontario, California. During her employment, Ms. Gomez typically worked eight (8) hours or more per day and five (5) days or more per week. Ms. Gomez's job duties included, without limitation, inspecting product quality in orders, ensuring order completeness, collecting trash, sweeping, and general cleaning duties.

BOXOUT has committed one or more of the following Labor Code violations against Ms. Gomez, the facts and theories of which follow, making her an "aggrieved employee" pursuant to California Labor Code section 2699(c):¹

BOXOUT's Company-Wide and Uniform Payroll and HR Practices

BOXOUT, LLC is an Ohio limited liability company. BOXOUT is a national distributor of spa, massage, beauty, fitness, rehabilitation, chiropractic, and health & wellness products. Upon information and belief, BOXOUT maintains a single, centralized Human Resources (HR) department at its company headquarters in Hudson, Ohio, for all non-exempt, hourly paid employees working for BOXOUT in California, including Ms. Gomez and other aggrieved employees. At all relevant times, BOXOUT issued and maintained uniform, standardized scheduling and timekeeping practices and procedures for all non-exempt, hourly paid employees in California, including Ms. Gomez and other aggrieved employees, regardless of their location or position.

Upon information and belief, BOXOUT maintains a centralized Payroll department at its company headquarters in Hudson, Ohio, which processes payroll for all non-exempt, hourly paid employees working for BOXOUT in California, including Ms. Gomez and other aggrieved employees. Further, BOXOUT issues the same formatted wage statements in the same manner for all non-exempt, hourly paid employees working in California, including Ms. Gomez and other aggrieved employees, irrespective of their location, position, or manner in which each employee's employment ended. In other words, BOXOUT utilized the same methods and formulas when calculating wages due to Ms. Gomez and other aggrieved employees in California.

Violation of California Labor Code §§ 510 and 1198 – Unpaid Overtime

California Labor Code sections 510 and 1198 and the applicable Industrial Welfare Commission ("IWC") Wage Order require employers to pay employees working more than eight (8) hours in a day or more than forty (40) hours in a workweek at the rate of time-and-one-half (1 ½) times the regular rate of pay for all hours worked in excess of eight (8) hours in a day or more than forty (40) hours in a workweek. The applicable IWC Wage Order further provides that employers are required to pay employees working more than twelve (12) hours in a day overtime compensation at a rate of two (2) times their regular rate of pay. An employee's regular rate of pay includes all remuneration for employment paid to, or on behalf of, the employee, including nondiscretionary bonuses and incentive pay.

¹ These facts, theories, and claims are based on Ms. Gomez's experience and counsel's review of those records currently available relating to Ms. Gomez's employment. Discovery conducted in litigation of wage and hour claims such as these often reveals additional claims that the aggrieved employee was not initially aware of (because the aggrieved employee was not aware of the law's requirements, the employer misinformed its employee of the law's requirements, or because the employer effectively hid the violations). Thus, Ms. Gomez reserves the right to supplement this letter with additional facts, theories, and claims if she becomes aware of them subsequent to the submission of this letter.

BOXOUT willfully failed to pay all overtime wages owed to Ms. Gomez and other aggrieved employees. During the relevant time period, Ms. Gomez and other aggrieved employees were not paid overtime premiums for all of the hours they worked in excess of eight (8) hours in a day, in excess of twelve (12) hours in a day, and/or in excess of forty (40) hours in a week, because all hours that they worked were not recorded.

First, Ms. Gomez and other aggrieved employees were forced to spend time waiting in line to clock in, but were not compensated for this time spent under BOXOUT's control. Upon arriving at work, Ms. Gomez and other aggrieved employees often had to wait several minutes due to the limited availability of only two computers for clocking in. Additionally, Ms. Gomez and other aggrieved employees frequently encountered technical issues with the system, causing further delays to clock in. Despite these delays, Ms. Gomez and other aggrieved employees were not allowed to clock in until five (5) minutes before their scheduled shift start times.

Furthermore, Defendants failed to pay Ms. Gomez and other aggrieved employees the correct overtime rate for the recorded overtime hours that they generated. In addition to an hourly wage, BOXOUT paid Ms. Gomez and other aggrieved employees incentive pay, nondiscretionary bonuses, and/or other forms of remuneration. However, in violation of the California Labor Code, BOXOUT failed to incorporate all compensation, including incentive pay, nondiscretionary bonuses, and/or other forms of remuneration, into the calculation of the regular rate of pay for purposes of calculating the overtime wage rate. Therefore, during times Ms. Gomez and other aggrieved employees worked overtime and received these other forms of pay, BOXOUT failed to pay all overtime wages by paying a lower overtime rate than required.

Because Ms. Gomez and other aggrieved employees worked shifts of eight (8) hours or more a day, or forty (40) hours a week or more, some of this off-the-clock work qualified for overtime premium pay. Therefore, Ms. Gomez and other aggrieved employees were not paid overtime wages for all of the overtime hours they actually worked.

BOXOUT's failure to pay Ms. Gomez and other aggrieved employees the balance of overtime compensation, as required by California law, violates the provisions of California Labor Code sections 510 and 1198. Ms. Gomez and other aggrieved employees are entitled to recover civil penalties, attorney's fees, costs, and interest thereon, pursuant to Labor Code sections 558 and/or 2699(a), (f)-(g).

Violation of California Labor Code §§ 1182.12, 1194, 1197, 1197.1, and 1198 – Unpaid Minimum Wages

California Labor Code sections 1182.12, 1194, 1197, 1197.1, and 1198 require employers to pay employees the minimum wage fixed by the IWC. The payment of a lesser wage than the minimum so fixed is unlawful. Compensable work time is defined in IWC Wage Order No. 9-2001 as "the time during which an employee is subject to the control of an employer, and includes all the time the employee is suffered or permitted to work, whether or not required to do so." Cal. Code Regs. tit. 8, § 11090(2)(H) (defining "Hours Worked").

As set forth above, as a result of BOXOUT's policy of limiting the amount of overtime employees could accrue, Ms. Gomez and other aggrieved employees were forced to wait in line to clock in, and were often further delayed by technical difficulties with BOXOUT's computer system. BOXOUT

failed to track this time that Ms. Gomez and other aggrieved employees spent working off-the-clock, and Ms. Gomez and other aggrieved employees received no compensation for this time.

Thus, BOXOUT did not pay minimum wages for all hours worked by Ms. Gomez and other aggrieved employees. To the extent that these off-the-clock hours did not qualify for overtime premium payment, BOXOUT did not pay at least minimum wages for those hours worked off-the-clock in violation of California Labor Code sections 1182.12, 1194, 1197, 1197.1, and 1198.

Accordingly, BOXOUT regularly failed to pay at least minimum wages to Ms. Gomez and other aggrieved employees for all of the hours they worked in violation of California Labor Code sections 1182.12, 1194, 1197, 1197.1, and 1198. Ms. Gomez and other aggrieved employees are entitled to recover civil penalties, attorney's fees, costs, and interest thereon, pursuant to Labor Code sections 1197.1 and/or 2699(a), (f)-(g).

Violation of California Labor Code §§ 226.7, 512(a), 516, and 1198 – Failure to Provide Meal Periods

California Labor Code sections 226.7, 512(a), 516, and 1198 and the applicable IWC Wage Order require employers to provide meal periods and to pay an employee one (1) additional hour of pay at the employee's regular rate for each work day that a meal or rest period is not provided. Pursuant to Labor Code sections 226.7 and 512(a) and the applicable IWC Wage Order, an employer may not require, cause or permit an employee to work for a period of more than five (5) hours per day without providing the employee with an uninterrupted meal period of not less than thirty (30) minutes, except that if the total work period per day of the employee is not more than six (6) hours, the meal period may be waived by mutual consent of both the employer and the employee. Under California law, first meal periods must start after no more than five hours. *Brinker Rest. Corp. v. Superior Court*, 53 Cal. 4th 1004, 1041-1042 (2012). Labor Code sections 226.7 and 512(a) and the applicable IWC Wage Order also require employers to provide a second meal period of not less than thirty (30) minutes if an employee works over ten (10) hours per day or to pay an employee one (1) additional hour of pay at the employee's regular rate, except that if the total hours worked is no more than twelve (12) hours, the second meal period may be waived by mutual consent of the employer and the employee only if the first meal period was not waived.

On information and belief, BOXOUT engaged in a company-wide practice and/or policy of not paying meal period premiums owed when compliant meal periods were not provided. Because of this practice and/or policy, Ms. Gomez and other aggrieved employees have not received premium pay for missed, late, and/or interrupted meal periods. To the extent that premiums were paid, on information and belief, BOXOUT failed to pay premiums at the regular rate of pay.

As a result, BOXOUT failed to provide Ms. Gomez and other aggrieved employees compliant meal periods in violation of California Labor Code sections 226.7, 512(a), and 516 and failed to pay the full meal period premiums due.

BOXOUT's conduct violates the applicable IWC Wage Order, and California Labor Code sections 226.7, 512(a), 516, and 1198. Ms. Gomez and other aggrieved employees are therefore entitled to recover from BOXOUT one (1) additional hour of pay at the employee's regular rate of compensation for each work day that the meal period was not provided.

Accordingly, BOXOUT failed to provide all meal periods in violation of California Labor Code

sections 226.7, 512(a), 516, and 1198. Ms. Gomez and other aggrieved employees are entitled to civil penalties, attorney's fees, costs, and interest thereon, pursuant to Labor Code sections 558 and/or 2699(a), (f)-(g).

Violation of California Labor Code §§ 226.7, 516, and 1198 – Failure to Authorize and Permit Rest Periods

California Labor Code sections 226.7, 516, and 1198 and the applicable IWC Wage Order require employers to provide rest periods and to pay an employee one (1) additional hour of pay at the employee's regular rate for each work day that a meal or rest period is not provided. California Labor Code section 226.7 provides that no employer shall require an employee to work during any rest period mandated by an applicable order of the California IWC. The applicable IWC Wage Order provides that "[e]very employer shall authorize and permit all employees to take rest periods, which insofar as practicable shall be in the middle of each work period" and that the "rest period time shall be based on the total hours worked daily at the rate of ten (10) minutes net rest time per four (4) hours or major fraction thereof" unless the total daily work time is less than three and one-half (3 ½) hours.

To comply with its obligation to authorize and permit rest periods under California Labor Code section 226.7 and the applicable IWC Wage Order, an employer must "relinquish any control over how employees spend their break time, and relieve their employees of all duties—including the obligation that an employee remain on call. A rest period, in short, must be a period of rest." *Augustus v. ABM Security Services, Inc.*, 2 Cal. 5th 257, 273 (2016).

During the relevant time period, Defendants regularly failed to authorize and permit Ms. Gomez and other aggrieved employees to take a ten (10) minute rest period per each four (4) hour period worked or major fraction thereof. Specifically, BOXOUT maintained a company-wide practice and/or policy of requiring Ms. Gomez and other aggrieved employees to combine their meal and rest periods into one 50-minute unpaid break period. When Ms. Gomez complained about this to her manager, she was told that everybody had to get used to the rules and that they could leave if they didn't like it.

As a result of BOXOUT's practices and policies, Ms. Gomez and other aggrieved employees worked shifts in excess of 3.5 hours, in excess of 6 hours, and/or in excess of 10 hours without receiving all uninterrupted rest periods to which they were entitled.

BOXOUT has also engaged in a company-wide practice and/or policy of not paying rest period premiums owed when rest periods are not authorized and permitted. Because of this practice and/or policy, Ms. Gomez and other aggrieved employees have not received premium pay for all missed rest periods. Alternatively, on information and belief, to the extent that BOXOUT did pay Ms. Gomez and/or other aggrieved employees one (1) additional hour of premium pay for missed rest periods, BOXOUT did not pay Ms. Gomez and/or other aggrieved employees at the correct rate of pay for premiums because Boxout failed to include all forms of compensation, such incentive pay, nondiscretionary bonuses, and/or other forms of remuneration, in the regular rate of pay.

Accordingly, BOXOUT failed to authorize and permit all rest periods in violation of California Labor Code sections 226.7, 516, and 1198. Ms. Gomez and other aggrieved employees are entitled to civil penalties, attorney's fees, costs, and interest thereon, pursuant to Labor Code sections 558 and/or 2699(a), (f)-(g).

Violation of California Labor Code §§ 226(a), 1174(d), and 1198 – Non-Compliant Wage Statements and Failure to Maintain Accurate Payroll Records

California Labor Code section 226(a) requires employers to make, keep and provide true, accurate, and complete employment records. BOXOUT has not provided Ms. Gomez and other aggrieved employees with properly itemized wage statements. Labor Code section 226(e) provides that if an employer fails to comply with providing an employee with properly itemized wage statements as set forth in 226(a), then the employee is entitled to recover the greater of all actual damages or \$50 for the initial pay period in which a violation occurs and \$100 per employee for each violation in a subsequent pay period, not to exceed \$4,000. Further, Labor Code section 226.3 provides that any employer who violates section 226(a) shall be subject to a civil penalty in the amount of \$250 per employee per violation in an initial citation and \$1,000 per employee for each violation in a subsequent citation, for which the employer fails to provide the employee a wage statement or fails to keep the required records pursuant to Section 226(a).

During the relevant time period, BOXOUT has knowingly and intentionally provided Ms. Gomez and other aggrieved employees with uniform, incomplete, and inaccurate wage statements. For example, BOXOUT issued uniform wage statements to Ms. Gomez and other aggrieved employees that fail to correctly list: gross wages earned; total hours worked; net wages earned; and all applicable hourly rates in effect during the pay period, including rates of pay for overtime wages, meal and rest period premiums, and/or paid sick leave, and the corresponding number of hours worked at each hourly rate. Specifically, BOXOUT violated sections 226(a)(1), 226(a)(2), 226(a)(5), and 226(a)(9).

Because BOXOUT did not record the time Ms. Gomez and other aggrieved employees spent working off-the-clock, BOXOUT did not list the correct amount of gross wages and net wages earned by Ms. Gomez and other aggrieved employees, in compliance with section 226(a)(1) and section 226(a)(5), respectively. For the same reason, BOXOUT failed to accurately list the total number of the hours worked by Ms. Gomez and other aggrieved employees, in violation of section 226(a)(2), and failed to list the applicable hourly rates of pay in effect during the pay period and the corresponding accurate number of hours worked at each hourly rate, in violation of section 226(a)(9).

Moreover, on information and belief, because BOXOUT did not calculate Ms. Gomez's and/or other aggrieved employees' regular rate of pay correctly for purposes of paying overtime wages, meal and rest period premiums, and/or paid sick leave, BOXOUT did not list the correct amount of gross wages in compliance with section 226(a)(1) and did not list the correct amount of net wages in violation of section 226(a)(5). BOXOUT also failed to correctly list all applicable hourly rates in effect during the pay period, namely, correct rates of pay for overtime wages, meal and rest period premiums, and/or paid sick leave, in violation of section 226(a)(9).

The wage statement deficiencies also include, among other things, failing to list the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis; failing to list all deductions; failing to list the inclusive dates of the period for which employees were paid; failing to list the name of the 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; failing to list the name and address of the legal entity that is the employer; and/or failing to state all hours worked as a result of not recording or stating hours worked off-the-clock

California Labor Code section 1174(d) provides that “[e]very person employing labor in this state shall . . . [k]eep a record showing the names and addresses of all employees employed and the ages of all minors” and “[k]eep, 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” At all relevant times, and in violation of Labor Code section 1174(d), BOXOUT willfully failed to maintain accurate payroll records for Ms. Gomez and other aggrieved employees showing the daily hours they worked and the wages paid thereto as a result of failing to record the off-the-clock hours that they worked.

California Labor Code section 1198 provides that the maximum hours of work and the standard conditions of labor shall be those fixed by the Labor Commissioner and as set forth in the applicable IWC Wage Order. Section 1198 further provides that “[t]he employment of any employees for longer hours than those fixed by the order or under conditions of labor prohibited by the order is unlawful.” Pursuant to the applicable IWC Wage Order, employers are required to keep accurate time records showing when the employee begins and ends each work period and meal period. During the relevant time period, BOXOUT engaged in company-wide practices and/or policies of failing to record actual hours worked, and thereby failed to keep accurate records of work period and meal period start and end times for Ms. Gomez and other aggrieved employees, in violation of section 1198. Furthermore, in light of BOXOUT’s failure to provide other aggrieved employees with second 30-minute meal periods to which they were entitled, BOXOUT kept no records of meal start and end times for second meal periods.

Because BOXOUT failed to provide the correct net and gross wages earned, applicable rates of pay, and number of total hours worked on wage statements, Ms. Gomez and other aggrieved employees have been prevented from verifying, solely from information on the wage statements themselves, that they were paid correctly and in full. Instead, Ms. Gomez and other aggrieved employees have had to look to sources outside of the wage statements themselves and reconstruct time records to determine whether in fact they were paid correctly and the extent of underpayment, thereby causing them injury.

Ms. Gomez and other aggrieved employees are entitled to recover civil penalties, attorney’s fees, costs, and interest thereon pursuant to Labor Code sections 226.3, 1174.5, and/or 2699(a), (f)-(g).

Violation of California Labor Code § 204 – Failure to Timely Pay Wages During Employment

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. Alternatively, California Labor Code section 204 provides that the requirements of this section are deemed satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if the wages are paid not more than seven (7) calendar days following the close of the payroll period.

During the relevant time period, BOXOUT failed to pay Ms. Gomez and other aggrieved employees

all wages due to them, including, but not limited to, overtime wages, minimum wages, meal and rest period premiums, and/or sick leave pay, within any time period specified by California Labor Code section 204.

Ms. Gomez and other aggrieved employees are entitled to recover civil penalties, attorney's fees, costs, and interest thereon, pursuant to Labor Code sections 210 and/or 2699(a), (f)-(g).

Violation of California Labor Code §§ 201 and 202 – Failure to Timely Pay Final Wages Upon Termination

California Labor Code sections 201 and 202 provide that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately, and that if an employee voluntarily leaves his or her employment, his or her wages shall become due and payable not later than seventy-two (72) hours thereafter, unless the employee has given seventy-two (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.

BOXOUT willfully failed to pay Ms. Gomez and other aggrieved employees who are no longer employed by BOXOUT all their earned wages, including, but not limited to, overtime wages, minimum wages, meal and rest period premiums, and/or sick leave pay, either at the time of discharge, or within seventy-two (72) hours of their leaving BOXOUT's employ.

Ms. Gomez and other aggrieved employees are entitled to recover civil penalties, attorney's fees, costs, and interest thereon, pursuant to Labor Code sections 256 and/or 2699(a), (f)-(g).

Violation of California Labor Code § 2802 – Unreimbursed Business Expenses

California Labor Code section 2802 requires employers to pay for all necessary expenditures and losses incurred by the employee in the performance of his or her job. The purpose of Labor Code section 2802 is to prevent employers from passing off their cost of doing business and operating expenses on to their employees. *Cochran v. Schwan's Home Service, Inc.*, 228 Cal. App. 4th 1137, 1144 (2014). The applicable wage order, IWC Wage Order No. 16-2001, provides that: "[w]hen tools or equipment are required by the employer or are necessary to the performance of a job, such tools and equipment shall be provided and maintained by the employer, except that an employee whose wages are at least two (2) times the minimum wage provided herein may be required to provide and maintain hand tools and equipment customarily required by the trade or craft."

First, during the relevant time period, Ms. Gomez and other aggrieved employees were forced to utilize their personal cellular devices' calculator functions to calculate the amount/quantities of products to be processed.

Second, during the relevant time period, BOXOUT expected Ms. Gomez and other aggrieved employees to wear yellow safety vests. However, BOXOUT did not provide their employees with sufficient uniforms to wear for their shifts throughout the week. For example, BOXOUT only provided Ms. Gomez with one (1) safety vest at the time of hire. Because BOXOUT failed to provide Ms. Gomez and other aggrieved employees with an adequate number of uniforms in relation to their scheduled shifts, Ms. Gomez and other aggrieved employees had to either wash their uniforms more frequently than they otherwise do laundry, and incur expenses in doing so, or purchase extra safety vests. For example, Ms. Gomez was forced to purchase extra safety

vests after her vest shrank from frequent washing. She was forced to wash her safety vest because the nature of the work would cause her to sweat into the vest.

BOXOUT could have provided employees with calculators in order to calculate quantities of items for distribution. Further, BOXOUT could have provided Ms. Gomez and other aggrieved employees with an adequate number of uniforms items or access to laundering services. Or, BOXOUT could have reimbursed employees for the costs of their laundering expenses or provided a uniform maintenance allowance. Instead, BOXOUT passed these operating costs off onto Ms. Gomez and other aggrieved employees.

Thus, BOXOUT had, and continues to have, a company-wide policy and/or practice of not reimbursing employees for expenses necessarily incurred and passing on their operating costs to Ms. Gomez and other aggrieved employees violates California Labor Code section 2802. Ms. Gomez and other aggrieved employees are entitled to recover civil penalties, attorney's fees, costs, and interest thereon, pursuant to Labor Code sections 2699(a), (f)-(g).

Violation of California Labor Code § 2810.5(a)(1)(A)-(C) – Failure to Provide Notice of Material Terms of Employment

California's Wage Theft Prevention Act was enacted to ensure that employers provide employees with basic information material to their employment relationship at the time of hiring, and to ensure that employees are given written and timely notice of any changes to basic information material to their employment. Codified at California Labor Code section 2810.5, the Wage Theft Prevention Act provides that at the time of hiring, an employer must provide written notice to employees of the rate(s) of pay and basis thereof, whether paid by the hour, shift, day, week, salary, piece, commission, or otherwise, including any rates for overtime, the regular payday designated by the employer, and any allowances claims as part of the minimum wage, including meal or lodging allowances.

During the relevant time period, on information and belief, BOXOUT failed, on a company-wide basis, to provide written notice to Ms. Gomez and other aggrieved employees that lists the requisite information set forth in Labor Code section 2810.5(a)(1)(A)-(C). BOXOUT's failure to provide Ms. Gomez and other aggrieved employees with written notice of basic information regarding their employment with BOXOUT is in violation of California Labor Code section 2810.5.

Ms. Gomez and other aggrieved employees are entitled to recover civil penalties, attorney's fees, costs, and interest thereon, pursuant to Labor Code sections 2699(a), (f)-(g).

California Labor Code § 558(a)

California Labor Code section 558(a) provides "[a]ny 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. . . . (2) For each subsequent violation, one hundred dollars (\$100) for each underpaid employee for each pay period for which the employee was underpaid. . . ." Labor Code section 558(c) provides that "[t]he civil penalties provided for in this section are in addition to any other civil or criminal penalty provided by law." BOXOUT, at all relevant times, was an employer or person acting on behalf of an employer(s) who

violated Ms. Gomez's and other aggrieved employees' rights by violating various sections of the California Labor Code.

Accordingly, Ms. Gomez seeks the remedies set forth in Labor Code section 558 for herself, the State of California, and all other aggrieved employees. Specifically, pursuant to PAGA, and in particular California Labor Code sections 2699(a), 2699.3(a) and 2699.3(c), 2699.5, and 558, Ms. Gomez, acting in the public interest as a private attorney general, seeks assessment and collection of civil penalties for herself, all other aggrieved employees, and the State of California against BOXOUT for violations of California Labor Code sections 201, 202, 204, 226(a), 226.7, 510, 512(a), 516, 1174(d), 1182.12, 1194, 1197, 1197.1, 1198, 2802, and 2810.5.

Therefore, on behalf of all aggrieved employees, Ms. Gomez seeks all applicable penalties related to these violations of the California Labor Code pursuant to PAGA.

Thank you for your attention to this matter. If you have any questions, please contact me at the phone number or address below:

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(310) 492-5139

Best Regards,



Joseph D. Parsons

Copy: BOXOUT, LLC (via U.S. Certified Mail)