

04/28/2025

By: J. Sroufe Deputy

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Attorney for Plaintiff
Joshua Young

SUPERIOR COURT OF CALIFORNIA

COUNTY OF SACRAMENTO

Joshua Young,

Plaintiff,

v.

Packaging Corporation of America, PCA Central
California Corrugated, LLC, and Does 1 to 100,

Defendants.

) NO. **25CV010321**
)
) COMPLAINT
) 1. Minimum Wage Violations
) 2. Overtime Violations
) 3. Meal Period Violations
) 4. Rest Period Violations
) 5. Wage Statement Penalty
) 6. Waiting Time Penalties
) 7. Unfair Competition Law
) 8. PAGA Penalties

PRELIMINARY ALLEGATIONS

1. Plaintiff Joshua Young is a resident of Sacramento County.
2. Defendant Packaging Corporation of America corporation based in Illinois that is qualified to do business in California.
3. Defendant PCA Central California Corrugated, LLC is a limited liability company based in Illinois that is qualified to do business in California.
4. Plaintiff does not know the names and capacities of Does 1 to 100 and therefore use fictitious names. Plaintiff will amend pursuant to Code of Civil Procedure section 474 when the names and capacities are known.
5. Defendants provide warehousing services for boxes out of their McClellan Park facility.

6. Wage Order 9 applies for warehouse occupations.
7. Plaintiff was not paid for all hours worked.
8. Further, Plaintiff was able to take meal and rest breaks.
9. Plaintiff sent a PAGA letter by certified mail to Packaging Corporation of America on February 3, 2024. Since it has been more than 65 days PAGA penalties may apply. Plaintiff also sent an amended PAGA letter to PCA Central California Corrugated, LLC on April 27, 2025 and will amend to include PAGA allegations against PCA after 65 days.

FIRST CAUSE OF ACTION

Minimum Wage Violations

Against All Defendants

10. Plaintiff incorporates by reference paragraphs 1 to 9 of the complaint.
11. Plaintiff worked off the clock, necessitating payment of at least the minimum wage.
12. As a result, Plaintiff is owed reimbursement for unpaid wages, interest, and attorney fees.

SECOND CAUSE OF ACTION

Overtime Violations

Against All Defendants

13. Plaintiff incorporates by reference paragraphs 1 to 9 of the complaint.
14. Plaintiff was required to work over eight hours in a day and/or 40 hours in a week without being compensated for all overtime in violation of Labor Code 510.
15. The remedy is payment of unpaid overtime at the correct regular rate of pay, plus interest and attorney fees, pursuant to Labor Code section 1194.

THIRD CAUSE OF ACTION

Meal Period Violations

Against All Defendants

16. Plaintiff incorporates by reference paragraphs 1 to 9 of the complaint.

17. Pursuant to Labor Code section 512 and Wage Order 9, Plaintiff should have received thirty-minute meal periods for every five hours of work.

18. Plaintiff did not receive compliant meal periods, thus pursuant to Labor Code section 226.7, Plaintiff is entitled to an additional hour of compensation for each missed meal period at the regular rate of pay.

FOURTH CAUSE OF ACTION

Rest Period Violations

Against All Defendants

19. Plaintiff incorporates by reference paragraphs 1 to 10 of the complaint.

20. Pursuant to Wage Order 9, Plaintiff and should have received ten-minute meal periods for every four hours of work.

21. Plaintiff did not receive these rest periods, thus Plaintiff is entitled to additional hours of compensation for each time they missed a rest period at the regular rate of pay.

FIFTH CAUSE OF ACTION

Wage Statement Penalties

Against All Defendants

22. Plaintiff incorporates by reference paragraphs 1 to 9 of the complaint.

23. The wage statements did not comply with Labor Code section 226 since they did not list all hours worked.

24. As a result, Plaintiff is entitled to wage statement penalties, and attorney fees.

SIXTH CAUSE OF ACTION

Waiting Time Penalties

Against All Defendants

25. Plaintiffs incorporate by reference paragraphs 1 to 9 of the complaint.

26. Plaintiff is still owed wages for work performed off the clock.

1 27. Thus, waiting time penalties under Labor Code section 203 apply.

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3 SEVENTH CAUSE OF ACTION

4 Unfair Competition Law

5 Against All Defendants

6 28. Plaintiff incorporates by reference paragraphs 1 to 9 of the complaint.

7 29. Defendants engaged in the unlawful prong of the Unfair Competition Law, which included
8 taking not paying all wages and premium pay.

9 30. Pursuant to Business and Professions Code section 17203, restitution applies.

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11 EIGHTH CAUSE OF ACTION

12 PAGA Penalties

13 Against Packaging Corporation of America

14 31. Plaintiff incorporates by reference paragraphs 1 to 9 of the complaint.

15 32. Plaintiff complied with Labor Code section 2699.3 regarding notice.

16 33. The PAGA penalties contained in Labor Code section 1197.1 apply to the minimum wage
17 violations.

18 34. The PAGA penalties in Labor Code section 558 applies to the overtime violations.

19 35. The PAGA penalties in Labor code 558 and 2699 apply to the missed meal breaks.

20 36. The PAGA penalties in Labor Code section 2699 apply to the rest break violations

21 37. The PAGA penalties in Labor Code section 2699 apply to the wage statement violations.

22 38. The PAGA penalties in Labor Code section 2699 apply to the waiting time penalties.

23 39. Plaintiff complied with the procedure in Labor Code section 2699.3.

24 40. Thus Plaintiff is also entitled to attorney fees under Labor Code section 2699.

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26 PRAYER

27 First Cause of Action

28 1. Payment of all unpaid wages plus interest

- 1 2. Attorney fees and costs
2 3. Other relief the court deems proper
3
4 Second Cause of Action
5 1. Payment of all unpaid wages plus interest
6 2. Attorney fees and costs
7 3. Other relief the court deems proper
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9 Third Cause of Action
10 1. Premium pay for each missed break
11 2. Interest
12 3. Other relief the court deems proper
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14 Fourth Cause of Action
15 1. Premium pay for each missed break
16 2. Interest
17 3. Other relief the court deems proper
18
19 Fifth Cause of Action
20 1. Wage statement penalties
21 2. Injunctive relief
22 3. Attorney fees and costs
23
24 Sixth Cause of Action
25 1. Waiting time penalties
26
27 Seventh Cause of Action
28 1. Restitution of unpaid wages

- 1 2. Attorney fees under CCP 1021.5
2 3. Other relief the court deems proper
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4 Eighth Cause of Action

- 5 1. All applicable PAGA penalties
6 2. Attorney fees and costs
7 3. Other relief the court deems proper
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9 Date: April 3, 2025

FRONTIER LAW CENTER

/s/ Adam Rose
Attorney for Plaintiff
Joshua Young

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