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Attorneys for Plaintiff DANIELLE MONIQUE WOLFF,
on behalf of the general public as private attorney general

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

DANIELLE MONIQUE WOLFF, on behalf of
the general public as private attorney general,

Plaintiff,

v.

ADVENTIST HEALTH dba HANFORD
COMMUNITY HOSPITAL, a California
Corporation; and DOES 1-50, inclusive,

Defendants.

CASE NO.: 25CU0193

**PAGA REPRESENTATIVE ACTION
COMPLAINT PURSUANT TO THE
PRIVATE ATTORNEYS GENERAL
ACT (Labor Code §§ 2698 *et seq.*)**

ELECTRONICALLY
FILED
BY SUPERIOR COURT OF CALIFORNIA,
COUNTY OF KINGS COUNTY
04/29/2025
NOCONA SOBOLESKI, CLERK OF THE COURT
JULIENNE DE SANTOS, DEPUTY



COMES NOW Plaintiff DANIELLE MONIQUE WOLFF (“Plaintiff”), on behalf the general public and all non-exempt aggrieved employees, acting on behalf of the California Attorney General as private attorney general, asserts claims against Defendants ADVENTIST HEALTH dba HANFORD COMMUNITY HOSPITAL, a California Corporation; and DOES 1-50, inclusive (collectively “Defendants”) as follows:

I. INTRODUCTION

1. This is a representative action for recovery of penalties under the Private Attorneys General Act of 2004 (“PAGA”), Cal. Lab. Code sections 2698 *et seq.* PAGA permits “aggrieved employees” to bring a lawsuit as a representative action on behalf of the general public as private attorney general and all other current and former aggrieved employees, to recover civil penalties and address an employer’s violations of the California Labor Code.

2. In this case, Defendants violated various provisions of the California Labor Code. As set forth below, Defendants implemented policies and practices which led to unpaid wages resulting from Defendant’s: (a) failure to pay wages including overtime, (b) failure to provide meal periods for every work period exceeding more than ten (10) hours per day and failure to pay an additional hour’s of pay or accurately pay an additional hour’s of pay in lieu of providing a meal period; (c) failure to provide rest breaks for every four hours or major fraction thereof worked and failure to pay an additional hour’s of pay or accurately pay an additional hour’s of pay in lieu of providing a rest period; (d) failing to provide accurate itemized wage statements, (e) failure to timely pay wages upon separation, (f) failing to reimburse business expenses, and (g) failing to accurately pay sick pay. As a result Plaintiff seeks penalties under Labor Code 2698, *et seq.* on behalf of the general public as private attorney general and all other aggrieved employees.

II. JURISDICTION AND VENUE

3. The California Superior Court has jurisdiction over this action pursuant to California Constitution Article VI, Section 10, which grants the Superior Court “original jurisdiction in all cases except those given by statute to other trial courts.” The statutes under which this action is brought do not give jurisdiction to any other court.

4. This Court has jurisdiction over Defendants because, upon information and belief,

1 each Defendant either has sufficient minimum contacts in California, or otherwise intentionally
2 avails itself of the California market so as to render the exercise of jurisdiction over it by the
3 California Courts consistent with traditional notions of fair play and substantial justice.

4 5. Venue as to each Defendant is proper in this judicial district pursuant to Code of
5 Civil Procedure section 395. Defendants are doing business throughout California, including but
6 not limited to Kings County, and each Defendant is within the jurisdiction of this Court for service
7 of process purposes. The unlawful acts alleged herein have a direct effect on Plaintiff and all other
8 aggrieved employees within the State of California. Defendants employ numerous aggrieved
9 employees in in the State of California.

10 6. On information and belief, Defendants have conducted business within the State of
11 California during the purported liability period and continue to conduct business throughout the
12 State of California. The unlawful acts alleged herein have had a direct effect on Plaintiff, and the
13 similarly situated non-exempt aggrieved employees within California.

14 7. The California Superior Court also has jurisdiction in this matter because on
15 information and belief there are no federal questions at issue, as the issues herein are based solely
16 on California statutes and law, including the California Labor Code, the IWC Wage Orders, the
17 California Code of Civil Procedure, the California Civil Code, and the California Business and
18 Professions Code.

19 8. On information and belief, during the statutory liability period and continuing to
20 the present ("liability period"), Defendant consistently maintained and enforced against
21 Defendant's Non-Exempt Aggrieved Employees, among others, the following unlawful practices
22 and policies, in violation of California state wage and hour laws: (a) failure to pay wages including
23 overtime, (b) failure to provide meal periods for every work period exceeding more than ten (10)
24 hours per day and failure to pay an additional hour's of pay or accurately pay an additional hour's
25 of pay in lieu of providing a meal period; (c) failure to provide rest breaks for every four hours or
26 major fraction thereof worked and failure to pay an additional hour's of pay or accurately pay an
27 additional hour's of pay in lieu of providing a rest period; (d) failing to provide accurate itemized
28 wage statements, (e) failure to timely pay wages upon separation, (f) failing to reimburse business

1 expenses, and (g) failing to accurately pay sick pay. As a result Plaintiff seeks penalties under
2 Labor Code 2698, *et. seq.* on behalf of the general public as private attorney general and all other
3 aggrieved employees.

4 9. Plaintiff on behalf of the general public as private attorney general and all other
5 aggrieved employees bring this action pursuant to Labor Code 2698, *et. seq.* for violations
6 enumerated under 2699.5 as follows: sections 201-203, 246, 510, 512, 558, 226, 226.7, 226.3,
7 1174, 1174.5, 1175, 1194, 1197, 1197.1, 1198, 2802 and seeking penalties, interest, attorneys'
8 fees and costs

9 **III. PARTIES**

10 10. Plaintiff, DANIELLE MONIQUE WOLFF, was at all times relevant to this action,
11 a resident of California. Plaintiff was employed by Defendants in approximately December 2016
12 as a Non-Exempt Employee with the title of Medical Assistant until Plaintiff's separation from
13 Defendants' employ in April 2024. Plaintiff's duties included but were not limited to taking vitals,
14 scheduling, conducting phone calls, speaking to managers, filling out patient charts.

15 11. Defendants ADVENTIST HEALTH dba HANFORD COMMUNITY HOSPITAL,
16 operates as a hospital and medical center. Plaintiff estimates there are in excess of 100 Non-
17 Exempt Employees who work or have worked for Defendants over the last year.

18 12. Other than identified herein, Plaintiff is unaware of the true names, capacities,
19 relationships, and extent of participation in the conduct alleged herein, of the Defendants sued as
20 DOES 1 through 50, but is informed and believes and thereon alleges that said defendants are
21 legally responsible for the wrongful conduct alleged herein and therefore sues these defendants by
22 such fictitious names. Plaintiff will amend this complaint when their true names and capabilities
23 are ascertained.

24 13. Plaintiff is informed and believes and thereon alleges that each defendant, directly
25 or indirectly, or through agents or other persons, employed Plaintiff and other members of
26 Aggrieved Employees, and exercised control over their wages, hours, and working conditions.
27 Plaintiff is informed and believes and thereon alleges that each Defendants acted in all respects
28 pertinent to this action as the agent of the other Defendants, carried out a joint scheme, business

1 plan or policy in all respects pertinent hereto, and the acts of each Defendants are legally
2 attributable to the other defendants.

3 14. On information and belief, Defendants willfully failed to pay all earned wages in
4 the form regular wages and overtime wages, and meal and rest period premium wages, to its Non-
5 Exempt Employees and members of the Representative Group; nor have Defendants returned to
6 Plaintiff or members of the Representative Group, upon or after separation from employment with
7 Defendants, all wages earned and owing. Plaintiff seeks penalties under Labor Code 2698, *et. seq.*
8 on behalf of the general public as private attorney general and all other aggrieved employees.

9 **IV. GENERAL ALLEGATIONS**

10 15. At all times set forth herein, Defendants employed Plaintiff and other persons in the
11 capacity of non-exempt positions, however titled, throughout the state of California.

12 16. Plaintiff is informed and believes Aggrieved Employees have at all times pertinent
13 hereto been Non-Exempt within the meaning of the California Labor Code and the implementing
14 rules and regulations of the IWC California Wage Orders.

15 17. Defendants continue to employ Non-Exempt Employees, however titled, in
16 California and implement a uniform set of policies and practices to all non-exempt employees, as
17 they were all engaged in the generic job duties related to providing assistance and support to
18 Defendants' hospital and medical center.

19 18. Plaintiff is informed and believes, and thereon alleges, that Defendants are and
20 were advised by skilled lawyers and other professionals, employees, and advisors with knowledge
21 of the requirements of California's wage and employment laws.

22 19. Plaintiff alleges that all Aggrieved Employees are citizens of the State of
23 California.

24 20. On information and belief, during the relevant time frame, Plaintiff and Aggrieved
25 Employees frequently worked well over eight (8) hours in a day and forty (40) hours in a work
26 week.

27 21. During the relevant time frame, Defendants compensated Plaintiff and Aggrieved
28 Employees based upon an hourly rate.

1 22. On information and belief, during the relevant time frame, Plaintiff and Aggrieved
2 Employees were typically scheduled to work five (5) days a weeks from approximately 7:30 a.m.
3 to 4:00 p.m.

4 23. Plaintiff is informed and believes that the Aggrieved Employees were required to
5 keep similar schedules.

6 24. Plaintiff is informed and believes, and thereon alleges, that Defendants failed to
7 compensate Plaintiff and Aggrieved Employees for all time worked resulting in an underpayment
8 of minimum and overtime wages. For instance, Plaintiff and Aggrieved Employees performed pre-
9 shift activities that were not incorporated into their total work time. Plaintiff and Aggrieved
10 Employees, were also required to undergo ongoing training, whereby they would have to complete
11 online courses, do videos, and review policies prior to a certain deadline. Plaintiff and Aggrieved
12 Employees were given an opportunity to complete such training during their shifts, but the reality
13 of their duties would prevent them from doing so. Due to Plaintiff's and Aggrieved Employees's
14 workload, they had no other choice but to complete their training off-the-clock, or face reprimand.
15 As a result, Defendants failed to compensate employees for the above off-the-clock work.

16 25. In addition, the Aggrieved Employees frequently worked in excess of eight (8)
17 hours a day and/or over forty (40) hours in a workweek, but were not properly paid for such time
18 at the employee's correct rate of pay per hour for overtime. During the relevant time period,
19 Defendants failed to incorporate all remunerations including but not limited to bonuses like
20 Defendants' "Bonus Gross Up Discretionary" or "Retention Bonus v2" into Plaintiff's and
21 Aggrieved Employees' regular rate of pay for overtime calculation purposes. Such bonuses were
22 also not calculated into meal and rest period premiums or sick-pay.

23 26. As a result of the above practices, Plaintiff and Aggrieved Employees were not
24 compensated correctly for minimum and overtime wages.

25 27. Plaintiff and the Aggrieved Employees were regularly required to work shifts in
26 excess of five hours without being provided a lawful meal period and over ten hours in a day
27 without being provided a second lawful meal period as required by law.

28 28. Indeed, during the relevant time, as a consequence of Defendants' staffing and
scheduling practices, lack of coverage, work demands, and Defendants' policies and practices,

1 Defendants frequently failed to provide Plaintiff and the Aggrieved Employees timely, legally
2 complaint uninterrupted 30-minute meal periods on shifts over five hours as required by law.

3 29. Similarly, as a consequence of Defendants' staffing and scheduling practices, lack
4 of coverage, work demands, and Defendants' policies and practices, Defendants frequently failed
5 to provide Plaintiff and the Aggrieved Employees legally compliant second meal periods on shifts
6 over ten hours as required by law.

7 30. On information and belief, Plaintiff and Aggrieved Employees did not waive their
8 rights to meal periods under the law.

9 31. Plaintiff and the Aggrieved Employees were not provided with valid lawful on-duty
10 meal periods.

11 32. Despite the above-mentioned meal period violations, Defendants failed to
12 compensate Plaintiff, and on information and belief, failed to compensate Aggrieved Employees,
13 one additional hour of pay at their regular rate as required by California law when meal periods
14 were not timely or lawfully provided in a compliant manner.

15 33. Plaintiff is informed and believes, and thereon alleges, that Defendants know,
16 should know, knew, and/or should have known that Plaintiff and the other Aggrieved Employees
17 were entitled to receive premium wages based on their regular rate of pay under Labor Code
18 §226.7 but were not receiving such compensation.

19 34. During the relevant time frame, Plaintiff and the Non-Exempt Employees were
20 systematically not authorized and permitted to take one net ten-minute paid, rest period for every
21 four hours worked or major fraction thereof, which is a violation of the Labor Code and IWC
22 wage order.

23 35. Defendants maintained and enforced scheduling practices, policies, and imposed
24 work demands that frequently required Plaintiff and Aggrieved Employees to forego their lawful,
25 paid rest periods of a net ten minutes for every four hours worked or major fraction thereof. Such
26 requisite rest periods were not timely authorized and permitted as a result of Defendants' failure to
27 provide relief for Plaintiff and Aggrieved Employees to take their lawfully required breaks.

28 36. Plaintiff and Aggrieved Employees were prohibited from leaving the premises

1 during rest periods.

2 37. Despite the above-mentioned rest period violations, Defendants did not compensate
3 Plaintiff, and on information and belief, did not pay Aggrieved Employees one additional hour of
4 pay at their regular rate as required by California law, including Labor Code section 226.7 and the
5 applicable IWC wage order, for each day on which lawful rest periods were not authorized and
6 permitted.

7 38. Defendants also failed to provide accurate, lawful itemized wage statements to
8 Plaintiff and the Aggrieved Employees in part because of the above specified violations. In
9 addition, upon information and belief, Defendants omitted an accurate itemization of total hours
10 worked, including premiums due and owing for rest period violations, gross pay and net pay
11 figures from Plaintiff and the Aggrieved Employees ' wage statements.

12 39. Plaintiff is informed and believe, and thereon alleges, that at all times herein
13 mentioned, Defendants knew that at the time of termination of employment (or within 72 hours
14 thereof for resignations without prior notice as the case may be) they had a duty to accurately
15 compensate Plaintiff and Aggrieved Employees for all wages owed including minimum wages and
16 overtime, meal and rest period premiums, at the time of separation. Defendants had the financial
17 ability to pay such compensation, but willfully, knowingly, recklessly, and/or intentionally failed
18 to do so in part because of the above-specified violations. Therefore, Defendants failed to timely
19 pay such owed wages pursuant to Labor Code sections 201-203.

20 40. Defendants also failed to reimburse Plaintiff and Aggrieved Employees for
21 business expenses incurred pursuant to Labor Code section 2802. For instance, Plaintiff and
22 Aggrieved Employees also used their personnel vehicles to travel to different jobsites. Plaintiff
23 and Aggrieved Employees were not reimbursed for mileage for personal vehicle usage.

24 41. In addition, upon information and belief, Plaintiff alleges that Defendants failed to
25 pay sick leave pay to Plaintiff and the Aggrieved Employees at the proper rate, as Defendants
26 failed to factor all forms of compensation into the regular rate.

27 42. Upon information and belief, Defendants knew and or should have known that it is
28 improper to implement policies and commit unlawful acts such as:

1 (a) requiring employees to work four (4) hours or a major fraction thereof without
2 being provided a minimum ten (10) minute rest period and without compensating the employees
3 with one (1) hour of pay at the employees' regular rate of compensation for each workday that a
4 rest period was not provided;

5 (b) failing to pay all wages including overtime wages;

6 (c) failing to provide accurate itemized wage statements;

7 (d) failing to timely pay wages upon separation;

8 (e) failing to reimburse business expenses;

9 (f) failing to accurately pay sick pay at the correct regular rate.

10 43. In addition to the violations above, and on information and belief, Defendants knew
11 they had a duty to compensate Plaintiff and Aggrieved Employees for the allegations asserted
12 herein and that Defendants had the financial ability to pay such compensation, but willfully,
13 knowingly, recklessly, and/or intentionally failed to do so.

14 44. Plaintiff and Aggrieved Employees they seek to represent are covered by, and
15 Defendants are required to comply with, applicable California Labor Codes, Industrial Welfare
16 Commission Occupational Wage Orders (hereinafter "IWC Wage Orders") and corresponding
17 applicable provisions of California Code of Regulations, Title 8, section 11000 *et seq.*

18 **VI. REPRESENTATIVE CLAIMS**

19 **THE PRIVATE ATTORNEYS GENERAL ACT- LABOR CODE §§ 2698 *et seq.***

20 45. Plaintiff incorporates by reference and re-alleges each and every allegation
21 contained above, as though fully set forth herein.

22 46. On February 20, 2025 Plaintiff complied with notice requirements pursuant to
23 Labor Code section 2699.3. A copy of the letter sent to the LWDA is attached hereto as **Exhibit**
24 **A**, indicating that the LWDA and Defendants were put on notice of the claims alleged here and
25 that the notice requirement has been satisfied. Sixty five days have passed and the LWDA has not
26 indicated intent to investigate the claims. Therefore, Plaintiff may proceed with this action in a
27 representative capacity. The substance and violations set forth in this Complaint of which the
28 LWDA was provided timely notice, Plaintiff has also sent a copy of this PAGA Representative

1 Action Complaint to the LWDA.

2 47. Plaintiff is an aggrieved employee as defined in Labor Code Section 2699(a).
3 Plaintiff brings this cause of action on behalf of all current and former California Non-Exempt
4 Employees of Defendants.

5 48. Pursuant to Labor Code section 2699(a) Plaintiff seek to recover civil penalties for
6 which Defendants are liable due to numerous Labor Code violations as set forth in this Complaint,
7 including without limitation Labor Code section 201-203, 246, 510, 512, 558, 226, 226.7, 226.3,
8 1174, 1174.5, 1175, 1194, 1197, 1197.1, 1198, 2802 and, 2698 *et seq.*, applicable IWC Wage
9 Orders and California Code of Regulations, Title 8, section 11000 *et. seq.*

10 49. At all times relevant, Plaintiff and all other aggrieved employees regularly
11 performed non-exempt work in excess of 50% of the time, and thus, were subject to the meal and
12 rest break requirements of the applicable IWC wage order and the Labor Code.

13 50. As a result of Defendants' unlawful conduct, Plaintiff and Aggrieved employees are
14 entitled to penalties to the extent they were not paid at the prevailing wage rate for all hours
15 worked.

16 51. For the violations below, Plaintiff and the Representative Aggrieved Employees are
17 entitled to recover Penalties and attorneys' fees and costs sunder Labor Code section 2698, *et. seq.*

18 **FAILURE TO PAY WAGES INCLUDING OVERTIME**

19 52. At all times relevant, the IWC wage orders applicable to Plaintiff and the
20 Aggrieved Employees require employers to pay its employees for each hour worked at least
21 minimum wage. "Hours worked" means the time during which an employee is subject to the
22 control of an employer, and includes all the time the employee is suffered or permitted to work,
23 whether or not required to do so, and in the case of an employee who is required to reside on the
24 employment premises, that time spent carrying out assigned duties shall be counted as hours
25 worked.

26 53. At all relevant times, Labor Code §1197 provides that the minimum wage for
27 employees fixed by the IWC is the minimum wage to be paid to employees, and the payment of a
28 lesser wage than the established minimum is unlawful. Further, pursuant to the IWC Wage Order

1 and Labor Code, Plaintiff and Aggrieved Employees are to be paid minimum wage for each hour
2 worked, and cannot be averaged At all times relevant, the IWC wage orders applicable to Plaintiff
3 and Aggrieved Employees' employment by Defendants provided that employees working for
4 more than eight (8) hours in a day or forty (40) hours in a work week are entitled to overtime
5 compensation at the rate of one and one-half times the regular rate of pay for all hours worked in
6 excess of eight (8) hours in a day or forty (40) hours in a work week. An employee who works
7 more than twelve (12) hours in a day is entitled to overtime compensation at a rate of twice the
8 regular rate of pay.

9 54. At all relevant times, Labor Code §1197.1 states "[a]ny employer or other persons
10 acting individually as an officer, agent, or employee of another person, who pays or causes to be
11 paid to any employee a wage less than the minimum fixed by an applicable state or local law, or
12 by an order of the commission shall be subject to a civil penalty, restitution of wages, liquidated
13 damages payable to the employee, and any applicable penalties pursuant to Section 203.

14 55. Labor Code §510 codifies the right to overtime compensation at the rate of one and
15 one-half times the regular rate of pay for all hours worked in excess of eight (8) hours in a day or
16 forty (40) hours in a work week and to overtime compensation at twice the regular rate of pay for
17 hours worked in excess of twelve (12) hours in a day or in excess of eight (8) hours in a day on the
18 seventh day of work in a particular work week.

19 56. At all times relevant, Plaintiff and Aggrieved Employees regularly performed non-
20 exempt work and thus were subject to the overtime requirements of the IWC Wage Orders, CCR §
21 11000, et. seq. and the Labor Code.

22 57. At all times relevant, Defendants have failed to accurately pay minimum and
23 overtime owed to Plaintiff and Aggrieved Employees as a result of the off-the-clock work, and
24 failure to incorporate all remunerations in the employee's regular rate for overtime calculation
25 purposes described above.

26 58. Accordingly, Defendants owe Plaintiff and Aggrieved Employees overtime wages,
27 and have failed to pay Plaintiff and Aggrieved Employees the overtime wages owed.

28 **FAILURE TO PROVIDE MEAL PERIODS OR COMPENSATION IN LIEU THEREOF**

1 59. Pursuant to Labor Code §512, no employer shall employ an employee for a work
2 period of more than five (5) hours without providing a meal break of not less than thirty (30)
3 minutes in which the employee is relieved of all of his or her duties. An employer may not
4 employ an employee for a work period of more than ten (10) hours per day without providing the
5 employee with a second meal period of not less than thirty (30) minutes, except that if the total
6 hours worked is no more than twelve (12) hours, the second meal period may be waived by mutual
7 consent of the employer and the employee only if the first meal period was not waived.

8 60. Pursuant to the IWC wage orders applicable to Plaintiff and Aggrieved Employees’
9 employment by Defendants, in order for an “on duty” meal period to be permissible, the nature of
10 the work of the employee must prevent an employee from being relieved of all duties relating to
11 his or her work for the employer and the employees must consent in writing to the “on duty” meal
12 period. On information and belief, Plaintiff and Aggrieved Employees did not consent in writing
13 to an “on duty” meal period. Further, the nature of the work of Plaintiff and Aggrieved
14 Employees was not such that they were prevented from being relieved of all duties. Despite the
15 requirements of the IWC wage orders applicable to Plaintiff’s and Aggrieved Employees’
16 employment by Defendants and Labor Code §512 and §226.7, Defendants did not provide
17 Plaintiff and Aggrieved Employees with all their statutorily authorized meal periods.

18 61. For the four (4) years preceding the filing of this lawsuit, Defendants failed to
19 provide Plaintiff and Aggrieved Employees, timely and uninterrupted meal periods of not less than
20 thirty (30) minutes pursuant to the IWC wage orders applicable to Plaintiff and Aggrieved
21 Employees’ employment by Defendants. As a proximate result of the aforementioned violations,
22 Plaintiff and the other Aggrieved Employees have been damaged in an amount according to proof
23 at time of trial.

24 62. By their failure to provide a compliant meal period for each shift worked over five
25 (5) hours and their failure to provide a compliant second meal period for any shift worked over ten
26 (10) hours per day by Plaintiff and the Aggrieved Employees, and by failing to provide
27 compensation in lieu of such non-provided meal periods, as alleged above, Defendants violated
28 the provisions of Labor Code sections 226.7 and 512 and applicable IWC Wage Orders.

1 63. Plaintiff and the Aggrieved Employees Plaintiff seeks to represent did not
2 voluntarily or willfully waive meal periods and were regularly required to work shifts without
3 being provided all of their legally required meal periods. Defendants created a working
4 environment in which Plaintiff and Aggrieved Employees were not provided all of their meal
5 periods due to shift scheduling and/or work related demands placed upon them by Defendants as
6 well as a lack of sufficient staffing to meet the needs of Defendants' business as discussed above.
7 On information and belief, Defendants' implemented a policy and practice which resulted in
8 systematic and companywide violations of the Labor Code. On information and belief,
9 Defendants' violations have been widespread throughout the liability period and will be evidenced
10 by Defendants' time records for the Aggrieved Employees.

11 **FAILURE TO PROVIDE REST PERIODS OR COMPENSATION IN LIEU THEREOF**

12 64. Pursuant to the IWC wage orders applicable to Plaintiff and Aggrieved Employees'
13 employment by Defendants, "Every employer shall authorize and permit all employees to take rest
14 periods, which insofar as practicable shall be in the middle of each work period.... [The]
15 authorized rest period time shall be based on the total hours worked daily at the rate of ten (10)
16 minutes net rest time per four (4) hours worked or major fraction thereof.... Authorized rest period
17 time shall be counted as hours worked, for which there shall be no deduction from wages." Labor
18 Code §226.7(a) prohibits an employer from requiring any employee to work during any rest period
19 mandated by an applicable order of the IWC.

20 65. Defendants were required to authorize and permit employees such as Plaintiff and
21 Aggrieved Employees to take rest periods, based upon the total hours worked at a rate of ten (10)
22 minutes net rest per four (4) hours worked, or major fraction thereof, with no deduction from
23 wages. Despite said requirements of the IWC wage orders applicable to Plaintiff's and Aggrieved
24 Employees' employment by Defendants, Defendants failed and refused to authorize and permit
25 Plaintiff and Aggrieved Employees, to take ten (10) minute rest periods for every four (4) hours
26 worked, or major fraction thereof.

27 66. On information and belief Defendants created a working environment in which
28 Plaintiff and Aggrieved Employees were not provided all of their rest periods due to shift

1 scheduling and/or work related demands placed upon them by Defendants as well as a lack of
2 sufficient staffing to meet the needs of Defendants' business as discussed above. On information
3 and belief, Defendants implemented a policy and practice which resulted in systematic and
4 companywide violations of the Labor Code. On information and belief, Defendants' violations
5 have been widespread throughout the liability period.

6 **FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS**

7 67. Section 226(a) of the California Labor Code requires Defendants to itemize in wage
8 statements all deductions from payment of wages and to accurately report total hours worked by
9 Plaintiff and Aggrieved Employees including applicable hourly rates and reimbursement expenses
10 among other things. Defendants have knowingly and intentionally failed to comply with Labor
11 Code section 226 and 204 on wage statements that have been provided to Plaintiff and Aggrieved
12 Employees.

13 68. IWC Wage Orders require Defendants to maintain time records showing, among
14 others, when the employee begins and ends each work period, meal periods, split shift intervals
15 and total daily hours worked in an itemized wage statement, and must show all deductions and
16 reimbursements from payment of wages, and accurately report total hours worked by Plaintiff and
17 Aggrieved Employees. On information and belief, Defendants have failed to record all or some of
18 the items delineated in Industrial Wage Orders and Labor Code §226.

19 69. Defendants have failed to accurately record all time worked.

20 70. Defendants have also failed to accurately record the meal and rest period premiums
21 owed and all wages owed per pay period.

22 71. Plaintiff and Aggrieved Employees have been injured as they were unable to
23 determine whether they had been paid correctly for all hours worked per pay period among other
24 things.

25 72. Pursuant to Labor Code section 226, Plaintiff and Aggrieved Employees are
26 entitled up to a maximum of \$4,000 each for record keeping violations.

27 73. Pursuant to Labor Code section 226.3, any employer who violates subdivision (a)
28 of Section 226 shall be subject to a civil penalty in the amount of two hundred fifty dollars (\$250)

1 per employee per violation in an initial citation and one thousand dollars (\$1,000) per employee
2 for each violation in a subsequent citation, for which the employer fails to provide the employee a
3 wage deduction statement or fails to keep the records required in subdivision (a) of Section 226.

4 **FAILURE TO PAY TIMELY PAY WAGES UPON SEPARATION LABOR CODE**

5 **§ 203**

6 74. Plaintiff incorporates and re-alleges each and every allegation contained above as
7 though fully set forth herein.

8 75. Labor Code §§201-202 requires an employer who discharges an employee to pay
9 compensation due and owing to said employee immediately upon discharge and that if an
10 employee voluntarily leaves his or her employment, his or her wages shall become due and
11 payable not later than seventy-two (72) hours thereafter, unless the employee has given seventy-
12 two (72) hours previous notice of his or her intention to quit, in which case the employee is
13 entitled to his or her wages on their last day of work.

14 76. Labor Code §203 provides that if an employer willfully fails to pay compensation
15 promptly upon discharge, as required by Labor Code §§201-202, the employer is liable for
16 waiting time penalties in the form of continued compensation for up to thirty (30) work days.

17 77. During the relevant time period, Defendants willfully failed and refused, and
18 continue to willfully fail and refuse, to pay Plaintiff and Aggrieved Employees their wages,
19 earned and unpaid, either at the time of discharge, or within seventy-two (72) hours of their
20 voluntarily leaving Defendants' employ. These wages include regular and overtime, meal and rest
21 period premiums.

22 78. As a result, Defendants are liable to Plaintiff and Aggrieved Employees for waiting
23 time penalties pursuant to Labor Code §203, in an amount according to proof at the time of trial.

24 **FAILURE TO INDEMNIFY NECESSARY BUSINESS EXPENSES**

25 79. Plaintiff incorporates and re-alleges each and every allegation contained above as
26 though fully set forth herein.

27 80. Labor Code § 2802 requires Defendants to indemnify Plaintiff and Aggrieved
28 Employees for necessary expenditures incurred in direct consequences of the discharge of his or

1 her duties. As a necessary part of employment, Plaintiff and on information and belief Aggrieved
2 Employees, were not adequately reimbursed by Defendants for expenses related to mileage for
3 personal vehicle usage, which was incurred as a direct consequence of the discharge of duties by
4 Plaintiff and Aggrieved Employees. Despite these realities of the job, Defendants failed to provide
5 reimbursements.

6 81. Labor Code §2804 states in pertinent part: “Any contract or agreement, express or
7 implied, made by any employee to waive the benefits of this article or any part thereof is null and
8 void, and this article shall not deprive any employee or his or her personal representative of any
9 right or remedy to which he is entitled under the laws of this State.”

10 82. As a result of the unlawful acts of Defendants, Plaintiff and the Aggrieved
11 Employees have been deprived of un-reimbursed expense amounts to be determined at trial, and
12 are entitled to the recovery of such amounts, plus interest and penalties thereon, attorneys’ fees,
13 and costs, pursuant to Labor Code § 2802.

14 **FAILURE TO ACCURATELY RECORD AND PAY SICK LEAVE**

15 83. Plaintiffs incorporate by reference and re-alleges each and every allegation
16 contained above, as though fully set forth herein.

17 84. Labor Code Section 246(i) provides that: “an employer shall provide an employee with
18 written notice that sets forth the amount of paid sick leave available, or paid time off leave an
19 employer provides in lieu of sick leave, for use on either the employee’s itemized wage statement
20 described in Section 226 or in a separate writing provided on the designated pay date with the
21 employee’s payment of wages. If an employer provides unlimited paid sick leave or unlimited paid
22 time off to an employee, the employer may satisfy this section by indicating on the notice or the
23 employee’s itemized wage statement ‘unlimited.’ The penalties described in this article for a violation
24 of this subdivision shall be in lieu of the penalties for a violation of Section 226.”

25 85. Labor Code § 246 provides that the employer shall calculate paid sick leave by
26 using one of two calculations: (1) “Paid sick time for nonexempt employees shall be calculated in
27 the same manner as the regular rate of pay for the workweek in which the employee uses paid sick
28 time, whether or not the employee actually works overtime in that workweek;” or (2) “Paid sick

1 time for nonexempt employees shall be calculated by dividing the employee's total wages, not
2 including overtime premium pay, by the employee's total hours worked in the full pay periods of
3 the prior 90 days of employment."

4 86. Whenever Defendants paid Plaintiff and Aggrieved Employees sick time pursuant
5 to California Labor Code § 246, Defendants did so at the incorrect rate of pay. Defendants paid
6 Plaintiff and the Aggrieved Employees at the incorrect rate of pay and/or base hourly rate of pay,
7 as opposed to the regular rate of pay, which would take into account all remunerations, including
8 bonuses, differentials, or by dividing the employees' total wages, not including overtime premium
9 pay, by the employees' total hours worked in the full pay periods of the prior 90 days of
10 employment, as required by Labor Code § 246. This resulted in the employees being underpaid for
11 sick time, and resulted in violations of California Labor Code §§ 201, 202, and 203, and other
12 derivative Labor Code violations, because Defendant did not pay, or timely pay, Plaintiff and the
13 unpaid wages for work performed by them during their employment and at the end of their
14 employment.

15 **FAILURE TO MAINTAIN ACCURATE RECORDS**

16 87. Additionally, Defendants have no accurate records relating to aggrieved
17 employees' work periods, meal periods, total daily hours worked, total hours worked per payroll
18 period and applicable pay rates, in violation of applicable Wage Orders. Similarly, Defendants
19 failed to maintain accurate records relating to hours worked daily in violation of Labor Code
20 sections 1174(d), 1174.5.

21 **PRAYER FOR RELIEF**

22 As a result of Defendants' unlawful conduct and pursuant to Labor Code section 2699(a)
23 Plaintiff and Aggrieved Employees are entitled to civil penalties for which Defendants are liable
24 due to numerous Labor Code violations as set forth in this Complaint, including without limitation
25 Labor Code section 201-203, 246, 510, 512, 558, 226, 226.7, 226.3, 1174, 1174.5, 1175, 1194,
26 1197, 1197.1, 1198, 2802 and, 2698 *et seq.*, applicable IWC Wage Orders and California Code of
27 Regulations, Title 8, section 11000 *et. seq.*

28 WHEREFORE, Plaintiff prays for judgment against Defendants, as follows:

1. For penalties according to proof, pursuant to Labor Code §§ 2698 et seq.;
2. For reasonable attorneys' fees and costs; and
3. For such other and further relief as the Court deems proper.

Dated: April 29, 2025

JAMES HAWKINS APLC

By: 

JAMES R. HAWKINS, ESQ.
GREGORY MAURO, ESQ.
MICHAEL CALVO, ESQ.
LAUREN FALK, ESQ.
AVA ISSARY, ESQ.

Attorneys for Plaintiff DANIELLE
MONIQUE WOLFF, on behalf of the general
public as private attorney general.

EXHIBIT A

JAMES *JH* HAWKINS

A PROFESSIONAL LAW CORPORATION

9880 RESEARCH DRIVE, SUITE 200, IRVINE, CALIFORNIA 92618

TELEPHONE (949) 387-7200; FACSIMILE (949) 387-6676

February 20, 2025

Via LWDA Website

Labor and Workforce Development Agency
Attn: PAGA Administrator
1515 Clay Street, Ste 801
Oakland, CA 94612
<http://www.dir.ca.gov/Private-Attorneys-General-Act>

Via Certified Mail

ADVENTIST HEALTH dba HANFORD COMMUNITY HOSPITAL
Agent for Service of Process: BECKY DEGEORGE
2710 GATEWAY OAKS DRIVE,
SACRAMENTO, CA 95833
Receipt No. 9589 0710 5270 0078 93

Re: NOTICE PURSUANT TO LABOR CODE SECTIONS 2698, *et seq.*

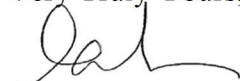
To Whom It May Concern:

PLEASE TAKE NOTICE that plaintiff DANIELLE MONIQUE WOLFF individually and on behalf of all similarly situated representative aggrieved employees, gives NOTICE to commence and/or amend a civil action pursuant to California Labor Code Sections 2698, *et seq.* Plaintiff hereby gives written notice by certified mail to the Labor and Workforce Development Agency, ADVENTIST HEALTH dba HANFORD COMMUNITY HOSPITAL through its Agent for Service of Process.

Plaintiff hereby attaches a copy of the Proposed PAGA Representative Action Complaint to be filed in the Kings County Superior Court, as though fully set forth herewith setting out the specific provisions of the Labor Code Plaintiff alleges have been violated, including the facts and theories. All labor provisions in the Proposed PAGA Representative Action Complaint alleged to have been violated pertain to all entities and individuals named in the Complaints, even if not expressly specified.

Please advise within sixty (60) days of the post mark on this letter if the LWDA intends to investigate these claims. Thank you, and if you have any questions, please do not hesitate to contact me.

Very Truly Yours,



Gregory Mauro

Enclosure: Proposed PAGA Representative Action Complaint