

TAPANIAN LAW, APC
Raffi Tapanian, Esq. Bar No.: 345246
raffi@tapanianlaw.com
611 N. Brand Blvd Suite 1300
Glendale, CA 91203
Telephone: (818) 433-4977
Facsimile: (818) 484-2654

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David W. Slayton,
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Attorneys for Plaintiff TREMAINE ELLIS
individually and on behalf of all other Aggrieved Employees

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES**

TREMAINE ELLIS, individually and on behalf
of all other Aggrieved Employees;

Plaintiffs,

vs.

CARDINAL HEALTH 200, LLC, a Delaware
Limited Liability Company; CARDINAL
HEALTH, INC., an Ohio Corporation;
CARDINAL HEALTH 100, LLC, an Indiana
Limited Liability Company; CARDINAL
HEALTH 105, LLC, an Ohio Limited Liability
Company; CARDINAL HEALTH 108, LLC, a
Delaware Limited Liability Company;
CARDINAL HEALTH 110, LLC, a Delaware
Limited Liability Company; CARDINAL
HEALTH 112, LLC, a Delaware Limited
Liability Company; CARDINAL HEALTH 119,
LLC, a Delaware Limited Liability Company;
CARDINAL HEALTH 124, LLC, a Delaware
Limited Liability Company; CARDINAL
HEALTH 126, LLC, a Delaware Limited
Liability Company; CARDINAL HEALTH 127,
INC., a Kansas Corporation; CARDINAL
HEALTH 128, LLC, a Delaware Limited
Liability Company; CARDINAL HEALTH 249,
LLC, a Delaware Limited Liability Company;
CARDINAL HEALTH 414, LLC, a Delaware
Limited Liability Company; CARDINAL
HEALTH PHARMACY SERVICES, LLC, a
Delaware Limited Liability Company; and
DOES 1 through 100, inclusive,

Defendants.

Case No. **25VECVO2722**

**COMPLAINT FOR ENFORCEMENT
UNDER THE PRIVATE ATTORNEYS
GENERAL ACT, CALIFORNIA LABOR
CODE § 2698, ET SEQ.**

Violation of California Labor Code § 2698,
et seq. (California Labor Code Private
Attorneys General Act of 2004)

Plaintiff TREMAINE ELLIS (hereinafter referred to as “REPRESENTATIVE PLAINTIFF”) alleges as follows:

PARTIES

1. REPRESENTATIVE PLAINTIFF is an individual who resides in California and was employed by CARDINAL HEALTH 200, LLC, a Delaware Limited Liability Company, CARDINAL HEALTH, INC., an Ohio Corporation, CARDINAL HEALTH 100, LLC, an Indiana Limited Liability Company, CARDINAL HEALTH 105, LLC, an Ohio Limited Liability Company, CARDINAL HEALTH 108, LLC, a Delaware Limited Liability Company, CARDINAL HEALTH 110, LLC, a Delaware Limited Liability Company, CARDINAL HEALTH 112, LLC, a Delaware Limited Liability Company, CARDINAL HEALTH 119, LLC, a Delaware Limited Liability Company, CARDINAL HEALTH 124, LLC, a Delaware Limited Liability Company, CARDINAL HEALTH 126, LLC, a Delaware Limited Liability Company, CARDINAL HEALTH 127, INC., a Kansas Corporation, CARDINAL HEALTH 128, LLC, a Delaware Limited Liability Company, CARDINAL HEALTH 249, LLC, a Delaware Limited Liability Company, CARDINAL HEALTH 414, LLC, a Delaware Limited Liability Company, and CARDINAL HEALTH PHARMACY SERVICES, LLC, a Delaware Limited Liability Company (hereinafter collectively “DEFENDANTS”), from on or about January 5, 2025 until on or about February 25, 2025.

2. REPRESENTATIVE PLAINTIFF is informed and believes, and based on such information and belief, alleges that at all times mentioned herein, DEFENDANT CARDINAL HEALTH 200, LLC is a Delaware Limited Liability Company, licensed to do business and actually doing business in the State of California.

3. REPRESENTATIVE PLAINTIFF is informed and believes, and based on such information and belief, alleges that at all times mentioned herein, DEFENDANT CARDINAL HEALTH, INC. is an Ohio Corporation, licensed to do business and actually doing business in the State of California.

4. REPRESENTATIVE PLAINTIFF is informed and believes, and based on such information and belief, alleges that at all times mentioned herein, DEFENDANT CARDINAL

HEALTH 100, LLC is an Indiana Limited Liability Company, licensed to do business and actually doing business in the State of California.

5. REPRESENTATIVE PLAINTIFF is informed and believes, and based on such information and belief, alleges that at all times mentioned herein, DEFENDANT CARDINAL HEALTH 105, LLC is an Ohio Limited Liability Company, licensed to do business and actually doing business in the State of California.

6. REPRESENTATIVE PLAINTIFF is informed and believes, and based on such information and belief, alleges that at all times mentioned herein, DEFENDANT CARDINAL HEALTH 108, LLC is a Delaware Limited Liability Company, licensed to do business and actually doing business in the State of California.

7. REPRESENTATIVE PLAINTIFF is informed and believes, and based on such information and belief, alleges that at all times mentioned herein, DEFENDANT CARDINAL HEALTH 110, LLC is a Delaware Limited Liability Company, licensed to do business and actually doing business in the State of California.

8. REPRESENTATIVE PLAINTIFF is informed and believes, and based on such information and belief, alleges that at all times mentioned herein, DEFENDANT CARDINAL HEALTH 112, LLC is a Delaware Limited Liability Company, licensed to do business and actually doing business in the State of California.

9. REPRESENTATIVE PLAINTIFF is informed and believes, and based on such information and belief, alleges that at all times mentioned herein, DEFENDANT CARDINAL HEALTH 119, LLC is a Delaware Limited Liability Company, licensed to do business and actually doing business in the State of California.

10. REPRESENTATIVE PLAINTIFF is informed and believes, and based on such information and belief, alleges that at all times mentioned herein, DEFENDANT CARDINAL HEALTH 124, LLC is a Delaware Limited Liability Company, licensed to do business and actually doing business in the State of California.

11. REPRESENTATIVE PLAINTIFF is informed and believes, and based on such information and belief, alleges that at all times mentioned herein, DEFENDANT CARDINAL

HEALTH 126, LLC is a Delaware Limited Liability Company, licensed to do business and actually doing business in the State of California.

12. REPRESENTATIVE PLAINTIFF is informed and believes, and based on such information and belief, alleges that at all times mentioned herein, DEFENDANT CARDINAL HEALTH 127, INC. is a Kansas Corporation, licensed to do business and actually doing business in the State of California.

13. REPRESENTATIVE PLAINTIFF is informed and believes, and based on such information and belief, alleges that at all times mentioned herein, DEFENDANT CARDINAL HEALTH 128, LLC is a Delaware Limited Liability Company, licensed to do business and actually doing business in the State of California.

14. REPRESENTATIVE PLAINTIFF is informed and believes, and based on such information and belief, alleges that at all times mentioned herein, DEFENDANT CARDINAL HEALTH 249, LLC is a Delaware Limited Liability Company, licensed to do business and actually doing business in the State of California.

15. REPRESENTATIVE PLAINTIFF is informed and believes, and based on such information and belief, alleges that at all times mentioned herein, DEFENDANT CARDINAL HEALTH 414, LLC is a Delaware Limited Liability Company, licensed to do business and actually doing business in the State of California.

16. REPRESENTATIVE PLAINTIFF is informed and believes, and based on such information and belief, alleges that at all times mentioned herein, DEFENDANT CARDINAL HEALTH PHARMACY SERVICES, LLC is a Delaware Limited Liability Company, licensed to do business and actually doing business in the State of California.

17. REPRESENTATIVE PLAINTIFF is informed and believes, and based on such information and belief, alleges that DEFENDANTS operate as a global healthcare services and products company. Thus, DEFENDANTS are subject to the applicable California laws as alleged throughout this Complaint.

18. REPRESENTATIVE PLAINTIFF is unaware of the true names and capacities, whether corporate, individual, or otherwise, of DEFENDANTS named as DOES 1 through 100,

1 inclusive. Pursuant to California Code of Civil Procedure section 474, REPRESENTATIVE
2 PLAINTIFF will seek leave of court to amend this complaint to state said DEFENDANTS' true
3 names and capacities when the same have been ascertained. REPRESENTATIVE PLAINTIFF
4 is informed and believes, and based thereon alleges, that said fictitiously-named
5 DEFENDANTS are responsible in some manner for the injuries and damages to
6 REPRESENTATIVE PLAINTIFF and the other AGGRIEVED EMPLOYEES as further
7 alleged herein.

8 19. The AGGRIEVED EMPLOYEES worked for all of the DEFENDANTS or for
9 any of the DEFENDANTS as non-exempt, hourly-paid employees. Nothing in this Complaint
10 should be interpreted as limiting the AGGRIEVED EMPLOYEES to non-exempt, hourly-paid
11 employees who worked for all DEFENDANTS only.

12 20. The definition of "employer" for purposes of the California Labor Code includes
13 irregular working arrangements, and was specifically drafted in order to prevent evasion and
14 subterfuge of California's labor laws. To that end, REPRESENTATIVE PLAINTIFF is
15 informed and believes, and based thereon alleges, that DEFENDANTS, including any as of now
16 unknown entities, must be classified as joint-employers for purposes of liability for civil
17 penalties under the Private Attorneys General Act ("PAGA"). As such, DEFENDANTS are each
18 liable for civil penalties for violation of the California Labor Code as to REPRESENTATIVE
19 PLAINTIFF and the other AGGRIEVED EMPLOYEES.

20 21. The term "DEFENDANTS" used throughout this Complaint includes all named
21 DEFENDANTS whether corporate, individual, or otherwise, and all unnamed DEFENDANTS
22 whether corporate, individual, or otherwise, that are now unknown but are referred to throughout
23 this Complaint as DOES 1 through 100, inclusive.

24 22. This is only a Private Attorney General Action Complaint, pursuant to California
25 Labor Code section 2699 et seq., on behalf of REPRESENTATIVE PLAINTIFF and all other
26 persons similarly situated who worked for DEFENDANTS in their California locations as non-
27 exempt, hourly employees (herein collectively identified as "AGGRIEVED EMPLOYEES")
28 for:

- (i) failure to provide employment records in violation of Labor Code sections 226, 432, and 1198.5;
- (ii) failure to pay overtime and double time in violation of Labor Code sections 510 and the applicable Wage Orders;
- (iii) failure to provide rest and meal periods in violation of Labor Code sections 226.7, 512(a), and the applicable Wage Orders;
- (iv) failure to pay minimum wage in violation of Labor Code sections 1182.2, 1194, 1197, 1197.1, and the applicable Wage Orders;
- (v) failure to keep accurate payroll records and provide itemized wage statements in violation of Labor Code sections 226(a), 1174(d), 1198, and the applicable Wage Orders;
- (vi) failure to pay reporting time wages in violation of California Code of Regulations, Title 8, section 11050(5)(A);
- (vii) failure to pay split shift wages in violation of California Code of Regulations 11050(4)(C);
- (viii) failure to pay all wages earned on time in violation of Labor Code section 204;
- (ix) failure to pay all wages earned upon discharge or resignation in violation of Labor Code sections 201, 202, and 203;
- (x) failure to pay all paid time off and vacation time owed upon separation in violation of Labor Code section 227.3;
- (xi) failure to reimburse necessary, business-related expenses in violation of Labor Code sections 2800 and 2802;
- (xii) failure to provide notice of paid sick time and accrual in violation of Labor Code section 246;
- (xiii) employers, and individuals acting on behalf of employers, violating or causing to be violated a section of the Labor Code or any Wage Order in violation of Labor Code section 558(a).

VENUE AND JURISDICTION

23. Venue as to each Defendant is proper in this judicial district pursuant to California

Code of Civil Procedure section 395 and under California Government Code section 12965(b), in that DEFENDANTS conduct business within the County of Los Angeles and each Defendant is within the jurisdiction of this Court for service of process, REPRESENTATIVE PLAINTIFFS' injuries were incurred within the County of Los Angeles, the actions giving rise to REPRESENTATIVE PLAINTIFFS' Complaint arose within the County of Los Angeles, and DEFENDANTS are located in the County of Los Angeles.

24. Under the plain meaning of the relevant venue statutes, DEFENDANT's "liability" (§ 395.5), and "some part of the cause" (§ 393), arose in Los Angeles County because Labor Code violations allegedly occurred there. (See *Black Diamond Asphalt, Inc. v. Superior Court* (2003) 109 Cal.App.4th 166, 172, 134 Cal.Rptr.2d 510 [under § 395.5, liability arises where a breach of legal rights occurs]; *Dow AgroSciences LLC v. Superior Court, supra*, 16 Cal.App.5th at pp. 1074-1077, 224 Cal.Rptr.3d 761 [under § 393, subd. (a), in an action against a corporation for breach of statutory duty to warn residents about toxic fumigant, the cause "arose" where the residents were exposed to the fumigants].) See *Crestwood Behavioral Health, Inc. v. Superior Court of Alameda County* (2021) 60 Cal.App.5th 1069 [275 Cal.Rptr.3d 316, 60 Cal.App.5th 1069].

25. REPRESENTATIVE PLAINTIFF is informed and believes, and based thereon alleges, that no federal question is raised and that the Class Action Fairness Act ("CAFA"), 28 U.S.C. Section 1322(d) does not apply, or in the alternative that exceptions for local cases or controversies under the CAFA do apply and prohibit removal of the action to federal Court.

26. REPRESENTATIVE PLAINTIFF is informed and believes, and based thereon alleges, that based on the total number of pay periods REPRESENTATIVE PLAINTIFF worked, REPRESENTATIVE PLAINTIFF's individual claims do not arise to the necessary amount in controversy so as to implicate traditional jurisdiction under 28 U.S.C. 1322(a) or jurisdiction under the CAFA.

27. Further, as a representative action under the PAGA, the matter is not subject to removal under 28 U.S.C. Sections 1322(a)-(d). PAGA civil penalty actions are not subject to federal jurisdiction.

28. This Court has jurisdiction over REPRESENTATIVE PLAINTIFFS' claims for civil penalties under the PAGA, California Labor Code sections 2698 *et seq.*

SCOPE

29. The "AGGRIEVED EMPLOYEES" are DEFENDANTS' current and former hourly-paid, non-exempt employees, who either were or are employed in the State of California from March 11, 2024 through the date of judgment in this action (hereinafter "PAGA Period").

30. This is a representative action, pursuant to the Labor Code Private Attorneys General Act of 2004, codified at Labor Code section 2698, *et seq.* ("PAGA"), against DEFENDANTS and any of its respective subsidiaries or affiliated companies within the State of California, as a proxy of the Labor and Workforce Development Agency of the State of California ("LWDA"), on behalf of REPRESENTATIVE PLAINTIFF and all other current and former non-exempt employees of DEFENDANTS working within the PAGA Period, as further defined herein, and, as it pertains to the alleged claims for failure to comply with the Labor Code. Specifically, in connection with the alleged claims for failure to comply with Labor Code sections 201, 202, 203, 204, 206, 210, 226(a), 226.7, 226.8, 227.3, 246, 432, 510, 512(a), 515(a), 1174(d), 1174.5, 1182.12, 1194, 1197, 1197.1 1198, 1198.5, 2753, 2800, and 2802.

STATEMENT OF FACTS

31. REPRESENTATIVE PLAINTIFF was hired by DEFENDANTS with the job title of Warehouse Worker on or about January 5, 2025. DEFENDANT operate as a global healthcare services and products company. REPRESENTATIVE PLAINTIFF worked for DEFENDANTS up until on or about February 25, 2025.

32. While employed with DEFENDANTS, REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES that REPRESENTATIVE PLAINTIFF seeks to represent in this action, working as non-exempt, hourly-paid employees were regularly required to work off-the-clock, and/or during their rest and/or meal periods.

33. REPRESENTATIVE PLAINTIFF filed a PAGA Notice on March 11, 2025 by serving a PAGA Notice to all named DEFENDANTS and to the LWDA in compliance with Labor Code section 2699.3. As of May 15, 2025, 65 Days after REPRESENTATIVE

1 PLAINTIFF's PAGA Notice, REPRESENTATIVE PLAINTIFF has not received
2 correspondence from the LWDA regarding its intent to investigate PLAINTIFF's claims.

3 **FAILURE TO PROVIDE EMPLOYMENT RECORDS**

4 34. California Labor Code Section 226 provides, "An employer who receives a
5 written or oral request to inspect or copy records pursuant to subdivision (b) pertaining to a
6 current or former employee [records of hours worked and wages paid]...shall comply with the
7 request as soon as practicable, but no later than 21 calendar days from the date of the request."

8 35. California Labor Code Section 432 provides, "If an employee signs any
9 instrument relating to the obtaining or holding of employment, he shall be given a copy of the
10 instrument upon request."

11 36. California Labor Code Section 1198.5 provides that every employee shall be
12 permitted to inspect and obtain a copy of their personnel records upon request.

13 37. In accordance with the process set out in Labor Code Section 226,
14 REPRESENTATIVE PLAINTIFF requested, in writing by letter via certified first-class mail to
15 DEFENDANTS and regular first-class mail to DEFENDANTS, that DEFENDANTS provide
16 REPRESENTATIVE PLAINTIFF with wage and payroll history, all documents signed by
17 REPRESENTATIVE PLAINTIFF pursuant to Labor Code Section 432, and a copy of
18 REPRESENTATIVE PLAINTIFF's personnel records pursuant to Labor Code Section 1198.5.

19 38. The time periods provided to DEFENDANTS by Labor Code Sections 226, 432,
20 1198.5 and any other relevant statutes have elapsed since DEFENDANTS received
21 REPRESENTATIVE PLAINTIFF's correspondence requesting documents pursuant to Labor
22 Code Sections 226, 432, and 1198.5, and a copy of REPRESENTATIVE PLAINTIFF's
23 personnel records pursuant to Labor Code Section 1198.5. However, DEFENDANTS failed to
24 provide REPRESENTATIVE PLAINTIFF with all of the employment documents to which
25 he/she is entitled, including, but not limited to, copies of all internal performance reviews with
26 bonus recommendations.

27 39. REPRESENTATIVE PLAINTIFF is informed and believes, and based thereon
28 alleges, that DEFENDANTS failed to provide records in compliance with Labor Code Sections

226, 432, and 1198.5 to other AGGRIEVED EMPLOYEES in response to their requests.

OVERTIME / DOUBLE TIME

40. California Labor Code sections 510 and the applicable Wage Orders require employers to pay employees working more than eight (8) hours in a day or more than 40 hours in a week at the rate of at least time-and-one-half (1.5) times their regular rate of pay (“overtime”) for time such worked, and two (2) times their regular rate of pay (“double time”) for such hours worked in excess of 12 hours in a day. “Regular rate” includes all remuneration, including non-discretionary bonuses and incentives.

41. During the relevant time period, REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES regularly worked in excess of eight (8), and in excess of 12, hours in a workday and/or 40 hours in a workweek.

42. DEFENDANTS routinely required REPRESENTATIVE PLAINTIFF and the other AGGRIEVED EMPLOYEES to perform work tasks before and/or after their scheduled shifts, and/or during off-the-clock meal breaks, and/or during rest breaks. As a consequence, DEFENDANTS willfully failed to pay REPRESENTATIVE PLAINTIFF and the other AGGRIEVED EMPLOYEES all of the wages to which they were entitled.

MEAL / REST BREAKS

43. California Labor Code sections 226.7, 512(a), and the applicable Wage Orders require employers to pay employees one (1) additional hour of pay at the employees’ regular rate for each work day that a legally compliant meal and/or rest break was not provided. Employers cannot require, cause, or permit an employee to work more than five (5) hours per day without providing an uninterrupted meal break. If an employee works over ten (10) hours in a workday, employers are required to either provide a second, uninterrupted 30-minute meal break or pay employees an additional one (1) hour of pay at the employees’ regular rate. If the employer fails to properly record a valid meal period, it is presumed that no meal period was provided. Furthermore, no employer shall require an employee to work during any rest period. Rest periods requirements are based on the total hours worked; employees are legally entitled to ten (10) minutes per four (4) hours, or major fraction thereof, that employee worked.

(A) From January 1, 2017, to December 31, 2017, \$10.50 per hour.

(B) From January 1, 2018, to December 31, 2018, \$11 per hour.

(C) From January 1, 2019, to December 31, 2019, \$12 per hour.

(D) From January 1, 2020, to December 31, 2020, \$13 per hour.

(E) From January 1, 2021, to December 31, 2021, \$14 per hour.

(F) From January 1, 2022, and until adjusted by subdivision (c) \$15 per hour.

(2) For any employer who employs 25 or fewer employees:

(A) From January 1, 2018, to December 31, 2018, \$10.50 per hour.

(B) From January 1, 2019, to December 31, 2019, \$11 per hour.

(C) From January 1, 2020, to December 31, 2020, \$12 per hour.

(D) From January 1, 2021, to December 31, 2021, \$13 per hour.

(E) From January 1, 2022, to December 31, 2022, \$14 per hour.

(F) From January 1, 2023, and until adjusted by subdivision (c) \$15 per hour.

49. The minimum wage standard applies to each hour employees worked for which they were not paid. Therefore, employer's failure to pay for any particular hour worked by an employee is unlawful even if averaging an employee's total pay over all hours worked, paid or not, results in an average hourly wage above minimum wage.

50. As alleged throughout this Complaint, due to the company-wide failures of DEFENDANTS, REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES were forced to work off-the-clock before and/or after their scheduled work shifts, and/or during rest breaks, and/or during meal breaks. DEFENDANTS failed to pay REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES minimum wage for this time and/or falsified timekeeping records to hide this fact.

ACCURATE/ITEMIZED WAGE STATEMENTS

51. California Labor Code 226(a) requires employers to create and provide to employees true and accurate employment records. California Labor Code section 226(e) provides that if an employer fails to furnish an employee with same, the employee is entitled to recover the greater of all actual damages, or \$50.00 for an initial infraction, and \$100 per

1 employee for each subsequent violation in any pay period. California Labor Code 226.3 imposes
2 civil penalties on any employer in violation of section 226(a) at \$250 per employee violation in
3 an initial citation, and \$1,000 per employee for each subsequent violation.

4 52. California Labor Code 1174(d) requires employers to keep payroll records
5 showing hours worked, and wages paid to and/or number of piece-rate units earned, for all
6 employees. California Labor Code section 1174.5 subjects employers to a \$500 penalty for filing
7 to maintain same.

8 53. California Labor Code section 1198 provides that maximum hours and standard
9 conditions of labor are fixed by the Labor Commissioner in the applicable Wage Orders.
10 Pursuant to the applicable Wage Order, employers must keep accurate records of when
11 employees begin and end each work period and each meal period.

12 54. DEFENDANTS knowingly provided employees with records that do not meet the
13 statutory requirements of truth and accuracy, because DEFENDANTS failed to truthfully and
14 accurately document, among other things, employees off-the-clock work. As a result,
15 DEFENDANTS failed to accurately list the correct amount of gross and/or net wages earned by
16 REPRESENTATIVE PLAINTIFF and the other AGGRIEVED EMPLOYEES.

17 55. The statements in question are deficient in many other ways, including, but not
18 limited to: failure to list total hours worked, failing to list applicable hourly rates and the
19 numbers of hours worked at each rate, failure to list piece-rate units earned and the applicable
20 piece-rate, failure to list deductions, failure to track sick leave, failure to list the employee and
21 SSN/EID properly, failure to list the full legal name and address of the employer, failure to list
22 inclusive dates for which employees are paid, failure to provide employees with the ability to
23 easily access wage statements and get hard copies at no expense to the employee, and/or failure
24 to state all hours worked as a result of off-the-clock work.

25 56. DEFENDANTS willfully failed to maintain accurate payroll records for
26 REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES as a result of
27 DEFENDANTS failure to accurately record employees rest breaks, and/or meal breaks, and/or
28 off-the-clock work. DEFENDANTS failure makes it impossible for REPRESENTATIVE

PLAINTIFF and other AGGRIEVED EMPLOYEES to accurately determine the extent of their underpayment, thereby causing further injuries to each of them.

REPORTING TIME

57. California Code of Regulations, Title 8, section 11050(5)(A) provides that for each workday when an employee is required to and does in fact report to work, but is either not put to work or is furnished less than half of said employee's usual scheduled day's work, that employee should be paid for no less than half, and in no event less than two (2) hours, of the employees' regular rate of pay.

58. REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES were frequently told by DEFENDANTS to report to work and were either not put to work or were furnished less than half of said employee's usual scheduled day's work. DEFENDANTS routinely failed to pay the required reporting time wages to REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES for each of these instances.

SPLIT SHIFTS

59. California Code of Regulations 11050(4)(C) provides that when an employee works a "split shift", one (1) hour's pay at the State or local minimum wage (whichever is greater) must be paid in addition to the minimum wage for that workday. A "split shift" is defined as a work schedule which is interrupted by non-paid, non-working periods established by the employer, other than *bona fide* rest or meal periods.

60. DEFENDANTS routinely scheduled REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES for multiple different shifts throughout the same workday, separated by periods other than *bona fide* rest or meal breaks. DEFENDANTS failed to pay REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES one (1) hour's pay at the applicable minimum wage, which resulted in REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES being paid less than the applicable minimum wage for that day. As a further consequence, DEFENDANTS also failed to separately list "split shift" payments on REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES wage statements.

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1 **ALL WAGES PAID ON TIME**

2 61. California Labor Code section 204 requires that all wages earned, other than those
3 due upon termination, be paid on time as defined by the statute.

4 62. As a result of the numerous company-wide failures of DEFENDANTS as
5 described throughout this Complaint, DEFENDANTS failed to pay REPRESENTATIVE
6 PLAINTIFF and other AGGRIEVED EMPLOYEES all wages due to them, including, but not
7 limited to minimum wages, overtime wages, double time wages, split shift pay and/or reporting
8 time pay, within the statutorily required time period.

9 **ALL WAGES PAID ON DISCHARGE / TERMINATION**

10 63. California Labor Code sections 201, 202, and 203 provide that employees who are
11 terminated are due all wages earned immediately. Employees who resign their employment
12 without giving 72-hours' notice are due all wages earned within 72 hours of their resignation.
13 Employees who resign their employment giving 72-hours' notice are entitled to all wages earned
14 at the time their resignation becomes effective.

15 64. DEFENDANTS terminated their employment relationship with
16 REPRESENTATIVE PLAINTIFF on February 25, 2025. Accordingly, EMPLOYEE was due
17 all wages earned immediately.

18 65. When REPRESENTATIVE PLAINTIFF finally received EMPLOYEE's final
19 paycheck, that final paycheck was legally deficient in that it did not account for all wages earned
20 despite DEFENDANTS knowing that such wages were due to REPRESENTATIVE
21 PLAINTIFF. Due to the company-wide failures of DEFENDANTS as described throughout this
22 Complaint, DEFENDANTS similarly failed to pay other AGGRIEVED EMPLOYEES timely
23 wages upon their discharge or resignation.

24 **PAID TIME OFF AND VACATION TIME**

25 66. California Labor Code Sections 227.3 and applicable Wage Orders require that an
26 employer must pay all vested vacation to an employee as wages at their final rate in accordance
27 with such contract of employment or employer policy respecting eligibility or time served.

28 67. REPRESENTATIVE PLAINTIFF is informed and believes, and based thereon

1 alleges that DEFENDANTS had and have a policy or practice of failing to pay
2 REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES their paid time off
3 and vacation time owed upon separation of employment as wages at their final rate of pay in
4 violation of Labor Code section 227.3 and applicable Wage Orders.

5 **FAILURE TO REIMBURSE**

6 68. California Labor Code Sections 2800 and 2802 require that an employer
7 indemnify employees for all necessary expenditures or losses incurred by the employee in direct
8 consequence of the discharge of their duties.

9 69. REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES were
10 directed and expected to incur personal expenses on behalf of DEFENDANTS while performing
11 their job duties. Such personal expenses include, but are not limited to, use of personal cell
12 phone, travel expenses, and parking expenses. REPRESENTATIVE PLAINTIFF and the other
13 AGGRIEVED EMPLOYEES would not have been able to successfully accomplish their job
14 duties absent incurring these personal expenses. DEFENDANTS failed to indemnify
15 REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES for all necessary
16 expenditures or losses accordingly.

17 **NOTICE OF PAID SICK TIME AND ACCRUAL**

18 70. California Labor Code section 246 provides that an employee who works for the
19 same employer for more than 30 days is entitled to paid sick days. Paid sick leave is to accrue
20 at a rate not less than one (1) hour per every 30 hours worked, such accrual beginning at the
21 commencement of employment. Employers must provide employees with written notice setting
22 the amount of sick leave available (or paid time off in lieu thereof) for use on either itemized
23 wage statements (as described in Labor Code section 226) or in a separate writing accompanying
24 such wage statements.

25 71. REPRESENTATIVE PLAINTIFF was hired by DEFENDANTS on or about
26 January 5, 2025 and worked for DEFENDANTS until on or about February 25, 2025.
27 REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES worked for
28 DEFENDANT for more than 30 days, triggering the protections of Labor Code section 246 as

described above. Nevertheless, DEFENDANTS failed to furnish upon REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES, either on itemized wage statements or in a separate writing accompanying such wage statements, the amount of sick leave available to REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES.

72. As such, DEFENDANTS unlawfully retained and continue to retain paid sick leave that should have been paid to REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES but for DEFENDANTS failure to properly institute and/or adhere to a legally compliant paid sick leave program. REPRESENTATIVE EMPLOYEE is informed and believes, and based thereon alleges, that these practices were experienced and continue to be experienced by the other AGGRIEVED EMPLOYEES.

CIVIL PENALTIES AND INDIVIDUAL LIABILITY

73. California Labor Code section 558(a) provides that any employer, including individuals acting on behalf of employers, that violates, or causes to be violated, a section of the Labor Code or any applicable Wage Orders are subject to the following penalties;

- \$50 for any initial violation for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover unpaid wages;
- \$100 for each subsequent violation for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount to recover unpaid wages;

74. Labor Code section 558.1 permits joint and several liability as to both an individual and employer for violations of Labor Code sections 203, 226, 226.7, 1194, and 2802. Labor Code section 558(c) provides that the penalties in this section are in addition to any other civil penalty.

75. DEFENDANTS are employers, and violated REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES' rights by violating, or causing to be violated, various sections of this code as described throughout this Complaint.

///

1 **FIRST CAUSE OF ACTION**

2 **(VIOLATION OF LABOR CODE § 2698, *ET SEQ.*)**

3 **(By REPRESENTATIVE PLAINTIFF Against DEFENDANTS and Does 1 through 100,**
4 **inclusive)**

5 76. REPRESENTATIVE PLAINTIFF incorporates by reference the allegations
6 contained in each of the preceding paragraphs and each and every part thereof with the same
7 force and effect as though fully set forth herein.

8 77. PAGA expressly establishes that any provisions of the California Labor Code
9 which provides for a civil penalty to be assessed and collected by the LWDA, or any of its
10 departments, divisions, commissions, boards, agencies or employees for a violation of the
11 California Labor Code, may be recovered through a civil action brought by an aggrieved
12 employee on behalf of himself or herself, and other current or former employees.

13 78. Whenever the LWDA, or any of its departments, divisions, commissions, boards,
14 agencies, or employees has discretion to assess a civil penalty, a court in a civil action is
15 authorized to exercise the same discretion, subject to the same limitations and conditions, to
16 assess a civil penalty.

17 79. REPRESENTATIVE PLAINTIFF and the other hourly-paid or non-exempt
18 employees, are "AGGRIEVED EMPLOYEES" within the meaning of California Labor Code
19 section 2699(c) as they are all current or former employees of DEFENDANT, and one or more
20 of the alleged violations was committed against them.

21 **Failure to Provide Employment Records**

22 80. DEFENDANTS failure to provide REPRESENTATIVE PLAINTIFF and other
23 AGGRIEVED EMPLOYEES with employment records constitutes unlawful and/or unfair
24 activity and is prohibited by California Labor Code 226, 432, and 1198.5.

25 **Failure to Pay Overtime / Double Time**

26 81. DEFENDANTS failure to pay legally required overtime and double time wages
27 to REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES is in violation of
28 the Wage Orders and constitutes unlawful and/or unfair activity prohibited by California Labor

Code sections 510 and 1198.

Failure to Provide Meal and Rest Periods

82. DEFENDANTS failure to provide legally required meal and rest periods to REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES constitutes unlawful and/or unfair activity prohibited by California Labor Code sections 226.7, 512(a), and the applicable Wage Orders.

Failure to Pay Minimum Wages

83. DEFENDANTS failure to pay legally required minimum wages to REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES constitutes unlawful and/or unfair activity prohibited by California Labor Code sections 1182.12, 1194, 1197, 1197.1, and the applicable Wage Orders.

Failure to Keep Accurate and Provide Itemized Wage Statements

84. DEFENDANTS failure to keep accurate and provide itemized wage statements to Plaintiff and other AGGRIEVED EMPLOYEES constitutes unlawful and/or unfair activity prohibited by California Labor Code section 226(a), 1174(d), and 1198.

Failure to Pay Reporting Time

85. DEFENDANTS failure to pay REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES who were required to and did in fact report to work, but who were then furnished less than half of such employees usual scheduled day's work, with at least half, and in no event less than two (2) hours, of the employees' regular rate of pay constitutes unlawful and/or unfair activity prohibited by California Code of Regulations 11050 (5)(A).

Failure to Pay "Split Shift" Premiums

86. DEFENDANTS failure to pay REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES one (1) hour's pay at the minimum wage in addition to the wages for that workday for any workday in which REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES were scheduled for and required to work a "split shift" constitutes unlawful or unfair activity prohibited by California Labor Code 1198 and California Code of Regulations 11050(4)(C).

Failure to Timely Pay Wages During Employment

87. DEFENDANTS failure to timely pay wages to REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES during their employment constitutes unlawful and/or unfair activity prohibited by California Labor Code section 204.

Failure to Timely Pay Wages Upon Termination

88. DEFENDANTS failure to timely pay wages to REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES upon termination constitutes unlawful and/or unfair activity prohibited by California Labor Code sections 201, 202, and 203.

Failure to Pay Paid Time Off and Vacation Time Upon Termination

89. DEFENDANTS failure to pay paid time off and vacation time to REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES upon termination constitutes unlawful and/or unfair activity prohibited by California Labor Code sections 227.3.

Failure to Reimburse Necessary Business-Related Expenses and Costs

90. DEFENDANTS failure to reimburse REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES for necessary business-related expenses and costs constitutes unlawful and/or unfair activity prohibited by California Labor Code sections 2800 and 2802.

Failure to Provide Notice of Paid Sick Time and Accrual

91. DEFENDANTS failure to provide REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES that works for DEFENDANTS for more than 30 days with written notice setting the amount of sick leave available (or paid time off in lieu thereof) for use in their itemized wage statements or in a separate writing accompanying such statements constitutes unlawful and/or unfair activity prohibited by California Labor Code section 246.

Civil Penalties

92. Pursuant to California Labor Code section 2699, REPRESENTATIVE PLAINTIFF, individually, and on behalf of all AGGRIEVED EMPLOYEES, requests and is entitled to recover penalties from DEFENDANTS and each of them, for violations of the Labor Code as more fully described herein according to proof, interest, attorneys' fees and costs pursuant to California Labor Code section 218.5, including but not limited to:

1 a. Penalties under California Labor Code section 2699 in the amount of a
2 hundred dollars (\$100) for each aggrieved employee per pay period for the initial
3 violation, and two hundred dollars (\$200) for each aggrieved employee per pay period for
4 each subsequent violation;

5 b. Penalties under California Code of Regulations Title 8 section 11010, et
6 seq. in the amount of fifty dollars (\$50) for each aggrieved employee per pay period for
7 the initial violation, and one hundred dollars (\$100) for each aggrieved employee per pay
8 period for each subsequent violation;

9 c. Penalties under California Labor Code section 210 in addition to, and
10 entirely independent and apart from, any other penalties provided in the California Labor
11 Code in the amount of a hundred dollars (\$100) for each aggrieved employee per pay
12 period for the initial violation, and two hundred dollars (\$200) for each aggrieved
13 employee per pay period for each subsequent violation; and

14 d. Any and all additional penalties and sums as provided by the California
15 Labor Code and/or other statutes, including, but not limited to, penalties pursuant to
16 California Labor Code 558(a).

17 93. Pursuant to California Labor Code section 2699(i), civil penalties recovered
18 shall be distributed as follows: sixty-five percent (65%) to the Labor and Workforce
19 Development Agency for the enforcement of labor laws and education of employers and
20 employees about their rights and responsibilities and thirty-five percent (35%) to the
21 AGGRIEVED EMPLOYEES.

22 94. Further, **REPRESENTATIVE PLAINTIFF** is entitled to seek and recover
23 reasonable attorneys' fees and costs pursuant to California Labor Code sections 210, 218.5
24 and 2699 and any other applicable statute.

25 THEREFORE, REPRESENTATIVE PLAINTIFF and the individuals he seeks to
26 represent request relief as described below:

27 **PRAYER**

28 THEREFORE, REPRESENTATIVE PLAINTIFF prays for judgment against

DEFENDANTS, and Does 1 through 100, and each of them, as follows:

1. Statutory attorneys' fees and costs under PAGA and California Code of Civil Procedure Section 1021.5;
2. Statutory penalties under PAGA;
3. Costs of suit; and
4. Such further relief as the Court deems just and proper.

Dated: May 15, 2025

TAPANIAN LAW, APC

By: 
Raffi Tapanian, Esq.,
Attorneys for Plaintiff Tremaine Ellis
Individually and on behalf of other
AGGRIEVED EMPLOYEES