

1 AEGIS LAW FIRM, PC
2 SAMUEL A. WONG, State Bar No. 217104
3 KASHIF HAQUE, State Bar No. 218672
4 JESSICA L. CAMPBELL, State Bar No. 280626
5 9811 Irvine Center Drive, Suite 100
6 Irvine, California 92618
7 Telephone: (949) 379-6250
8 Facsimile: (949) 379-6251
9 Email: jcampbell@aegislawfirm.com

10 Attorneys for Plaintiff, individually,
11 and on behalf of all others similarly situated.

12 SUPERIOR COURT OF THE STATE OF CALIFORNIA
13 FOR THE COUNTY OF KERN

14 JULIANA REAZA, individually and on
15 behalf of all others similarly situated,

16 Plaintiffs,

17 v.

18 IKEA DISTRIBUTION SERVICES INC.;;
19 and DOES 1 through 20, inclusive,

20 Defendants.

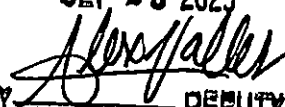
Case No.

BCV25103470

COMPLAINT FOR:

1. Enforcement of Labor Code § 2698 *et seq.*
("PAGA")

FILED
KERN COUNTY
SUPERIOR COURT

SEP 28 2025
BY  DEPUTY

1 Plaintiff Juliana Reaza, individually and on behalf of others similarly situated, alleges as
2 follows:

3 **NATURE OF ACTION AND INTRODUCTORY STATEMENT**

4 1. Plaintiff Juliana Reaza ("Plaintiff") brings this representative action pursuant to
5 the Private Attorneys General Act of 2004, Cal. Lab. Code. § 2698 *et seq.*, against defendants
6 IKEA Distribution Services Inc.; and DOES 1 through 20, inclusive (collectively, "Defendants"),
7 on Plaintiff's own behalf and on behalf of persons who are and were employed by any or all
8 Defendants as non-exempt employees throughout California and worked at IKEA Distribution
9 Services Inc. locations, whether directly hired or placed by a staffing agency.

10 2. Defendants provide services or goods throughout California.

11 3. Through this action, Plaintiff alleges that Defendants engaged in a systematic
12 pattern of wage and hour violations under the California Labor Code and Industrial Welfare
13 Commission ("IWC") Wage Orders, all of which contribute to Defendants' deliberate unfair
14 competition.

15 4. Plaintiff is informed and believe, and thereon alleges, that Defendants have
16 increased their profits by violating state wage and hour laws by, among other things:

- 17 (a) failing to pay all wages (including minimum wages and overtime wages);
- 18 (b) failing to provide lawful meal periods or compensation in lieu thereof;
- 19 (c) failing to authorize or permit lawful rest breaks or provide compensation
20 in lieu thereof;
- 21 (d) failing to reimburse necessary business-related costs;
- 22 (e) failing to provide accurate itemized wage statements;
- 23 (f) failing to pay wages timely during employment; and
- 24 (g) failing to pay all wages due upon separation of employment.

25 5. Plaintiff seeks civil penalties against Defendants on behalf of Plaintiff and all
26 others similarly situated in California for violations of Labor Code §§ 201, 202, 203, 204, 210,
27 226, 226.3, 226.7, 233, 246, 510, 512, 558, 1174, 1174.5, 1182.12, 1194, 1194.2, 1197, 1197.1
28 1198, 2800, 2802, 2698, *et seq.*, and Code of California Civil Procedure § 1021.5.

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1 13. Plaintiff is informed and believes, and thereon alleges, that DOES 1 through 20
2 are or were the partners, agents, owners, shareholders, managers, or employees of Defendants at
3 all relevant times.

4 14. Plaintiff is informed and believes, and thereon alleges, that each defendant acted
5 in all respects pertinent to this action as the agent of the other defendant, carried out a joint
6 scheme, business plan, or policy in all respects pertinent hereto, and the acts of each defendant
7 are legally attributable to the other defendant. Furthermore, defendants in all respects acted as the
8 employer and/or joint employer of Plaintiff and the aggrieved employees.

9 15. Plaintiff is informed and believes, and thereon alleges, that each and all of the acts
10 and omissions alleged herein were performed by, or are attributable to, Defendants and/or DOES
11 1 through 20, acting as the agent or alter ego for the other, with legal authority to act on the
12 other's behalf. The acts of any and all Defendants were in accordance with, and represent, the
13 official policy of Defendants.

14 16. At all relevant times, Defendants, and each of them, acted within the scope of
15 such agency or employment, or ratified each and every act or omission complained of herein. At
16 all relevant times, Defendants, and each of them, aided and abetted the acts and omissions of
17 each and all the other Defendants in proximately causing the damages herein alleged.

18 17. Plaintiff is informed and believes, and thereon alleges, that each of said
19 Defendants is in some manner intentionally, negligently, or otherwise responsible for the acts,
20 omissions, occurrences, and transactions alleged herein.

21 **GENERAL ALLEGATIONS**

22 18. At all relevant times mentioned herein, Defendants employed Plaintiff and other
23 California residents as non-exempt employees throughout California at IKEA Distribution
24 Services Inc. locations, whether directly hired or placed by a staffing agency.

25 19. Defendants continue to employ non-exempt employees within California.

26 20. Plaintiff is informed and believes, and thereon alleges, that at all times herein
27 mentioned, Defendants were advised by skilled lawyers, employees, and other professionals who
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1 were knowledgeable about California's wage and hour laws, employment and personnel
2 practices, and the requirements of California law.

3 21. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
4 should have known that Plaintiff and Aggrieved employees were entitled to receive wages for all
5 time worked (including minimum wages and overtime wages) and that they were not receiving
6 all wages earned for work that was required to be performed. In violation of the Labor Code and
7 IWC Wage Orders, Defendants did not pay Plaintiff and Aggrieved employees all wages owed
8 (including minimum wages and overtime wages) for all hours worked at the correct rate and
9 within the correct time period.

10 22. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
11 should have known that Plaintiff and Aggrieved employees were entitled to receive all required
12 meal periods or payment of one (1) additional hour of pay at Plaintiff's and Aggrieved
13 employees' regular rate of pay when they did not receive a timely, uninterrupted meal period. In
14 violation of the Labor Code and IWC Wage Orders, Defendants did not provide Plaintiff and
15 Aggrieved employees all meal periods or payment of one (1) additional hour of pay at Plaintiff's
16 and Aggrieved employees' regular rate of pay when they did not receive a timely, uninterrupted
17 meal period.

18 23. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
19 should have known that Plaintiff and Aggrieved employees were entitled to receive all rest
20 breaks or payment of one (1) additional hour of pay at Plaintiff's and Aggrieved employees'
21 regular rate of pay when a rest break was late, missed, or interrupted. In violation of the Labor
22 Code and IWC Wage Orders, Defendants did not authorize or permit all rest breaks for Plaintiff
23 and Aggrieved employees or payment of one (1) additional hour of pay at Plaintiff's and
24 Aggrieved employees' regular rate of pay when a rest break was missed, late, or interrupted.

25 24. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
26 should have known that Plaintiff and Aggrieved employees were entitled to reimbursement
27 and/or indemnification for all necessary business expenditures or losses as a direct consequence
28 of the discharge of their duties, or of their obedience to the directions of Defendants. In violation

1 of the Labor Code and IWC Wage Orders, Plaintiff and Aggrieved employees incurred necessary
2 business expenses or losses, but Defendants did not reimburse nor indemnify such expenses or
3 losses that were incurred as a direct consequence of the discharge of their duties, or of their
4 obedience to the directions of Defendants.

5 25. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
6 should have known that Plaintiff and Aggrieved employees were entitled to receive itemized
7 wage statements that accurately showed the following information pursuant to the Labor Code:
8 (1) gross wages earned; (2) total hours worked by the employee; (3) the number of piece-rate
9 units earned and any applicable piece rate if the employee is paid on a piece-rate basis; (4) all
10 deductions, provided that all deductions made on written orders of the employee may be
11 aggregated and shown as one item; (5) net wages earned; (6) the inclusive dates of the period for
12 which the employee is paid; (7) the name of the employee and only the last four digits of his or
13 her social security number or an employee identification number other than a social security
14 number; (8) the name and address of the legal entity that is the employer; and (9) all applicable
15 hourly rates in effect during the pay period and the corresponding number of hours worked at
16 each hourly rate by the employee. In violation of the Labor Code, Defendants did not provide
17 Plaintiff and Aggrieved employees with accurate itemized wage statements.

18 26. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
19 should have known that the Aggrieved employees were entitled to timely payment of wages due
20 upon separation of employment. In violation of the Labor Code, Defendants did not pay Plaintiff
21 and the Aggrieved employees all wages within the permissible time periods.

22 27. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
23 should have known they had a duty to compensate Plaintiff and Aggrieved employees, and
24 Defendants had the financial ability to pay such compensation but willfully, knowingly, and
25 intentionally failed to do so in order to increase Defendants' profits.

26 28. Therefore, Plaintiff brings this lawsuit seeking civil penalties, attorneys' fees, and
27 costs.

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1. **FIRST CAUSE OF ACTION**

2. **ENFORCEMENT OF LABOR CODE §§ 2698 ET SEQ. ("PAGA")**

3. 29. Plaintiff hereby re-alleges and incorporate by reference the previous paragraphs
4 as though fully set forth herein.

5 30. Pursuant to Labor Code § 2699(a), any provision of the Labor Code that provides
6 for a civil penalty to be assessed and collected by the Labor and Workforce Development
7 Agency ("LWDA") or any of its departments, divisions, commissions, boards, agencies, or
8 employees for violation of the Labor Code may, as an alternative, be recovered through a civil
9 action brought by an aggrieved employee on behalf of himself or herself and other current or
10 former employees pursuant to the procedures specified in Labor Code § 2699.3.

11 31. For all provisions of the Labor Code except those for which a civil penalty is
12 specifically provided, Labor Code § 2699(f) imposes upon Defendants a penalty of one hundred
13 dollars (\$100.00) for each aggrieved employee per pay period for the initial violation and two
14 hundred dollars (\$200.00) for each aggrieved employee per pay period for each subsequent pay
15 period in which Defendants violated these provisions of the Labor Code.

16 32. Defendants' conduct violates numerous Wage Order and Labor Code sections,
17 including, but not limited to, the following:

- 18 a. violation of Labor Code §§ 201, 202, 203, 204, 210, 233, 246, 510,
19 1182.12, 1194, 1197, and 1198 for failure to timely pay all earned wages
20 at the correct rate (including minimum wage, sick pay, and overtime
21 wages) owed to Plaintiff and other aggrieved employees during
22 employment and upon separation of employment as herein alleged;
- 23 b. violation of Labor Code §§ 226.7 and 512 for failure to provide meal
24 periods to Plaintiff and other aggrieved employees and failure to pay
25 premium wages for missed meal periods as herein alleged;
- 26 c. violation of Labor Code § 226.7 for failure to permit rest breaks to
27 Plaintiff and other aggrieved employees and failure to pay premium
28 wages for missed rest periods as herein alleged;

- 1 d. violation of Labor Code § 226 for failure to provide accurate itemized
2 wage statements to Plaintiff and other aggrieved employees as herein
3 alleged;
- 4 e. violation of Labor Code §§ 1174 and 1174.5 for failure to maintain
5 accurate and complete records showing, among other things, the hours
6 worked daily by and the wages paid to Plaintiff and other aggrieved
7 employees; and
- 8 f. violation of Labor Code §§ 2800 and 2802 for failure to reimburse
9 Plaintiff and other aggrieved employees for necessary business expenses
10 as herein alleged.

11 33. Plaintiff is an "aggrieved employee" because she was employed by the alleged
12 violator and had one or more of the violations committed against her, and therefore is properly
13 suited to represent the interests of all other aggrieved employees.

14 34. Plaintiff has exhausted the procedural requirements under Labor Code § 2699.3
15 as to Defendants and is therefore able to pursue a claim for penalties on behalf of herself and all
16 other aggrieved employees under PAGA.

17 35. Pursuant to Labor Code §§ 2699(a), 2699.3 and 2699.5, Plaintiff is entitled to
18 recover civil penalties, in addition to other remedies, for violations of the Labor Code sections
19 cited above.

20 36. For bringing this action, Plaintiff is entitled to attorney's fees and costs incurred
21 herein.

22 **PRAYER FOR RELIEF**

23 On Plaintiff's own behalf and on behalf of all others similarly situated, Plaintiff prays
24 for relief and judgment against Defendants, jointly and severally, as follows:

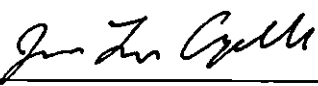
- 25 1. For civil penalties;
- 26 2. For reasonable attorneys' fees, costs of suit, and interest to the extent permitted
27 by law, including, but not limited to, Code of Civil Procedure § 1021.5 and Labor Code §§ 2698
28 *et seq.*; and

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3. For such other relief as the Court deems just and proper.

Dated: September 22, 2025

AEGIS LAW FIRM, PC

By: 

Jessica L. Campbell
Attorneys for Plaintiff