



AEGIS LAW FIRM, PC
9811 Irvine Center Drive, Suite 100
Irvine, California 92618
Telephone: 949.379.6250
Facsimile: 949.379.6251
www.aegislawfirm.com

July 18, 2025

VIA ONLINE SUBMISSION

California Labor and Workforce Development Agency
Attn: PAGA Administrator

VIA CERTIFIED MAIL (RETURN RECEIPT REQUESTED)

Agent for Service of Process for IKEA Distribution Services Inc.:
CT Corporation System (C0168406)
330 N. Brand Blvd., Ste. 700
Glendale, CA 91203

Re: Juliana Reaza v. IKEA Distribution Services Inc.

Dear Labor and Workforce Development Agency; IKEA Distribution Services Inc.:

Please allow this correspondence to serve as written notice required by California Labor Code § 2699.3(a)(1) of the specific provisions of the Labor Code allegedly violated by IKEA Distribution Services Inc. and any other employers or person(s) acting on behalf of the employer as such phrase is used under Labor Code sections 558 and 558.1 ("Respondent"), and the facts and theories in support of said allegations. This firm represents Juliana Reaza ("Claimant"); we hereby notify you that Claimant intends to seek penalties against Respondent under the Private Attorneys General Act of 2004, Cal. Lab. Code §§ 2698 *et seq.*, on Claimant's own behalf and all other aggrieved employees.

Specific Provisions of the Labor Code Allegedly Violated by Respondent

The specific provisions of the Labor Code allegedly violated by Respondent and the provisions under which Claimant submits this correspondence include the following: §§ 201, 202, 203, 204, 210, 233, 226, 226.3, 226.7, 246, 510, 512, 558, 1174, 1174.5, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, 2800, and 2802.

Facts and Theories Supporting the Allegations Against Respondent

Claimant and other aggrieved employees worked for Respondent in California as non-exempt employees. Claimant and other aggrieved employees worked at IKEA Distribution Services Inc. locations, whether directly hired or placed by a staffing agency. Claimant was employed by Respondent in California within the past year.

During the past year, Respondent failed to provide 30-minute uninterrupted meal periods within the appropriate time intervals to Claimant and other aggrieved employees as required by Labor Code section 512 and section 11 of the applicable Wage Order. Claimant and other

aggrieved employees frequently worked shifts over five hours and did not receive lawful meal periods because they were discouraged from taking meal periods, were interrupted during their meal periods, were required to remain on call during meal periods, and/or were not scheduled to be relieved at the appropriate intervals to receive all lawful meal periods, among other reasons. As a result, their meal periods were missed, late, short, and/or interrupted.

When Claimant and other aggrieved employees missed meal periods or if the meal periods were late, short, and/or interrupted, Respondent violated Labor Code sections 226.7 and 512, as well as section 11 of the applicable Wage Order, by failing to pay an additional hour of pay at the regular rate of pay to Claimant and other aggrieved employees for every day in which they suffered a meal period violation.

Respondent failed to authorize or permit paid 10-minute rest periods for every four hours or major fraction thereof worked because Claimant and other aggrieved employees were required or incentivized to work through their rest periods, discouraged from taking their rest periods, required to remain on call during rest periods, and/or were not scheduled to be relieved at the appropriate intervals to receive all rest periods.

When Claimant and other aggrieved employees did not receive rest periods, Respondent violated Labor Code section 226.7 and section 12 of the applicable Wage Order by failing to pay an additional hour of pay at the regular rate of pay to Claimant and other aggrieved employees.

Respondent failed to pay Claimant and other aggrieved employees at least the legal minimum wage, straight time wage, sick pay, and overtime wage at the correct rate of pay (in violation of Labor Code sections 233, 246, 510, 558, 1182.12, 1194, 1194.2, 1197, 1197.1, and 1198) due to Respondent's policy and practice of requiring Claimant and aggrieved employees to work off-the-clock, failing to pay wages using the appropriate regular rate of pay or the required minimum wage, failing to include incentives or premiums for working before and after holidays in the regular rate of pay, failing to honor the right for employees to use sick leave paid at their regular rate of pay, and/or failing to pay for all recorded time, among other reasons. Respondent failed to pay Claimant and other aggrieved employees all minimum, regular, and overtime wages for these hours.

Claimant and other aggrieved employees incurred necessary business-related expenses as a direct consequence of the discharge of their job duties for the benefit of Respondent, such as cell phone use. As such, Respondent violated Labor Code §§ 2800 and 2802 by failing to reimburse Claimant and other aggrieved employees for such expenses.

As a result of, and in addition to, these actions, Respondent violated Labor Code sections 226, and 226.3 by failing to provide itemized wage statements to Claimant and other aggrieved employees that accurately reported the following: (1) gross wages earned; (2) total hours worked by the employee; (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis; (4) all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item; (5) net wages earned; (6) the inclusive dates of the period for which the employee is paid; (7) the name of the employee and the last four digits of his or her social security number or an employee identification number other than a social security number; (8) the name and address of the legal entity that is the

employer; and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee. For example, the wage statements failed to list the correct hours, rates, and pay due to the above unpaid wage violations, among other violations.

Respondent violated Labor Code sections 1174 and 1174.5 by failing to maintain accurate and complete records showing the hours worked daily by Claimant and other aggrieved employees and the wages paid to Claimant and other aggrieved employees (due to the same underpayment of wages referenced above).

Furthermore, Respondent violated the Labor Code by failing to properly pay all these wages owed throughout Claimant's and aggrieved employees' employment and following the end of these workers' employment with Respondent due to the above violations (in violation of Labor Code sections 201, 202, 203, 204).

Based on these violations, Claimant seeks attorneys' fees, interest, and penalties under the Labor Code. Enclosed and incorporated by reference is the class action complaint Claimant intends to file on behalf of Claimant and all other aggrieved employees against Respondent. Claimant intends to amend the complaint to include a cause of action pursuant to Labor Code §§ 2698, *et seq.*, after the minimum required review period elapses and will file a conformed copy of the complaint after it has been filed with the court.

Thank you for your assistance on this matter. Should you have any questions or comments, please do not hesitate to contact the undersigned.

Very truly yours,
AEGIS LAW FIRM, PC



Jessica L. Campbell

Enclosure: Class Action Complaint

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

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

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

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

Plaintiffs,

v.

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

Defendants.

Case No.

CLASS ACTION COMPLAINT FOR:

1. Failure to Pay Minimum Wages;
2. Failure to Pay Overtime Wages;
3. Failure to Provide Meal Periods;
4. Failure to Permit Rest Breaks;
5. Failure to Reimburse Business Expenses;
6. Failure to Provide Accurate Itemized Wage Statements;
7. Failure to Pay All Wages Due Upon Separation of Employment; and
8. Violation of Business and Professions Code §§ 17200, *et seq.*

DEMAND FOR JURY TRIAL

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 putative class action against
5 defendants IKEA Distribution Services Inc., and DOES 1 through 20, inclusive (collectively,
6 “Defendants”), on Plaintiff’s own behalf and on behalf of a putative class of persons who are and
7 were employed by any or all Defendants as non-exempt employees throughout California and
8 worked at IKEA Distribution Services Inc. locations, whether directly hired or placed by a
9 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 monetary relief against Defendants on behalf of Plaintiff and all
26 others similarly situated in California to recover, among other things, unpaid wages, un-
27 reimbursed business expenses, benefits, interest, attorneys’ fees, costs and expenses, and
28

1 penalties pursuant to Labor Code §§ 201, 202, 203, 204, 210, 226, 226.7, 510, 512, 1182.12,
2 1194, 1194.2, 1197, 1198, 2800, and 2802, and Code of California Civil Procedure § 1021.5.

3 ///

4 **JURISDICTION AND VENUE**

5 6. This is a class action pursuant to California Code of Civil Procedure § 382. The
6 monetary damages and restitution sought by Plaintiff exceed the minimal jurisdictional limits of
7 the Superior Court and will be established according to proof at trial.

8 7. This Court has jurisdiction over this action pursuant to the California
9 Constitution, Article VI, § 10, which grants the Superior Court original jurisdiction in all causes
10 except those given by statutes to other courts. The statutes under which this action is brought do
11 not specify any other basis for jurisdiction.

12 8. This Court has jurisdiction over all Defendants because, upon information and
13 belief, they are citizens of California, have sufficient minimum contacts in California, or
14 otherwise intentionally avail themselves of the California market so as to render the exercise of
15 jurisdiction over them by the California courts consistent with traditional notions of fair play and
16 substantial justice.

17 9. Venue is proper in this Court because, upon information and belief, Defendants
18 reside, transact business, or have offices in this county, and the acts and omissions alleged herein
19 took place in this county.

20 **THE PARTIES**

21 10. Plaintiff is a resident of California and worked for Defendants during the relevant
22 time periods as alleged herein.

23 11. Plaintiff is informed and believes, and thereon alleges that at all times hereinafter
24 mentioned, Defendants were and are subject to the Labor Code and IWC Wage Orders as
25 employers, whose employees were and are engaged throughout this county and the State of
26 California.

27 12. Plaintiff is unaware of the true names or capacities of the defendants sued herein
28 under the fictitious names DOES 1 through 20, but will seek leave of this Court to amend this

1 Complaint and serve such fictitiously named defendants once their names and capacities become
2 known.

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

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

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

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

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

23 **CLASS ACTION ALLEGATIONS**

24 18. Plaintiff brings this action under Code of Civil Procedure § 382 on Plaintiff's own
25 behalf and on behalf of all others similarly situated who were affected by Defendants' Labor
26 Code, Business and Professions Code §§ 17200, and IWC Wage Order violations.

27 19. All claims alleged herein arise under California law for which Plaintiff seeks
28 relief authorized by California law.

- 1 (c) Whether Defendants deprived Plaintiff and Class Members of timely meal
2 periods or required Plaintiff and Class Members to work through meal
3 periods without legal compensation.
- 4 (d) Whether Defendants deprived Plaintiff and Class Members of rest breaks
5 or required Plaintiff and Class Members to work through rest breaks.
- 6 (e) Whether Defendants failed to reimburse Plaintiff and Class Members for
7 necessary business-related costs expended for the benefit of Defendants.
- 8 (f) Whether Defendants failed to provide Plaintiff and Class Members
9 accurate itemized wage statements.
- 10 (g) Whether Defendants failed to pay wages timely to Plaintiff and Class
11 Members;
- 12 (h) Whether Defendants failed to timely pay the Waiting Time Subclass all
13 wages due upon termination or within seventy-two (72) hours of
14 resignation.
- 15 (i) Whether Defendants' conduct was willful or reckless.
- 16 (j) Whether Defendants engaged in unfair business practices in violation of
17 Business and Professions Code §§ 17200, *et seq.*

18 25. There is a well-defined community of interest in this litigation and the proposed
19 Class and subclasses are readily ascertainable:

20 (a) Numerosity: The Class Members are so numerous that joinder of all
21 members is impractical. Although the members of the Class are unknown to Plaintiff at this time,
22 on information and belief, the Class is estimated to be greater than fifty (50) individuals. The
23 identities of the Class Members are readily ascertainable by inspection of Defendants'
24 employment and payroll records.

25 (b) Typicality: Plaintiff's claims (or defenses, if any) are typical of the claims
26 (or defenses, if any) of the Class Members because Defendants' failure to comply with the
27 provisions of California's wage and hour laws entitled each Class Member to similar pay,
28 benefits, and other relief. The injuries sustained by Plaintiff are also typical of the injuries

1 sustained by the Class Members, because they arise out of and are caused by Defendants'
2 common course of conduct as alleged herein.

3 (c) Adequacy: Plaintiff will fairly and adequately represent and protect the
4 interests of all Class Members because it is in Plaintiff's best interest to prosecute the claims
5 alleged herein to obtain full compensation and penalties due. Plaintiff's attorneys, as proposed
6 class counsel, are competent and experienced in litigating large employment class actions and
7 versed in the rules governing class action discovery, certification, and settlement. Plaintiff has
8 incurred and, throughout the duration of this action, will continue to incur attorneys' fees and
9 costs that have been and will be necessarily expended for the prosecution of this action for the
10 substantial benefit of the Class Members.

11 (d) Superiority: The nature of this action makes use of class action
12 adjudication superior to other methods. A class action will achieve economies of time, effort, and
13 expense as compared with separate lawsuits and will avoid inconsistent outcomes because the
14 same issues can be adjudicated in the same manner for the entire Class and Waiting Time
15 Subclass at the same time. If appropriate, this Court can, and is empowered to, fashion methods
16 to efficiently manage this case as a class action.

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

24 **GENERAL ALLEGATIONS**

25 26. At all relevant times mentioned herein, Defendants employed Plaintiff and other
26 California residents as non-exempt employees who worked at IKEA Distribution Services Inc.
27 locations in California.

28 27. Defendants continue to employ non-exempt employees within California.

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

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

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

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

26 32. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
27 should have known that Plaintiff and Class Members were entitled to reimbursement and/or
28 indemnification for all necessary business expenditures or losses as a direct consequence of the

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

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

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

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

27 36. Therefore, Plaintiff brings this lawsuit seeking monetary and injunctive relief
28 against Defendants on Plaintiff's own behalf and on behalf of all Class Members to recover,

1 among other things, unpaid wages (including minimum wages and overtime wages), unpaid meal
2 period premium payments, unpaid rest period premium payments, unreimbursed business
3 expenditures, interest, attorneys' fees, penalties, costs, and expenses.

4 **FIRST CAUSE OF ACTION**

5 **FAILURE TO PAY MINIMUM WAGES**

6 (Violation of Labor Code §§ 1194, 1194.2, and 1197; Violation of IWC Wage Order §3-4)

7 37. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
8 though fully set forth herein.

9 38. Labor Code §§ 1194 and 1197 provide that the minimum wage for employees
10 fixed by the IWC is the minimum wage to be paid to employees, and the payment of a lesser
11 wage than the minimum so fixed is unlawful.

12 39. Plaintiff and Class Members were employees entitled to the protections of Labor
13 Code §§ 1194 and 1197.

14 40. During the relevant time period, Defendants failed to pay Plaintiff and Class
15 Members all wages owed when Defendants did not pay minimum wage for all hours worked.

16 41. During the relevant time period, Defendants failed to pay at least minimum wage
17 to Plaintiff and Class Members for all hours worked pursuant to Labor Code §§ 1194 and 1197.

18 42. Defendants' failure to pay Plaintiff and Class Members the required minimum
19 wage violates Labor Code §§ 1194 and 1197. Pursuant to these sections, Plaintiff and Class
20 Members are entitled to recover the unpaid balance of their minimum wage compensation as
21 well as interest, costs, and attorneys' fees.

22 43. Pursuant to Labor Code § 1194.2, Plaintiff and Class Members are entitled to
23 recover liquidated damages in an amount equal to the wages unlawfully unpaid and the accrued
24 interest thereon.

25 **SECOND CAUSE OF ACTION**

26 **FAILURE TO PAY OVERTIME**

27 (Violation of Labor Code §§ 510, 1194, and 1198; Violation of IWC Wage Order § 3)

1 44. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
2 though fully set forth herein.

3 45. Labor Code § 1198 and the applicable IWC Wage Order provide that it is
4 unlawful to employ persons without compensating them at a rate of pay either one and one-half
5 (1½) or two (2) times the person's regular rate of pay, depending on the number of hours
6 worked by the person on a daily or weekly basis.

7 46. Specifically, the applicable IWC Wage Orders provide that Defendants are and
8 were required to pay overtime compensation to Plaintiff and Class Members at the rate of one
9 and one-half times (1½) their regular rate of pay when working and for all hours worked in
10 excess of eight (8) hours in a day or more than forty (40) hours in a workweek and for the first
11 eight (8) hours of work on the seventh day of work in a workweek.

12 47. The applicable IWC Wage Orders further provide that Defendants are and were
13 required to pay overtime compensation to Plaintiff and Class Members at a rate of two times
14 their regular rate of pay when working and for all hours worked in excess of twelve (12) hours in
15 a day or in excess of eight (8) hours on the seventh day of work in a workweek.

16 48. California Labor Code § 510 codifies the right to overtime compensation at one
17 and one-half (1½) times the regular hourly rate for hours worked in excess of eight (8) hours in a
18 day or forty (40) hours in a week and for the first eight (8) hours worked on the seventh
19 consecutive day of work, and overtime compensation at twice the regular hourly rate for hours
20 worked in excess of twelve (12) hours in a day or in excess of eight (8) hours in a day on the
21 seventh day of work in a workweek.

22 49. Labor Code § 510 and the applicable IWC Wage Orders provide that employment
23 of more than six days in a workweek is only permissible if the employer pays proper overtime
24 compensation as set forth herein.

25 50. Plaintiff and Class Members were employees entitled to the protections of
26 California Labor Code §§ 510 and 1194.

1 51. During the relevant time period, Defendants required Plaintiff and Class Members
2 to work in excess of eight (8) hours in a day, forty (40) hours in a week, and/or on a seventh
3 consecutive day of work, entitling them to overtime wages.

4 52. During the relevant time period, Defendants failed to pay Plaintiff and Class
5 Members overtime wages for all overtime hours worked. To the extent these hours qualify for
6 the payment of overtime wages, Plaintiff and Class Members were not paid proper overtime
7 wages.

8 53. In violation of California law, Defendants knowingly and willfully refused to
9 perform their obligations and compensate Plaintiff and Class Members for all wages earned and
10 all hours worked.

11 54. Defendants' failure to pay Plaintiff and Class Members the unpaid balance of
12 overtime compensation, as required by California law, violates the provisions of Labor Code §§
13 510 and 1198, and is therefore unlawful.

14 55. Pursuant to Labor Code § 1194, Plaintiff and Class Members are entitled to
15 recover their unpaid overtime and double time compensation as well as interest, costs, and
16 attorneys' fees.

17 **THIRD CAUSE OF ACTION**

18 **FAILURE TO PROVIDE MEAL PERIODS**

19 (Violation of Labor Code §§ 226.7 and 512; Violation of IWC Wage Order § 11)

20 56. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
21 though fully set forth herein.

22 57. Labor Code § 226.7 provides that no employer shall require an employee to work
23 during any meal period mandated by the IWC Wage Orders.

24 58. Section 11 of the applicable IWC Wage Order states, "[n]o employer shall
25 employ any person for a work period of more than five (5) hours without a meal period of not
26 less than 30 minutes, except that when a work period of not more than six (6) hours will
27 complete the day's work the meal period may be waived by mutual consent of the employer and
28 the employee."

1 59. Labor Code § 512(a) provides that an employer may not require, cause, or permit
2 an employee to work for a period of more than five (5) hours in a day without providing the
3 employee with an uninterrupted meal period of not less than thirty (30) minutes, except that if
4 the total work period per day of the employee is not more than six (6) hours, the meal period may
5 be waived by mutual consent of both the employer and the employee.

6 60. Labor Code § 512(a) also provides that an employer may not employ an employee
7 for a work period of more than ten (10) hours per day without providing the employee with a
8 second meal period of not less than thirty (30) minutes, except that if the total hours worked is no
9 more than twelve (12) hours, the second meal period may be waived by mutual consent of the
10 employer and the employee only if the first meal period was not waived.

11 61. During the relevant time period, Plaintiff and Class Members worked more than
12 five (5) or ten (10) hours and did not receive all compliant meal periods because their meal
13 periods were missed, late, short, interrupted, and/or they were not permitted to take a second
14 meal period.

15 62. Labor Code § 226.7(b) and section 11 of the applicable IWC Wage Order require
16 an employer to pay an employee one (1) additional hour of pay at the employee's regular rate of
17 compensation for each work day that a compliant meal period is not provided.

18 63. At all relevant times, Defendants failed to pay Plaintiff and Class Members meal
19 period premiums for missed, late, and/or short meal periods pursuant to Labor Code § 226.7(b)
20 and section 11 of the applicable IWC Wage Order.

21 64. As a result of Defendants' failure to pay Plaintiff and Class Members an
22 additional hour of pay for each day a compliant meal period was not provided, Plaintiff and
23 Class Members suffered and continue to suffer a loss of wages and compensation.

24 **FOURTH CAUSE OF ACTION**

25 **FAILURE TO PERMIT REST BREAKS**

26 (Violation of Labor Code §§ 226.7; Violation of IWC Wage Order § 12)

27 65. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
28 though fully set forth herein.

1 66. Labor Code § 226.7(a) provides that no employer shall require an employee to
2 work during any rest period mandated by the IWC Wage Orders.

3 67. Section 12 of the applicable IWC Wage Order states “[e]very employer shall
4 authorize and permit all employees to take rest periods, which insofar as practicable shall be in
5 the middle of each work period[,]” and the “[a]uthorized rest period time shall be based on the
6 total hours worked daily at the rate of ten (10) minutes net rest time per four (4) hours or major
7 fraction thereof[,]” unless the total daily work time is less than three and one-half (3½) hours.

8 68. During the relevant time period, Plaintiff and Class Members did not receive all
9 ten (10) minute rest periods for every four (4) hours or major fraction thereof worked, including
10 working in excess of ten (10) hours, because they were required to work through their rest
11 periods and/or were not authorized to take their rest periods.

12 69. Labor Code § 226.7(b) and section 12 of the applicable IWC Wage Order requires
13 an employer to pay an employee one (1) additional hour of pay at the employee’s regular rate of
14 compensation for each work day that a compliant rest period is not provided.

15 70. At all relevant times, Defendants failed to pay Plaintiff and Class Members rest
16 period premiums for missed, late, and/or interrupted rest periods pursuant to Labor Code §
17 226.7(b) and section 12 of the applicable IWC Wage Order.

18 71. As a result of Defendants’ failure to pay Plaintiff and Class Members an
19 additional hour of pay for each day a compliant rest period was not provided, Plaintiff and Class
20 Members suffered and continue to suffer a loss of wages and compensation.

21 **FIFTH CAUSE OF ACTION**

22 **FAILURE TO REIMBURSE BUSINESS EXPENSES**

23 (Violation of Labor Code §§ 2800, 2802)

24 72. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
25 though fully set forth herein.

26 73. Labor Code § 2800 states that “[a]n employer shall in all cases indemnify his
27 employee for losses caused by the employer’s want of ordinary care.”
28

1 74. Labor Code § 2802(a) states that “[a]n employer shall indemnify his or her
2 employee for all necessary expenditures or losses incurred by the employee in direct
3 consequence of the discharge of his or her duties, or of his or her obedience to the directions of
4 the employer”

5 75. Labor Code § 2802(b) states that “[a]ll awards made by a court . . . for
6 reimbursement of necessary expenditures under this section shall carry interest at the same rate
7 as judgments in civil actions. Interest shall accrue from the date on which the employee incurred
8 the necessary expenditure or loss.”

9 76. Labor Code § 2802(c) states that “[f]or purposes of this section, the term
10 “necessary expenditures or losses” shall include all reasonable costs, including, but not limited
11 to, attorney’s fees incurred by the employee enforcing the rights granted by this section.”

12 77. During the relevant time period, Plaintiff and Class Members incurred necessary
13 business-related costs that were not fully reimbursed by Defendants.

14 78. In violation of Labor Code §§ 2800 and 2802, Defendants failed to reimburse or
15 indemnify Plaintiff and Class Members for their expenses due to Defendants’ knowing and
16 intentional failure to reimburse necessary business expenditures in connection with Plaintiff’s
17 and Class Members’ work and job duties.

18 79. As a direct result, Plaintiff and Class Members have suffered and continue to
19 suffer losses, and therefore seek complete reimbursement and indemnification of necessary
20 business expenditures or losses, interest thereon at the required rate, and all reasonable costs in
21 enforcing the rights under Labor Code § 2802, including, but not limited to attorneys’ fees.

22 **SIXTH CAUSE OF ACTION**

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

24 (Violation of Labor Code § 226; Violation of IWC Wage Order)

25 80. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
26 though fully set forth herein.

27 81. Labor Code § 226(a) requires Defendants to provide each employee with an
28 accurate wage statement in writing showing nine pieces of information, including, the following:

1 (1) gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate
2 units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all
3 deductions, provided that all deductions made on written orders of the employee may be
4 aggregated and shown as one item, (5) net wages earned, (6) the inclusive dates of the period for
5 which the employee is paid, (7) the name of the employee and the last four digits of his or her
6 social security number or an employee identification number other than a social security number,
7 (8) the name and address of the legal entity that is the employer, and (9) all applicable hourly
8 rates in effect during the pay period and the corresponding number of hours worked at each
9 hourly rate by the employee.

10 82. During the relevant time period, Defendants have knowingly and intentionally
11 failed to comply with Labor Code § 226(a) on wage statements that were provided to Plaintiff
12 and Class Members. The deficiencies include, among other things, the failure to correctly state
13 the gross and net wages earned, total hours worked, all applicable hourly rates in effect, and the
14 number of hours worked at each hourly rate by Plaintiff and Class Members.

15 83. As a result of Defendants' knowing and intentional failure to comply with Labor
16 Code § 226(a), Plaintiff and Class Members have suffered injury and damage to their statutorily-
17 protected rights. Specifically, Plaintiff and Class Members are deemed to suffer an injury
18 pursuant to Labor Code § 226(e) where, as here, Defendants intentionally violated Labor Code §
19 226(a). Plaintiff and Class Members were denied both their legal right to receive, and their
20 protected interest in receiving, accurate itemized wage statements under Labor Code § 226(a). In
21 addition, because Defendants failed to provide the accurate rates of pay on wage statements,
22 Defendants prevented Plaintiff and Class Members from determining if all hours worked were
23 paid at the appropriate rate and the extent of the underpayment. Plaintiff had to file this lawsuit
24 in order to analyze the extent of the underpayment, thereby causing Plaintiff to incur expenses
25 and lost time. Plaintiff would not have had to engage in these efforts and incur these costs had
26 Defendants provided the accurate hours worked, wages earned, and rates of pay. This has also
27 delayed Plaintiff's ability to demand and recover the underpayment of wages from Defendants.
28

1 84. Plaintiff and Class Members are entitled to recover from Defendants the greater of
2 all actual damages caused by Defendants' failure to comply with Labor Code § 226(a) or fifty
3 dollars (\$50.00) for the initial pay period in which a violation occurred and one hundred dollars
4 (\$100.00) per employee for each violation in subsequent pay periods in an amount not exceeding
5 four thousand dollars (\$4,000.00) per employee, plus attorneys' fees and costs.

6 85. Defendants' violations of California Labor Code § 226(a) prevented Plaintiff and
7 Class Members from knowing, understanding, and disputing the wages paid to them and resulted
8 in an unjustified economic enrichment to Defendants. As a result of Defendants' knowing and
9 intentional failure to comply with California Labor Code § 226(a), Plaintiff and Class Members
10 have suffered an injury, in the exact amount of damages and/or penalties to be shown according
11 to proof at trial.

12 SEVENTH CAUSE OF ACTION

13 FAILURE TO PAY ALL WAGES DUE UPON SEPARATION OF EMPLOYMENT

14 (Violation of Labor Code §§ 201, 202, and 203)

15 86. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
16 though fully set forth herein.

17 87. Labor Code §§ 201 and 202 provide that if an employer discharges an employee,
18 the wages earned and unpaid at the time of discharge are due and payable immediately, and that
19 if an employee voluntarily leaves his or her employment, his or her wages shall become due and
20 payable not later than seventy-two (72) hours thereafter, unless the employee has given seventy-
21 two (72) hours previous notice of an intention to quit, in which case the employee is entitled to
22 his or her wages at the time of quitting.

23 88. During the relevant time period, Defendants willfully failed to pay the Waiting
24 Time Subclass all their earned wages upon termination, either at the time of discharge or within
25 seventy-two (72) hours of their leaving Defendants' employ.

26 89. Defendants' failure to pay the Waiting Time Subclass all their earned wages at the
27 time of discharge or within seventy-two (72) hours of their leaving Defendants' employ is in
28 violation of Labor Code §§ 201 and 202.

1 90. Labor Code § 203 provides that if an employer willfully fails to pay wages owed
2 immediately upon discharge or resignation in accordance with Labor Code §§ 201 and 202, then
3 the wages of the employee shall continue as a penalty from the due date at the same rate until
4 paid or until an action is commenced; but the wages shall not continue for more than thirty (30)
5 days.

6 91. Pursuant to Labor Code § 203, the Waiting Time Subclass is entitled to recover
7 from Defendants the statutory penalty, which is defined as the Waiting Time Subclass members'
8 regular daily wages at their regular hourly rate of pay for each day they were not paid, up to a
9 maximum of thirty (30) days.

10 **EIGHTH CAUSE OF ACTION**

11 **VIOLATION OF BUSINESS AND PROFESSIONS CODE §§ 17200, *ET SEQ.***

12 (Violation of Business and Professions Code §§ 17200, *et seq.*)

13 92. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
14 though fully set forth herein.

15 93. California Business and Professions Code §§ 17200, *et seq.*, prohibits acts of
16 unfair competition, which includes any “unlawful, unfair or fraudulent business act or practice . .
17 . .”

18 94. A violation of California Business and Professions Code §§ 17200, *et seq.*, may
19 be predicated on a violation of any state or federal law. In the instant case, Defendants’ policies
20 and practices violated state law, causing Plaintiff and Class Members to suffer and continue to
21 suffer injuries-in-fact.

22 95. Defendants’ policies and practices violated state law in at least the following
23 respects:

- 24 (a) Failing to pay all wages earned (including minimum wage and overtime
25 wages) to Plaintiff and Class Members at the proper rate and in a timely
26 manner in violation of Labor Code §§ 204, 510, 1194, 1194.2, 1197, 1198.

- 1 (b) Failing to provide compliant meal periods without paying Plaintiff and
2 Class Members premium wages for every day said meal periods were not
3 provided in violation of Labor Code §§ 226.7 and 512.
- 4 (c) Failing to authorize or permit compliant rest breaks without paying
5 Plaintiff and Class Members premium wages for every day said rest
6 breaks were not authorized or permitted in violation of Labor Code §
7 226.7.
- 8 (d) Failing to reimburse Plaintiff and Class Members for necessary business-
9 related expenses in violation of Labor Code §§ 2800 and 2802.
- 10 (e) Failing to provide Plaintiff and Class Members with accurate itemized
11 wage statements in violation of Labor Code § 226.
- 12 (f) Failing to timely pay all earned wages to the members of the Waiting
13 Time Subclass upon separation of employment in violation of Labor Code
14 §§ 201, 202, and 203.

15 96. As alleged herein, Defendants systematically engaged in unlawful conduct in
16 violation of the California Labor Code and IWC Wage Orders, such as failing to pay all wages
17 (minimum and overtime wages), failing to provide meal periods and rest breaks or
18 compensation in lieu thereof, failing to reimburse necessary business-related costs and
19 expenses, failing to furnish accurate wage statements, and failing to pay all wages due and
20 owing upon separation of employment in a timely manner to the Waiting Time Subclass, all in
21 order to decrease their costs of doing business and increase their profits.

22 97. At all relevant times herein, Defendants held themselves out to Plaintiff and Class
23 Members as being knowledgeable concerning the labor and employment laws of California.

24 98. At all times relevant herein, Defendants intentionally avoided paying Plaintiff and
25 Class Members wages and monies, thereby creating for Defendants an artificially lower cost of
26 doing business in order to undercut their competitors and establish and/or gain a greater
27 foothold in the marketplace.
28

99. By violating the foregoing statutes and regulations as herein alleged, Defendants' acts constitute unfair and unlawful business practices under California Business and Professions Code §§ 17200, *et seq.*

100. As a result of the unfair and unlawful business practices of Defendants as alleged herein, Plaintiff and Class Members are entitled to injunctive relief, disgorgement, and restitution in an amount to be shown according to proof at trial.

101. Plaintiff seeks to enforce important rights affecting the public interest within the meaning of California Code of Civil Procedure § 1021.5. Defendants' conduct, as alleged herein, has been and continues to be unfair, unlawful, and harmful to Plaintiff, Class Members, and the general public. Based on Defendants' conduct as alleged herein, Plaintiff and Class Members are entitled to an award of attorneys' fees pursuant to California Code of Civil Procedure § 1021.5.

PRAYER FOR RELIEF

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

1. For certification under California Code of Civil Procedure § 382 of the proposed Class and any other appropriate subclass;
2. For appointment of Juliana Reaza as class representative;
3. For appointment of Aegis Law Firm, PC, as class counsel for all purposes;
4. For compensatory damages in an amount according to proof at trial;
5. For an award of damages in the amount of unpaid compensation including, but not limited to, unpaid wages, unreimbursed expenses, benefits, and penalties;
6. For economic and/or special damages in an amount according to proof at trial;
7. For liquidated damages pursuant to Labor Code § 1194.2;
8. For statutory penalties to the extent permitted by law, including those pursuant to the Labor Code and IWC Wage Orders;
9. For injunctive relief as provided by the California Labor Code and California Business and Professions Code §§ 17200, *et seq.*;

- 1 10. For restitution as provided by Business and Professions Code §§ 17200, *et seq.*;
- 2 11. For an order requiring Defendants to restore and disgorge all funds to each
- 3 employee acquired by means of any act or practice declared by this Court to be unlawful, unfair,
- 4 or fraudulent and, therefore, constituting unfair competition under Business and Professions
- 5 Code §§ 17200, *et seq.*;
- 6 12. For pre-judgment interest;
- 7 13. For reasonable attorneys' fees, costs of suit, and interest to the extent permitted
- 8 by law, including, but not limited to, Code of Civil Procedure § 1021.5 and Labor Code §§
- 9 226(e) and 1194; and
- 10 14. For such other relief as the Court deems just and proper.

11

12 Dated: July 18, 2025

AEGIS LAW FIRM, PC

13

14 By: 
Jessica L. Campbell
Attorneys for Plaintiff

15

16 **DEMAND FOR JURY TRIAL**

17 Plaintiff hereby demands a jury trial with respect to all issues triable of right by jury.

18

19 Dated: July 18, 2025

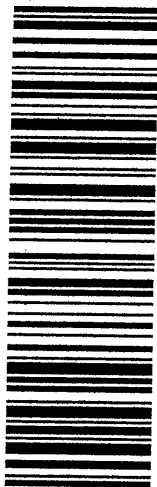
AEGIS LAW FIRM, PC

20

21 By: 
Jessica L. Campbell
Attorneys for Plaintiff

PLACE STICKER AT TOP OF ENVELOPE TO THE RIGHT
OF THE RETURN ADDRESS, FOLD AT DOTTED LINE

CERTIFIED MAIL®



9589 0710 5270 3096 9484 13

9589 0710 5270 3096 9484 13

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$

Extra Services & Fees (check box, add fee as appropriate)

☐ Return Receipt (hardcopy) \$

☐ Return Receipt (electronic) \$

☐ Certified Mail Restricted Delivery \$

☐ Adult Signature Required \$

☐ Adult Signature Restricted Delivery \$

Postage

\$

Total Postage and Fees

\$

Sent To

Street and Apt. No., or PO Box No.

City, State, ZIP+4®

PS Form 3800, January 2023 PSN 7530-02-000-9047 See Reverse for Instructions

Peana
v.
1/2024

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to: *Agent for S.O.P. for*
Ikea Distribution Services, Inc.
CT Corporation System
330 N. Brand Blvd, Ste. 700
Glendale, CA 91203



9590 9402 9453 5069 4105 54

2. Article Number (Transfer from sender label)

9589 0710 5270 3096 9484 13

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent

☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

☐ Adult Signature

☐ Adult Signature Restricted Delivery

☒ Certified Mail®

☐ Certified Mail Restricted Delivery

☐ Collect on Delivery

☐ Collect on Delivery Restricted Delivery

Registered Mail
Registered Mail Restricted Delivery
(over \$500)

☐ Priority Mail Express®

☐ Registered Mail™

☐ Registered Mail Restricted Delivery

☐ Signature Confirmation™

☐ Signature Confirmation Restricted Delivery

USPS TRACKING#



9590 9402 9453 5069 4105 54



First-Class Mail
Postage & Fees Paid
USPS
Permit No. G-10

United States
Postal Service

• Sender: Please print your name, address, and ZIP+4® in this box•

Aegis Law Firm
9811 Irvine Center Drive
Suite 100
Irvine, CA 92618

Reaza V. Ilea

AEGIS LAW FIRM
9811 IRVINE CENTER DRIVE, SUITE 100
IRVINE, CA 92618

\$12.14⁰
US POSTAGE
FIRST-CLASS
FROM 92618
07/18/2025
Stamps.com



0630001443192



AGENT FOR SERVICE OF PROCESS FOR IKEA DISTRIBUTION
CT Corporation System
330 N BRAND BLVD STE 700
GLENDALE CA 91203-2336