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August 5, 2025

For Online Filing

Labor and Workforce Development Agency
Attn: PAGA Administrator
1515 Clay Street, Ste. 801
Oakland, CA 94612

**Re: *Chasity Thompson v. Turning Point Community Programs*
 Notice of Labor Code Violations Pursuant to Cal. Lab. Code § 2699.3(a)**

Dear Labor Commissioner:

As counsel for, and on behalf of, Chasity Thompson (hereinafter referred to as “Claimant”), I am writing to provide you and the following employer(s) (hereafter “Defendant(s)”) notice pursuant to California Labor Code section 2699.3:

Turning Point Community Programs
10850 Gold Center Drive, Suite 325
Rancho Cordova, CA 95670

I am setting forth the facts and theories to support each of the counts found within this letter. Please notify us of your intent to investigate any or all of the claims alleged herein against any of the above identified Defendant(s). Should you decide not to investigate, we request that you allow us to seek civil penalties on behalf of the Labor Commissioner, Claimant, and all similarly situated current and former aggrieved employees, pursuant to California Labor Code section 2699(a). A \$75.00 filing fee is being submitted to Department of Industrial Relations, Accounting Unit, 455 Golden Gate Avenue, 10th Floor, San Francisco, CA 94102.

A. FACTS

Claimant and other aggrieved employees worked for Defendant as non-exempt hourly employees in California. Claimant has worked intermittently for Defendant since 2014 and is currently employed by Defendant.

During the relevant period, Defendant did not allow Claimant and similarly situated aggrieved employees to take their statutorily required meal periods. Defendant failed to provide Claimant and other similarly situated aggrieved employees a 30-minute, duty-free meal period before the end of the fifth hour of work as required under the law. Claimant and similarly situated aggrieved employees regularly missed their meal periods due to understaffing and demands of the job. Defendant's management was aware that this was occurring but failed to ensure that Claimant and other aggrieved employees were afforded the opportunity to take meal breaks.

Defendant also failed to provide rest periods to Claimant and similarly situated aggrieved employees for every four hours worked or major fraction thereof. When Claimant was afforded the opportunity to take rest breaks, those breaks were frequently interrupted by Claimant's supervisor. Management staff were aware this was occurring and failed to ensure rest periods were authorized and permitted.

Defendant failed to pay Claimant and similarly situated aggrieved employees for all statutorily required meal and rest premiums owed for non-compliant and missed meal and rest periods.

Additionally, Defendant required Claimant and similarly situated aggrieved employees to perform off-the-clock work. For example, Claimant was required to answer client calls and text messages outside of working hours. Claimant and similarly situated aggrieved employees were not compensated for time spent performing work off-the-clock.

As a result of the violations listed above, Defendant failed to supply Claimant and similarly situated aggrieved employees with legally compliant wage statements that accurately reflected all hours worked, commissions earned, and premium wages owed. Consequently, Claimant and similarly situated aggrieved employees were deprived of the information necessary to ascertain the wages they were owed.

In addition, Claimant repeatedly complained to Defendant about conduct she reasonably believed violated state and federal law, including, discriminatory and harassing behavior, workplace safety concerns, and unpaid wages and meal period premiums. Defendant failed to take corrective action in response to Claimant's complaints and, instead, engaged in a pattern of harassing and retaliatory conduct toward Plaintiff.

B. VIOLATIONS OF THE CALIFORNIA LABOR CODE EXPERIENCED BY CLAIMANT AND SIMILARLY SITUATED EMPLOYEES

Violation of California Labor Code §§ 1194, 1197.1; IWC Wage Order No. 5-2001, § 4 (Failure to Pay Minimum Wages)

During the period Claimant and similarly situated aggrieved employees were employed by Defendant, they were entitled to be paid at least the State's minimum wage rate for each hour that they worked. *See, e.g.*, IWC Wage Order MW-2024, MW-2025; IWC Wage Order No. 5-2001, section (4);

Cal. Lab. Code §§ 1194, 1197.1. For the reasons stated above, Defendant did not pay Claimant and similarly situated employees at least minimum wage for all hours worked. Thus, Claimant and similarly situated employees were not paid at least the applicable state minimum wage for all hours worked in violation of the California Labor Code.

Violation of California Labor Code §§ 510, 1194; IWC Wage Order No. 5-2001, § 3 (Failure to Pay Overtime Wages)

California Labor Code sections 510 and 1194 require employers to pay employees overtime for any work in excess of eight (8) hours in one workday and any work in excess of forty (40) hours in any one workweek. Employers must also pay overtime for the first eight (8) hours worked on the seventh day of work in any one workweek. Finally, employers must pay double time for all hours worked in excess of twelve (12) hours in any workday and for all hours worked in excess of eight (8) hours on the seventh day of work in any one workweek. As stated above, Claimant and similarly situated employees worked over eight (8) hours per day and forty (40) hours per week and were not paid overtime wages. Claimant and all similarly situated employees are entitled to recover all unpaid overtime wages.

Violation of California Labor Code § 1174 (Failure to Keep Accurate Time Records)

California Labor Code section 1174(d) requires employers to keep “payroll records showing the hours worked daily by and the wages paid to . . . employees . . . These records shall be kept in accordance with rules established for this purpose by the commission, but in any case, shall be kept on file for not less than three years.” Defendant did not keep accurate information regarding all hours worked by Claimant and similarly situated aggrieved employees, largely by failing to accurately record all time worked on their time records. This was in violation of the California Labor Code.

Violation of California Labor Code § 226.7 and IWC Wage Order No. 5-2001, § 11(A) (Failure to Provide Meal Periods)

California Labor Code section 226.7 and IWC Wage Order No. 5-2001, section 11(A) require employers to provide employees meal periods of thirty (30) minutes per five (5) hours worked. For the reasons stated above, Claimant and similarly situated aggrieved employees were not authorized and permitted to take legally compliant meal periods pursuant to California law. Defendant also failed to pay meal period premiums for its failure to provide meal periods.

Violation of California Labor Code § 226.7 and IWC Wage Order No. 5-2001, § 12(A) (Failure to Provide Rest Periods)

California Labor Code section 226.7 and IWC Wage Order No. 5-2001, section 12(A) requires employers to provide employees paid off-duty rest periods of ten (10) minutes per four (4) hours or major fraction thereof worked. For the reasons stated above, Claimant and similarly situated employees were not authorized and permitted to take legally compliant rest periods

pursuant to California law in violation of the California Labor Code. Defendant also failed to pay rest period premiums for their failure to provide rest periods.

Violation of California Labor Code §§ 226, 226.3 (Failure to Provide Accurate Wage Statements)

California Labor Code section 226 requires employers to furnish to employees with “an accurate itemized statement in writing showing (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 only 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 the reasons stated above, Defendant failed to comply with these requirements with respect to Claimant and similarly situated employees in violation of the California Labor Code.

Violation of California Labor Code § 1102.5 (Whistleblower Retaliation)

California Labor Code section 1102.5 prohibits employers from retaliating against an employee who discloses, or refuses to participate in, an activity that the employee reasonably believes is in violation of a state or federal statute, or a violation or noncompliance with a local, state, or federal rule or regulation. Cal. Lab. Code § 1102.5(b), (c). For the reasons stated above, Defendant retaliated against Claimant for disclosing and refusing to participate in activities that she reasonably believed violated state or federal law, rule, or regulation. This is in violation of the California Labor Code.

Violation of California Labor Code §§ 558, 558.1 (Provisions Regulating Hours and Days of Work in Any Industrial Welfare Commission Order)

California Labor Code section 558 states that it is unlawful for any employer, or other person acting on behalf of an employer, to violate or cause to be violated any of sections 500 to 558.1 of the California Labor Code or any order of the Industrial Welfare Commission. As described above, Defendant, by and through its agents, violated Claimant’s and similarly situated employees’ rights provided for under California Labor Code sections 558 and 558.1 as well as the incorporated Wage Orders and incorporated statutes therein.

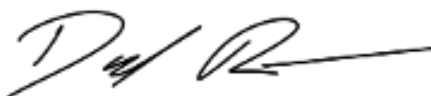
If you have any questions or require any further information regarding the facts and theories to support these claims, do not hesitate to contact my office. Pursuant to Labor Code

August 5, 2025

Page 5

section 2699.3, please notify Defendant(s) and this law office within 60 calendar days of the postmark date of this notice whether the Agency intends to investigate the alleged violations.

Very truly yours,

By: 

Daniel E. Richardson

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