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ELECTRONICALLY FILED  
SUPERIOR COURT OF CALIFORNIA  
COUNTY OF SAN BERNARDINO  
SAN BERNARDINO DISTRICT

11/6/2023 12:00 AM

By: Elda Ramirez, DEPUTY

6 Attorney for Plaintiff  
7 Christopher Figure

8 SUPERIOR COURT OF CALIFORNIA  
9 COUNTY OF SAN BERNARDINO

10  
11 CHRISTOPHER FIGARE, on behalf of himself ) NO. CIVSB2328529  
12 and all aggrieved employees, )  
13 Plaintiff, ) COMPLAINT FOR PAGA PENALTIES  
14 v. )  
15 BRADSHAW INTERNATIONAL, INC., )  
16 BRADSHAW HOME. and DOES 1 to 100, )  
Defendants. )

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19 PRELIMINARY ALLEGATIONS

- 20 1. Plaintiff Christopher Figure is a resident of San Bernardino County.  
21 2. Defendant Bradshaw International, Inc. is a corporation based in San Bernardino County.  
22 3. Defendant Bradshaw Home is a business entity form unknown based in San Bernardino  
23 County.  
24 4. Plaintiff does not know the names and capacities of Does 1 to 100 and therefore uses  
25 fictitious names. Plaintiff will amend pursuant to Code of Civil Procedure section 474 when the  
26 names and capacities are known.  
27 5. On March 30, 2023 Plaintiff mailed a certified PAGA letter that explained the specific  
28 bases for PAGA penalties to Bradshaw International, Inc. and uploaded the letter to the LWDA

1 website. On April 14, 2023 an amended PAGA letter was sent that included Bradshaw Home, and  
2 the amended PAGA letter was also uploaded to the LWDA website.

3 6. Since it has been more than 65 days and the LWDA has not notified anyone of an intent to  
4 investigate, Plaintiff may now proceed with a PAGA complaint on behalf of himself and all  
5 aggrieved employees.

6 7. The aggrieved employees are all nonexempt employees of Defendants from March 30 20,  
7 2022 to present.

8 8. Plaintiff and the aggrieved employees work helping Defendants with warehouse,  
9 machinery, and supply work out of their Rancho Cucamonga location, so Wage Order 4 applies.

10 9. Throughout Plaintiff's and the aggrieved employees' work for Defendants, the following  
11 Labor Code violations occurred.

12 10. First, Defendants did pay Plaintiff and the aggrieved employees for work performed off the  
13 clock, leading to unpaid wages, including both straight time and overtime; this included unpaid  
14 time going through security checkpoints.

15 11. Second, overtime and sick pay should have been paid at the correct regular rate of pay.

16 12. Third, Defendants did not provide accurate wage statements to Plaintiff and the aggrieved  
17 employees since the wage statements did not list all time worked.

18 13. Fourth, Plaintiff and the aggrieved employees did not receive premium pay at the correct  
19 regular rate of pay for missed meal breaks.

20 14. Fifth, Plaintiff and the aggrieved employees did not receive premium pay at the correct  
21 regular rate of pay for missed meal breaks.

22 15. Sixth, Plaintiff and the aggrieved employees who no longer work for Defendants did not  
23 receive waiting time penalties.

24  
25 FIRST CAUSE OF ACTION

26 PAGA Penalties

27 Against All Defendants

28 14. Plaintiff incorporates by reference paragraphs 1 to 14 of the complaint.

- 1 15. PAGA penalties in Labor Code sections 558, 1197.1 and 2699 apply to off-the-clock work.  
2 16. The PAGA penalties in Labor Code section 2699 apply to the regular rate violations.  
3 16. The PAGA penalties in Labor Code sections 2699 apply to the wage statement penalty  
4 violations.  
5 17. The PAGA penalties in Labor Code 558 and 2699 apply to the meal break violations.  
6 18. The PAGA penalties in Labor Code section 2699 apply to the rest break violations.  
7 19. The PAGA penalties in Labor Code section 2699 apply to the waiting time violations.  
8 20. Plaintiff is entitled to attorney fees and costs under PAGA

9

10 Prayer

11 First Cause of Action

- 12 1. All applicable PAGA penalties  
13 2. Attorney fees and costs  
14 3. Other relief the court deems proper

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16 Date: October 25, 2023

FRONTIER LAW CENTER

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*Adam Rose*

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Adam Rose  
Attorney for Plaintiff  
Christopher Figure

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