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October 31, 2025

PAGA NOTICE FILED ELECTRONICALLY; SENT VIA CERTIFIED U.S. MAIL

CSC LAWYERS – ASOP
UNITY COURIER SERVICES, INC.
2710 Gateway Oaks Drive Suite 150N
Sacramento, California 95833
Tracking: 9589 0710 5270 0098 9214 75

Human Resources Administrator
UNITY COURIER SERVICES, INC.
7555 N. San Fernando Road
Burbank, California 91505
Tracking: 9589 0710 5270 0098 9214 82

Human Resources Administrator
UNITY COURIER SERVICES, INC.
3749 S Willow Ave
Fresno, California, 93725
Tracking: 9589 0710 5270 0098 9214 99

Re: *Notice Letter of Shari L. Haltom, on Behalf of Herself and Aggrieved Employees Under California Labor Code section 2699.3*

Employer: **UNITY COURIER SERVICES, INC.**
3749 S Willow Ave
Fresno, California 93725

To Whom It May Concern:

This letter shall constitute a Notice under Labor Code section 2699.3 (hereinafter “PAGA Notice”). The \$75 filing fee for the PAGA Notice was paid online by credit card at the time this PAGA Notice was submitted online to the Department of Industrial Relations.

This PAGA Notice concerns Shari L. Haltom’s (“Employee”) employment with Employee’s employer: Unity Courier Services, Inc. (“Employer”). Employee was employed as a non-exempt employee of Employer, at without limitation, 3749 S Willow Ave, Fresno, California, 93725, with duties that included, driving and delivering to various cities, among other tasks from approximately November 2024 through October 2025.

The specific violations personally suffered by Employee, and theories supporting the specific violations, include the following: Employee was deprived of her full meal and rest breaks frequently because Employee’s breaks were untimely and consistently interrupted, and Employee was frequently deprived of her rest breaks entirely. Further, regardless of whether Employee was able to take her full breaks, Employer deducted from Employee’s pay the full break time. Employees were not allowed to leave the work premises during their breaks and were required to be on call during breaks. Accordingly, Employee worked overtime hours but was not compensated

at the overtime rate of pay. Further, Employee routinely worked more than eight (8) hours per day and forty (40) hours per week but was not properly compensated with her overtime rate of pay. Employee was thereby not provided with accurate itemized wage statements throughout her employment. Employee also used her personal funds to purchase a cellphone for use at work and used her personal funds to use and repair her personal vehicle to perform her job duties but was not properly reimbursed by Employer for expending personal funds for work-related expenses.

In connection with the alleged claims for failure to comply with Labor Code sections 96, 98.6, 200, 201, 204, 210, 226, 226.3, 227.3, 432, 512, 558, 1198.5, and 2802, Employee seeks to represent all employees of Employer, and each of them, as well as their parents, subsidiaries and affiliates (hereinafter, collectively, "Employer"). On all other claims mentioned herein, Employee seeks to represent only non-exempt employees of Employer. All employees that Employee seeks to represent, as detailed in this Paragraph, shall be referred to as "Aggrieved Employees." Moreover, the allegations herein shall encompass the "PAGA Period," which shall refer to three years preceding the date of this letter and continuing past the date of this Letter into perpetuity.

Employee alleges during her employment with Employer, Employer has, at times, failed to pay overtime and minimum wages to Employee in violation of California state wage and hour laws as a result of, among other things, at times, failing to accurately track and/or pay for all minutes actually worked at their regular rate of pay that is above the minimum wage to the detriment of Employee and Aggrieved Employees. Employer has, at times, failed to provide Employee and Aggrieved Employees, full, timely thirty (30) minute uninterrupted meal period for days on which they worked more than five (5) hours in a work day and a second thirty (30) minute uninterrupted meal period for days on which they worked in excess of ten (10) hours in a work day, and failing to provide compensation for such unprovided meal periods as required by California wage and hour laws. Employer has, at times, failed to authorize and permit Employee and Aggrieved Employees, or some of them, to take rest periods of at least ten (10) minutes per four (4) hours worked or major fraction thereof and failed to provide compensation for such unprovided rest periods as required by California wage and hour laws. Employer has, at times, failed to pay Employee and Aggrieved Employees, or some of them, the full amount of their wages owed to them upon termination and/or resignation as required by Labor Code sections 201 and 202, including for, without limitation, failing to pay overtime wages, minimum wages, and premium wages. Employer has, at times, failed to furnish Employee and Aggrieved Employees, or some of them, with itemized wage statements that accurately reflect gross wages earned; total hours worked; net wages earned; all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate; the name and address of the legal entity that is the employer; and other such information as required by Labor Code section 226, subdivision (a). As a result thereof, Employer has further failed to furnish employees with an accurate calculation of gross and net wages earned, as well as gross and net wages paid. In addition, Employer has, at times, failed to pay Employee and Aggrieved Employees, or some of them, the full amount of their wages for labor performed in a timely fashion as required under Labor Code section 204. Employer has, at times, failed to indemnify Employee and Aggrieved Employees, or some of them, for the costs incurred in using personal cellphones and personal vehicles for work-related purposes.

To the extent Employer previously used the notice and cure provision of Labor Code section 2699.3 within the last twelve months, under section 2699.3(d), Employer is not eligible to cure the violations discussed herein under section 2699.3 or otherwise use the early evaluation conference process pursuant to section 2699.3(f).

In the event that Employer is determined to have satisfied sections 2699(g), 2699(h), or otherwise 2699(d)(1), Employer is also, in the alternative, liable for civil penalties pursuant to Labor Code sections 2699(j), 2699(e)(2), and 2699(f)(2).

In the event that Employer is determined to have, prior to this notice or a request for records pursuant to Labor Code section 226, 432, or 1198.5, from Employee or his/her counsel, adequately taken all reasonable steps to be in compliance with all provisions identified in this notice, Employer is still liable for civil penalties pursuant to section 2699(g)(1)-(3).

In the event that Employer is deemed to have adequately taken all reasonable steps to be in compliance with all provisions identified in this notice within 60 days of receiving this notice, Employer is still liable for civil penalties pursuant to Labor Code section 2699(h)(1)-(3).

Employer was found to have unlawfully committed some or all of the above-related Labor Code violations, and thus is subject to increased penalties, as applicable, under Labor Code sections 2699(f)(2)(B)(i), 2699(g)(3) and 2699(h)(3), and is **not** eligible for reduced penalties under either Labor Code sections 2699(g) or 2699(h) for remedying violations either prior to or after the serving of this notice. Regardless, as the Employer's conduct giving rise to the violations detailed herein was and is malicious, fraudulent, and/or oppressive, the Employer thus is subject to increased penalties under Labor Code section 2699(f)(2)(B)(ii) and, per Labor Code sections 2699(g)(3) and 2699(h)(3), is **not** eligible for reduced penalties under either 2699(g) or 2699(h), for remedying violations either prior to or after the Employer's receipt of this notice.

Pursuant to Labor Code section 2699.3, subdivisions (a)(2)(A), (c)(1)(D)-(E), and/or (c)(2)(A)-(B), please advise within sixty-five (65) calendar days of the postmarked date of this notice whether the LWDA intends to investigate the violations alleged above. Our office understands that if we do not receive a response within sixty-five (65) calendar days of the postmark date of this PAGA Notice that the LWDA intends to investigate these allegations, Employee may immediately thereafter file a civil complaint against Employer to allege causes of action for civil penalties or for injunctive relief under the Private Attorney General Act for the herein-described alleged violations of the Labor Code.

Very truly yours,
AKHAVAN & ASSOCIATES



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