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Attorneys for Plaintiff JASMINE NOBLE,
on behalf of herself and others similarly situated

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN MATEO**

26-CIV-00276

JASMINE NOBLE, on behalf of herself and
current and former aggrieved employees

Case No.:

PAGA ACTION

**PLAINTIFF JASMINE NOBLE'S
COMPLAINT FOR:**

Plaintiff,

vs.

SAGE ELDERCARE SOLUTIONS, L.L.C.; and
DOES 1 to 100, inclusive,

Defendants.

**1. CIVIL PENALTIES PURSUANT
TO THE PRIVATE ATTORNEYS
GENERAL ACT OF 2004
("PAGA"), LABOR CODE
SECTIONS 2698, ET SEQ.**

COMES NOW Plaintiff JASMINE NOBLE ("Plaintiff"), who alleges and complains
against Defendants SAGE ELDERCARE SOLUTIONS, L.L.C.; and DOES 1 to 100, inclusive
(collectively "Defendants") as follows:

I. INTRODUCTION

1. This is a Private Attorneys General Act of 2004, Labor Code §§ 2698, *et seq.*
("PAGA") representative action brought by Plaintiff on behalf of the State of California, herself
and other current and former aggrieved employees of Defendants who worked as hourly non-exempt
employees in California during the relevant time period seeking civil penalties associated with
Defendants' violation of the Labor Code based on Defendants' failure to pay wages for all hours

1 worked at minimum wage and all overtime hours worked at the overtime rate of pay; failure to pay
2 overtime wages at the proper overtime rate of pay; failure to authorize or permit all legally required
3 and/or compliant meal periods or pay meal period premium wages; failure to authorize or permit
4 all legally required and/or compliant rest periods or pay rest period premium wages; indemnification
5 for all necessary expenditures or losses incurred by employees in direct consequence of discharging
6 their duties; statutory penalties for failure to timely pay earned wages during employment; statutory
7 penalties for failure to provide accurate wage statements; statutory waiting time penalties in the
8 form of continuation wages for failure to timely pay employees all wages due upon separation of
9 employment. . Plaintiff experienced these violations personally, as well as is informed and believes
10 other aggrieved employees did as well. Plaintiff seeks on a representative basis, following notice
11 to the Labor and Workforce Development Agency, civil penalties, reasonable attorneys' fees
12 pursuant to Labor Code section 2699(g)(1) and costs brought on behalf of Plaintiff, the State of
13 California, and others aggrieved.

14 **II. JURISDICTION AND VENUE**

15 2. This Court has jurisdiction over the claims of Plaintiff and all other current and
16 former aggrieved California-based hourly non-exempt employees because Plaintiff's lawsuit seeks
17 civil penalties on behalf of herself, all other current and former aggrieved California-based hourly
18 non-exempt employees, and the State of California in excess of thirty-five thousand dollars
19 (\$35,000); Defendants employed Plaintiff and all other current and former aggrieved California-
20 based hourly non-exempt employees; and the injuries to all other current and former aggrieved
21 California-based hourly non-exempt employees occurred in locations throughout California,
22 including but not limited to San Mateo County, at 1801 Murchison Dr #16, Burlingame, CA 94010.

23 **III. PARTIES**

24 1. Plaintiff brings this action as a representative of the Labor and Workforce
25 Development Agency on behalf of herself and other current and former employees subject to
26 violations of the Labor Code. The named Plaintiff and the persons on whose behalf this action is
27 filed include current, former and/or future employees of Defendants who work, worked, or will work
28 for Defendants as direct employees as well as temporary employees employed through temp

1 agencies as hourly non-exempt employees in California. At all times mentioned herein, the currently
2 named Plaintiff is and was domiciled and a resident and citizen of California and was employed by
3 Defendants in an hourly position from in or around October 24, 2024, until on or about June 11,
4 20245

5 2. Plaintiff is informed and believes and thereon alleges that Defendant SAGE
6 ELDERCARE SOLUTIONS, L.L.C. is authorized to do business within the State of California and
7 is doing business in the State of California and/or that Defendants DOES 1-50 are, and at all times
8 relevant hereto were persons acting on behalf of Defendant SAGE ELDERCARE SOLUTIONS,
9 L.L.C. in the establishment of, or ratification of, the aforementioned illegal wage and hour practices
10 or policies. Defendant SAGE ELDERCARE SOLUTIONS, L.L.C. operates in San Mateo County
11 and employed aggrieved employees in San Mateo County, including but not limited to, at 1801
12 Murchison Dr #16, Burlingame, CA 94010.

13 3. Plaintiff is informed and believes and thereon alleges that Defendants DOES 1
14 through 50 are corporations, or are other business entities or organizations of a nature unknown to
15 Plaintiff that employed Plaintiff and aggrieved California non-exempt employees, permitted
16 Plaintiff and aggrieved employees to work, and exercised control over the wages, hours and working
17 conditions of employment of Plaintiff and aggrieved employees.

18 4. Plaintiff is informed and believes and thereon alleges that Defendants DOES 51
19 through 100 are individuals unknown to Plaintiff. Each of the individual defendants is sued
20 individually and in his or her capacity as an agent, shareholder, owner, representative, manager,
21 supervisor, independent contractor and/or employee of each defendant who violated or caused to be
22 violated the minimum wage and overtime provisions of the Labor Code and/or any provision of the
23 Industrial Welfare Commission's wage orders regulating hours and days of work.

24 5. Plaintiff is unaware of the true names of Defendants DOES 1 through 100. Plaintiff
25 sues said defendants by said fictitious names, and will amend this complaint when the true names
26 and capacities are ascertained or when such facts pertaining to liability are ascertained, or as
27 permitted by law or by the Court. Plaintiff is informed and believes that each of the fictitiously
28 named defendants is in some manner responsible for the events and allegations set forth in this

1 complaint.

2 6. Plaintiff makes the allegations in this complaint without any admission that, as to
3 any particular allegation, Plaintiff bears the burden of pleading, proving, or persuading and Plaintiff
4 reserves all of Plaintiff's right to plead in the alternative.

5 **FIRST CAUSE OF ACTION**

6 **CIVIL PENALTIES PURSUANT TO THE PRIVATE ATTORNEYS GENERAL ACT OF**
7 **2004, LABOR CODE SECTIONS 2698, ET SEQ.**

8 **(Against all Defendants by Plaintiff on behalf of Themselves, the State of California, and**
9 **Other Current and Former Aggrieved Employees)**

10 7. Plaintiff incorporates all paragraphs above as though fully set forth herein.

11 8. During Plaintiff's employment and continuing through the present, Plaintiff alleges
12 Defendants violated Labor Code sections 201, 202, 203, 204, 223, 226, 226.7, 510, 512, 1194, 1197,
13 1198, 2802, and the applicable Wage Orders.

14 9. Specifically, Defendants have committed the following violations of California
15 Labor Code:

16 10. **Failure to pay wages for all hours worked at the legal minimum wage:**
17 Defendants employed many of their employees, including Plaintiff, as hourly non-exempt
18 employees. In California, an employer is required to pay hourly employees for all "hours worked,"
19 which includes all time that an employee is under control of the employer and all time the employee
20 is suffered and permitted to work. This includes the time an employee spends, either directly or
21 indirectly, performing services which inure to the benefit of the employer.

22 11. Labor Code sections 1194 and 1197 require an employer to compensate employees
23 for all "hours worked" at least at a minimum wage rate of pay as established by the IWC and the
24 Wage Orders.

25 12. In this case, Plaintiff and other current and former aggrieved California-based hourly
26 non-exempt employees worked more minutes per shift than Defendants credited them with having
27 worked. Specifically, Defendants failed to pay Plaintiff and other current and former aggrieved
28 California-based hourly non-exempt employees all wages at the applicable minimum wage for all

1 hours worked due to Defendants' policies, practices, and/or procedures including, but not limited
2 to:

3 (a) Failing to pay Plaintiff and other current and former aggrieved California-based
4 hourly non-exempt employees their actual hours worked during their shifts and instead paid Plaintiff
5 and other current and former aggrieved California-based hourly non-exempt employees by
6 scheduled hours despite that they routinely worked beyond their scheduled hours.

7 (b) Failing to pay Plaintiff and other current and former aggrieved California-based
8 hourly non-exempt employees for their actual hours worked sometimes spent fielding phone calls
9 Plaintiff was required to answer from patients or other employees while off the clock.

10 13. Therefore, Defendants suffered, permitted, and required Plaintiff and other current
11 and former aggrieved California-based hourly non-exempt employees to be subject to Defendants'
12 control without paying wages for that time. This resulted in Plaintiff and other current and former
13 aggrieved California-based hourly non-exempt employees working time for which they were not
14 compensated any wages, in violation of Labor Code sections 1194 and 1197 and the applicable
15 Wage Order.

16 14. Employee is further informed and believes, and based thereon alleges, that
17 Employer's conduct above that gave rise to such violations was malicious, fraudulent, or oppressive.
18 Employer would further be liable for civil penalties pursuant to Labor Code section
19 2699(f)(2)(B)(ii).

20 15. **Failure to pay wages for overtime hours worked at the overtime rate of pay**
21 **and/or failure to pay overtime wages at the proper rate of pay:** Defendants employed many of
22 their employees, including Plaintiff, as hourly non-exempt employees. In California, an employer
23 is required to pay hourly employees for all "hours worked," which includes all time that an employee
24 is under control of the employer and all time the employee is suffered and permitted to work. This
25 includes the time an employee spends, either directly or indirectly, performing services that inure to
26 the benefit of the employer.'

27 16. Labor Code sections 510 and 1194 require an employer to compensate employees a
28 higher rate of pay for hours worked in excess of eight (8) hours in a workday, in excess of forty (40)

1 hours in a workweek, and on any seventh consecutive day of work in a workweek:

2 Any work in excess of eight (8) hours in one workday, any work in excess of forty (40) hours
3 in any one (1) workweek, and the first eight (8) hours worked on the seventh day of work in
4 any one (1) workweek, shall be compensated at the rate of no less than one-and-one-half
5 (1.5) times the regular rate of pay for an employee. Any work in excess of twelve (12) hours
6 in one (1) day shall be compensated at the rate of no less than twice the regular rate of pay
7 for an employee. In addition, any work in excess of eight (8) hours on any seventh day of a
8 workweek shall be compensated at the rate of no less than twice the regular rate of pay of an
9 employee.

10 Labor Code section 510.

11 17. In this case, Defendants failed to pay Plaintiff and other current and former aggrieved
12 California-based hourly non-exempt employees overtime wages for all overtime hours worked due
13 to Defendants' policies, practices, and/or procedures including, but not limited to:

14 (a) Failing to pay Plaintiff and other current and former aggrieved California-based
15 hourly non-exempt employees their actual hours worked during their shifts and instead paid Plaintiff
16 and other current and former aggrieved California-based hourly non-exempt employees by
17 scheduled hours despite that they routinely worked beyond their scheduled hours.

18 (b) Failing to pay Plaintiff and other current and former aggrieved California-based
19 hourly non-exempt employees for their actual hours worked sometimes spent fielding phone calls
20 Plaintiff was required to answer from patients or other employees while off the clock.

21 18. Employee is further informed and believes, and based thereon alleges, that
22 Employer's conduct above that gave rise to such violations was malicious, fraudulent, or oppressive.
23 Employer would further be liable for civil penalties pursuant to Labor Code section
24 2699(f)(2)(B)(ii).

25 19. The foregoing policies, practices, and/or procedures resulted in time during each
26 workday that Plaintiff and other current and former aggrieved California-based hourly non-exempt
27 employees were under the control of Defendants but were not compensated. To the extent that the
28 foregoing uncompensated time occurred when Plaintiff and other current and former aggrieved
California-based hourly non-exempt employees worked more than eight (8) hours in a workday,
more than forty (40) hours in a workweek, and/or seven (7) days in a workweek, Defendants failed
to pay them at their overtime rate of pay for overtime hours worked, in violation of Labor Code

sections 510, 1194 and 1198, and the applicable Wage Order.

20. **Failure to pay wages to hourly non-exempt employees for workdays that Defendants failed to provide legally required and compliant meal periods and/or failure to pay period premium wages:** Plaintiff and other current and former aggrieved California-based hourly non-exempt employees regularly worked shifts of more than five (5) hours in length and shifts of more than ten (10) hours in length.

21. California law requires an employer to authorize or permit an employee an uninterrupted meal period of no less than thirty (30) minutes in which the employee is relieved of all duties and the employer relinquishes control over the employee's activities prior to the employee's sixth hour of work. Labor Code sections 226.7, 512, and 1198; Wage Order 5 at §11; *Brinker Rest. Corp. v. Super Ct. (Hohnbaum)* (2012) 53 Cal.4th 1004. An employer may not employ an employee for a work period of more than ten (10) hours per day without providing the employee with a second such meal period of not less than thirty (30) minutes prior to the start of the eleventh hour of work. *Id.* If the employee is not relieved of all duty during a meal period, the meal period shall be considered an "on duty" meal period and counted as time worked. A paid "on duty" meal period is only permitted when: (1) the nature of the work prevents an employee from being relieved of all duty; and (2) the parties have a written agreement agreeing to on-duty meal periods.

22. If an employer fails to provide an employee a meal period in accordance with the law, the employer must pay the employee one (1) hour of pay at the employee's regular rate of pay for each workday that a legally required and compliant meal period was not provided. Labor Code sections 226.7 and 1198; Wage Order 5 at §11.

23. In this case, Defendants failed to authorize or permit legally required and compliant meal periods to Plaintiff and other current and former aggrieved California-based hourly non-exempt employees due to Defendants' policies, practices, and/or procedures, including but not limited to:

(a) Failing to provide Plaintiff and other current and former aggrieved California-based hourly non-exempt employees timely, uninterrupted, duty-free meal breaks of at least 30 minutes for every five hours worked.

1 (b) Requiring Plaintiff and other current and former aggrieved California-based hourly
2 non-exempt employees to remain on the premises during their meal periods and on standby to be
3 readily available to service Defendants' patients during their meal periods, resulting in meal periods
4 that were not duty-free.

5 24. Additionally, Plaintiff alleges that Defendants maintained a policy, practice, and/or
6 procedure of failing to compensate Plaintiff and other current and former aggrieved California-based
7 hourly non-exempt employees one (1) hour of pay at their regular rate of pay for each workday that
8 Plaintiff and other current and former aggrieved California-based hourly non-exempt employees did
9 not receive legally required and compliant meal periods, in violation of Labor Code section 226.7.

10 25. Defendants' foregoing policies, practices, and/or procedures resulted in Plaintiff and
11 other current and former aggrieved California-based hourly non-exempt employees not receiving
12 wages to compensate them for workdays during which Defendants did not provide them with meal
13 periods in compliance with California law.

14 26. Employee is further informed and believes, and based thereon alleges, that
15 Employer's conduct above that gave rise to such violations was malicious, fraudulent, or oppressive.
16 Employer would further be liable for civil penalties pursuant to Labor Code section
17 2699(f)(2)(B)(ii).

18 27. **Failure to pay wages to hourly non-exempt employees for workdays that**
19 **Defendants failed to provide legally required and compliant rest periods and/or failure to pay**
20 **rest period premium:** Plaintiff and other current and former aggrieved California-based hourly
21 non-exempt employees regularly worked shifts of more than three-and-a-half (3.5) hours.

22 28. California law requires every employer to authorize and permit an employee a rest
23 period of ten (10) net minutes for every four (4) hours worked or major fraction thereof. Labor Code
24 section 226.7; Wage Order 5 at §12. Under California law, "[e]mployees are entitled to 10 minutes'
25 rest for shifts from three and one-half to six hours in length, 20 minutes for shifts of more than six
26 hours up to 10 hours, 30 minutes for shifts of more than 10 hours up to 14 hours, and so on." *Brinker*
27 *Restaurant Corp. v. Sup. Ct. (Hohnbaum)* (2012) 53 Cal.4th 1004, 1029; Labor Code section 226.7;
28 Wage Order 5 at §12. Rest periods, insofar as practicable, shall be in the middle of each work period.

1 Wage Order 5 at §12. Additionally, the rest period requirement ““obligates employers to permit –
2 and authorizes employees to take – off-duty rest periods.” *Augustus v. ABM Security Services, Inc.*
3 (2016) 2 Cal.5th 257, 269. That is, during rest periods employers must relieve employees of all
4 duties and relinquish control over how employees spend their time. *Id.*

5 29. If the employer fails to authorize or permit a required rest period, the employer must
6 pay the employee one (1) hour of pay at the employee’s regular rate of pay for each workday the
7 employer did not authorize or permit a legally required rest period. Labor Code section 226.7; Wage
8 Order 5 at § 12.

9 30. In this case, Defendants failed to authorize or permit all legally required and
10 compliant rest periods to Plaintiff and other current and former aggrieved California-based hourly
11 non-exempt employees due to Defendants’ policies, practices, and/or procedures including, but not
12 limited to:

13 (a) Failing to provide Plaintiff and other current and former aggrieved California-based
14 hourly non-exempt employees with net ten (10) minute rest breaks for every four (4) hours worked
15 or major fraction thereof.

16 (b) Requiring Plaintiff and other current and former aggrieved California-based hourly
17 non-exempt employees to remain on the premises during their rest periods and on standby to be
18 readily available to service Defendants’ patients during their rest periods, resulting in rest periods
19 that were not duty-free.

20 31. Additionally, Plaintiff alleges that Defendants maintained a policy, practice, and/or
21 procedure of failing to compensate Plaintiff and other current and former aggrieved California-based
22 hourly non-exempt employees with one (1) hour of pay at their regular rate of pay for each workday
23 they did not receive legally required and compliant rest periods, in violation of Labor Code section
24 226.7.

25 32. Defendants’ foregoing policies, practices, and/or procedures resulted in Plaintiff and
26 other current and former aggrieved California-based hourly non-exempt employees not receiving
27 wages to compensate them for workdays in which Defendants did not provide them with rest periods
28 in compliance with California law.

1 33. Employee is further informed and believes, and based thereon alleges, that
2 Employer's conduct above that gave rise to such violations was malicious, fraudulent, or oppressive.
3 Employer would further be liable for civil penalties pursuant to Labor Code section
4 2699(f)(2)(B)(ii).

5 34. **Failure to Indemnify for Losses and Expenditures Incurred as Part of**
6 **Employment:** California law requires that every employer must indemnify its employees for all
7 necessary expenditures or losses incurred by the employee in discharge of his or her duties or at the
8 obedience of the directions of the employer. Moreover, an employer is prohibited from passing the
9 ordinary business expenses and losses of the employer onto the employee. (Lab. Code, § 2802.)

10 35. Defendants have violated Labor Code Section 2802 by failing to indemnify Plaintiff
11 and other current and former aggrieved California-based non-exempt hourly employees' necessary
12 expenditures they incurred in the discharge of their duties. Specifically, Defendants employed
13 policies, practices, and/or procedures included, but not limited to:

14 (a) Requiring Plaintiff and other current and former aggrieved California-based hourly
15 non-exempt employees to use or purchase their own tools and/or resources in order to work for
16 Defendants, including but not limited to their cell phone (including both telephone use and cellular
17 data use) for work-related purposes – without reimbursing Plaintiff and other current and former
18 aggrieved California-based hourly non-exempt employees for such use.

19 36. Moreover, Defendants employed policies and procedures which ensured Plaintiff and
20 aggrieved employees would not receive indemnification for their employment related expenses.
21 This practice resulted in Plaintiff and aggrieved employees not receiving such indemnification in
22 compliance with California law.

23 37. Therefore, Defendants are liable to Plaintiff and aggrieved employees for their
24 employment related expenses, including but not limited to costs related to use of their personal cell
25 phones and costs associated with their uniforms pursuant to Labor Code section 2802.

26 38. Employee is further informed and believes, and based thereon alleges, that
27 Employer's conduct above that gave rise to such violations was malicious, fraudulent, or oppressive.
28 Employer would further be liable for civil penalties pursuant to Labor Code section

1 2699(f)(2)(B)(ii).

2 39. **Failure to timely pay earned wages during employment:** In California, wages
3 must be paid at least twice during each calendar month on days designated in advance by the
4 employer as regular paydays, subject to some exceptions. Labor Code section 204(a). Wages earned
5 between the 1st and 15th days, inclusive, of any calendar month must be paid between the 16th and
6 the 26th day of that month and wages earned between the 16th and the last day, inclusive, of any
7 calendar month must be paid between the 1st and 10th day of the following month. *Id.* Other payroll
8 periods such as those that are weekly, biweekly, or semimonthly, must be paid within seven (7)
9 calendar days following the close of the payroll period in which wages were earned. Labor Code
10 section 204(d).

11 40. As a derivative of Plaintiff's claims above, Plaintiff alleges that Defendants failed to
12 timely pay Plaintiff's and other current and former aggrieved California-based hourly non-exempt
13 employees' earned wages (including minimum wages, overtime wages, meal period premium wages
14 and/or rest period premium wages), in violation of Labor Code section 204. Defendants'
15 aforementioned policies, practices, and/or procedures resulted in their failure to pay Plaintiff's and
16 other current and former aggrieved California-based hourly non-exempt employees' their earned
17 wages within the applicable time frames outlined in Labor Code section 204.

18 41. Plaintiff also believes these failures were malicious, fraudulent, or oppressive.
19 Employer would further be liable for civil penalties pursuant to Labor Code section
20 2699(f)(2)(B)(ii).

21 42. **Secret payment of lower wages than designated by statute:** Labor Code section
22 223 provides that, where any statute or contract requires an employer to maintain the designated
23 wage scale, it shall be unlawful to secretly pay a lower wage while purporting to pay the wage
24 designated by statute or contract. By engaging in the unlawful conduct alleged herein, including by
25 failing to: pay overtime wages at the applicable legal overtime rate, meal break premiums and lawful
26 sick pay at the employees' regular rate of pay, as established by Labor Code sections 226.7, 246,
27 510, 1194 and sections 11 and 12 of the applicable IWC Wage Orders, as incorporated by Labor
28 Code section 1198, the Defendant secretly paid a lower wage than designated by statute while

1 purporting to pay the wages designated by statute, in violation of Labor Code section 223.

2 43. Plaintiff also believes these failures were malicious, fraudulent, or oppressive.
3 Employer would further be liable for civil penalties pursuant to Labor Code section
4 2699(f)(2)(B)(ii).

5 44. **Failure to provide complete and accurate wage statements:** Labor Code section
6 226, subdivision (a). Labor Code section 226(a) provides, *inter alia*, that, upon paying an employee
7 his or her wages, the employer must “furnish each of his or her employees ... an itemized statement
8 in writing showing (1) gross wages earned, (2) total hours worked by the employee, except for any
9 employee whose compensation is solely based on a salary and who is exempt from payment of
10 overtime under subdivision (a) of Section 515 or any applicable order of the Industrial Welfare
11 Commission, (3) the number of piece-rate units earned and any applicable piece rate if the employee
12 is paid on a piece-rate basis, (4) all deductions, provided, that all deductions made on written orders
13 of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive
14 dates of the pay period for which the employee is paid, (7) the name of the employee and his or her
15 social security number, (8) the name and address of the legal entity that is the employer, and (9) all
16 applicable hourly rates in effect during the pay period and the corresponding number of hours
17 worked at each hourly rate by the employee.”

18 45. As a derivative of Plaintiff’s allegations above, Defendants’ failure to pay Plaintiff
19 and other current and former aggrieved California-based hourly non-exempt employees all wages
20 earned (including minimum wages, overtime wages, meal period premium wages, and/or rest period
21 premium wages) rendered Plaintiff’s and other current and former aggrieved California-based
22 hourly non-exempt employees’ wage statements inaccurate, in violation of Labor Code section
23 226(a)(1, 2, 5 & 9).

24 46. Plaintiff believes these failures were willful and intentional.

25 47. Plaintiff also believes these failures were malicious, fraudulent, or oppressive.
26 Employer would further be liable for civil penalties pursuant to Labor Code section
27 2699(f)(2)(B)(ii).

28 48. **Failure to pay employees all wages due at time of termination/resignation:** An

1 employer is required to pay all unpaid wages timely after an employee's employment ends. The
2 wages are due immediately upon termination (Labor Code section 201) or within seventy-two (72)
3 hours of resignation (Labor Code section 202).

4 49. As a derivative of Plaintiff's allegations above, because Defendants failed to pay
5 Plaintiff and other current and former aggrieved California-based hourly non-exempt employees all
6 their earned wages (including minimum wages, overtime wages, meal period premium wages,
7 and/or rest period premium wages), Defendants failed to pay those employees timely after each
8 employee's termination and/or resignation, in violation of Labor Code sections 201, 202, and 203.

9 50. Plaintiff believes these failures were willful and intentional.

10 51. Plaintiff also believes these failures were malicious, fraudulent, or oppressive.
11 Employer would further be liable for civil penalties pursuant to Labor Code section
12 2699(f)(2)(B)(ii).

13 52. Labor Code sections 2699, subdivisions (a) and (g) authorize an aggrieved employee,
14 on behalf of himself or herself and other current or former employees, to bring a civil action to
15 recover civil penalties against all Defendants pursuant to the procedures specified in Labor Code
16 section 2699.3.

17 53. Plaintiff has complied with the procedures for bringing suit specified in Labor Code
18 section 2699.3. On November 5, 2025, Plaintiff filed a PAGA Claim Notice with the LWDA and
19 provided notice to Defendants by certified mail which provided notice of the specific provisions of
20 the Labor Code alleged to have been violated, including the facts and theories to support the
21 violations alleged.

22 54. Pursuant to Labor Code section 2699.3, the LWDA must give written notice by
23 certified mail to the parties that it intends to investigate the alleged violations of the Labor Code
24 within 60 days of the date of the complainant's written notice. The LWDA failed to provide the
25 parties notice within 60 days of the date of Plaintiff's PAGA Claim Notice that the LWDA intends
26 to investigate Plaintiff's claims.

27 55. Pursuant to Labor Code sections 2699(a) and (f), Plaintiff is entitled to recover civil
28 penalties for Defendants' violations of Labor Code sections 201, 202, 203, 204, 223, 226(a), 226.7,

1 510, 512, 1194, and 1198., During Plaintiff's employment and continuing through the present,
2 preceding Plaintiff sending the initial PAGA Claim Notice to the LWDA to the present, in the
3 following amounts:

4 a. For violations of Labor Code sections 201, 202, 203, 226(a), 226.7, 1198, and
5 2802; one hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation
6 and two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent
7 violation [penalty amounts established by Labor Code section 2699(f)(2)].

8 b. For violations of Labor Code section 226(a), alternatively, two hundred fifty
9 dollars (\$250) for each employee for each pay period for the initial violation, and for each
10 subsequent violation, one thousand dollars (\$1000) for each underpaid employee for each pay period
11 [penalty amounts established by Labor Code section 226.3].

12 c. For violations of Labor Code section 510 and 512, fifty dollars (\$50) for each
13 employee for each pay period for the initial violation, and for each subsequent violation, one
14 hundred dollars (\$100) for each underpaid employee for each pay period [penalty amounts
15 established by Labor Code section 558].

16 d. For violations of Labor Code section 204, one hundred dollars (\$100) for
17 each failure to pay each employee in any initial violation, and for each subsequent violation, or any
18 willful or intentional violation, two hundred dollars (\$200) for each failure to pay each employee,
19 plus 25 percent of the amount unlawfully withheld [penalty amounts established by Labor Code
20 section 210].

21 e. For violations of Labor Code section 223, one hundred dollars (\$100) for
22 each failure to pay each employee in any initial violation, and for each subsequent violation, or any
23 willful or intentional violation, two hundred dollars (\$200) for each failure to pay each employee,
24 plus 25 percent of the amount unlawfully withheld [penalty amounts established by Labor Code
25 section 225.5].

26 56. Pursuant to Labor Code section 2699(g), Plaintiff is entitled to an award of
27 reasonable attorneys' fees and costs in connection with her claims for civil penalties.

28 **PRAYER FOR RELIEF**

1 WHEREFORE, PLAINTIFF, ON BEHALF OF HERSELF AND ON OTHER AGGRIEVED
2 EMPLOYEES, PRAYS AS FOLLOWS:

3 ON THE FIRST CAUSE OF ACTION:

4 1. That Defendants be found to have violated the provisions of the Labor Code and the
5 IWC Wages Orders as to the Plaintiff and aggrieved employees;

6 2. For any and all legally applicable penalties during the relevant statute of limitations
7 subject to any permissible tolling, including but not limited to those recoverable under the California
8 Labor Code, including but not limited to sections 210, 225.5, 226.3, 558, 2699(f);

9 3. For attorneys' fees and costs of suit, including but not limited to those recoverable
10 under California Labor Code section 2699(g); and

11 4. For such and other further relief, in law and/or equity, as the Court deems just or
12 appropriate.

13
14 Dated: January 13, 2026,

Respectfully submitted,
LAVI & EBRAHIMIAN, LLP

15
16 By: Matthew Gustin
17 Joseph Lavi, Esq.
18 Vincent C. Granberry, Esq.
19 Jeffrey D. Klein, Esq.
20 Matthew J. Gustin, Esq.
21 Attorneys for Plaintiff
22 JASMINE NOBLE
23 on behalf of herself and current and former aggrieved
24 employees
25
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