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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES**

EZEQUIEL CESAR RAMOS, on behalf of
himself and all others similarly situated,

Plaintiff,

v.

BLACKROCK LOGISTICS, INC., a Nevada
Corporation; and DOES 1-50, inclusive.

Defendants.

CASE NO.: 26STCV03517

**FIRST AMENDED CLASS AND PAGA
ACTION COMPLAINT:**

- (1) FAILURE TO PAY ALL MINIMUM WAGES;
- (2) FAILURE TO PAY ALL OVERTIME WAGES;
- (3) FAILURE TO TIMELY PAY WAGES;
- (4) MEAL PERIOD VIOLATIONS;
- (5) REST PERIOD VIOLATIONS;
- (6) WAGE STATEMENT VIOLATIONS;
- (7) WAITING TIME PENALTIES;
- (8) FAILURE TO REIMBURSE NECESSARY BUSINESS EXPENSES;
- (9) UNFAIR COMPETITION; &
- (10) PAGA PENALTIES

DEMAND FOR JURY TRIAL

FILED
Superior Court of California
County of Los Angeles
04/06/2026

David W. Slayton, Executive Officer / Clerk of Court
By: R. Lozano Deputy

1 Plaintiff Ezequiel Cesar Ramos (“Plaintiff”), on behalf of himself and all other similarly
2 situated non-exempt employees, alleges and complains of Defendant Blackrock Logistics, Inc.
3 (“Defendant”) and DOES 1 to 50 (collectively, “Defendants”) and each of them, as follows:

4 **INTRODUCTION**

5 1. Defendant provides transportation, brokerage, warehouse, labor management and
6 supply chain support services.

7 2. Plaintiff brings this class action lawsuit against Defendant for alleged violations of the
8 California Labor Code and Business and Professions Code.

9 3. As set forth below, Plaintiff alleges that Defendant failed to pay for all hours worked
10 due to its failure to record and pay for all time worked off the clock. Moreover, Plaintiff alleges that
11 Defendants failed to pay all wages in a timely manner in violation of Labor Code § 204. Plaintiff
12 further alleges that Defendant’s meal and rest period policies and practices failed to allow and permit
13 non-exempt employees to take all compliant and timely meal and rest periods or pay premium wages
14 at the “regular rate of pay” in lieu thereof. Moreover, Plaintiff alleges that Defendant failed to provide
15 non-exempt employees with accurate written itemized wage statements in violation of Labor Code §
16 226(a), failed to reimburse all necessary business expenses incurred, and failed to timely pay all final
17 wages upon separation of employment in violation of Labor Code §§ 201-203.

18 4. Plaintiff also brings a claim for civil penalties based on the foregoing Labor Code
19 violations under the Private Attorney General Act (“PAGA”).

20 5. Based on these alleged Labor Code violations, Plaintiff now brings this class action
21 and representative action to recover unpaid wages, restitution, penalties, and other related relief for
22 himself and all other similarly situated non-exempt employees.

23 **JURISDICTION AND VENUE**

24 6. Plaintiff, on behalf of himself and all other similarly situated employees hereby bring
25 this class action for recovery of unpaid wages and penalties under California Labor Code §§ 201-
26 203, 204, 210, 226(a), 226(a)(6), 226(e), 226.3, 226.7, 227.3, 510, 512, 516, 1194, 1197.1, 1199,
27 2802-2804, and applicable Industrial Welfare Commission Wage Orders (“Wage Orders”), in
28 addition to seeking declaratory relief and restitution pursuant to California Business and Professions

1 Code § 17200, *et seq.*

2 7. This class action is brought pursuant to California Code of Civil Procedure § 382.

3 8. This Court has jurisdiction over Defendant's violations of the California Labor Code
4 and applicable Wage Orders because the amount in controversy exceeds this Court's jurisdictional
5 minimum.

6 9. Venue is proper in this judicial district pursuant to California Code of Civil Procedure
7 §§ 395(a) and 395.5, Defendant operates in California within the County of Los Angeles, and
8 Defendant is within the jurisdiction of this Court for purposes of service of process.

9 **PARTIES**

10 10. At all relevant times herein, Plaintiff, who is over 18, was and currently is a California
11 resident residing in the State of California.

12 11. Plaintiff is informed, believes, and alleges that Defendants are authorized to do
13 business within the County of Los Angeles and are and/or were the legal employer of Plaintiff and
14 the Class Members during the applicable statutory periods. Plaintiff was, and is, a victim of
15 Defendants' policies and/or practices complained of herein and has been deprived of the rights
16 guaranteed to him by California Labor Code §§ 201-203, 204, 210, 226, 226(a), 226(e), 226.3, 226.7,
17 227.3, 510, 512, 516, 1194, 1197.1, 1199, 2802-2804, and the California Business and Professions
18 Code § 17200 *et seq.*, and applicable Wage Orders.

19 12. Plaintiff is informed and believes, and based thereon alleges, that during the four years
20 preceding the filing of the Complaint and continuing to the present, Defendants did (and continue to
21 do) business in the State of California, County of Los Angeles.

22 13. Plaintiff does not know the true names or capacities, whether individual, partner, or
23 corporate, of the Defendants sued herein as DOES 1 to 50, inclusive, and for that reason, said
24 Defendants are sued under such fictitious names, and Plaintiff will seek leave from this Court to
25 amend this Complaint when such true names and capacities are discovered. Plaintiff is informed, and
26 believes, and thereon alleges, that each of said fictitious Defendants, whether individual, partners, or
27 corporate, was responsible in some manner for the acts and omissions alleged herein, and proximately
28 caused Plaintiff and the Classes to be subject to the unlawful employment practices alleged herein.

14. Plaintiff is informed, believes, and thereon alleges, that at all times mentioned herein, Defendants were and are the employers of Plaintiff and all members of the Classes. At all times herein mentioned, each of said Defendants participated in the doing of the acts hereinafter alleged to have been done by the named Defendants. Furthermore, the Defendants, and each of them, were the agents, servants, and employees of each and every one of the other Defendants, as well as the agents of all Defendants, and at all times herein mentioned, were acting within the course and scope of said agency and employment. Defendants, and each of them, approved of, condoned, and/or otherwise ratified each and every one of the acts or omissions complained of herein.

15. At all times mentioned herein, Defendants, and each of them, were members of and engaged in a joint venture, partnership, and common enterprise and acting within the course and scope of and in pursuance of said joint venture, partnership, and common enterprise. Further, Plaintiff alleges that all Defendants were joint employers for all purposes of Plaintiff and all members of the Classes.

COMMON FACTUAL ALLEGATIONS

16. Defendant provides transportation, brokerage, warehouse, labor management and supply chain support services.

17. Plaintiff was employed by Defendant as a non-exempt employee in the role of “Yard Driver” role, starting February 2025. Based in Palmdale, California, the Plaintiff was responsible for a variety of tasks, including, but not limited to, moving trailers within warehouse/yard, and ensuring trailer temperature/refrigeration is working.

18. Alongside Plaintiff, other non-exempt employees, including but not limited to Dispatcher, Yard Driver, Truck Driver, Yard Coordinator, and Trailer Mechanic, played a critical role in supporting Defendant's daily operations and overall success across California.

19. Plaintiff and other non-exempt employees were responsible for a wide range of tasks critical to the company's operations, such as transportation, inventory, repairing, warehousing and overall logistics services. Their work ensured the effective operation of Defendant's assets. Despite the essential nature of their contributions, Plaintiff and other non-exempt employees allege that Defendant failed to comply with California labor laws, including but not limited to accurate

1 timekeeping, proper wage payment, and provision of meal and rest periods, as set forth below.

2 20. At all relevant times, Plaintiff and other non-exempt employees regularly worked
3 various shifts, many of which were more than 8.0 hours in a workday and 40.0 hours in a workweek.
4 Plaintiff alleges that other non-exempt employees were also subjected to the same policies,
5 procedures, practices, working conditions, and corresponding wage and hour violations to which he
6 was subjected during his employment.

7 21. First, at all relevant times, Defendant has consistently failed to accurately record and
8 pay for all time worked, including the time non-exempt employees were under the employer's control.
9 This included a policy and practice of failing to properly record the time worked by non-exempt
10 employees, including all time spent working off the clock. As a result of this company-wide
11 policy/practice, Plaintiff and other non-exempt employees are not compensated for all the hours that
12 they work and all of the overtime hours they work, in violation of Labor Code §§ 204, 210, 510,
13 1194, 1197.1, 1199, and applicable Wage Orders.

14 22. As a result, over a period of time, Plaintiff and other non-exempt employees were not
15 properly paid for all hours worked, in violation of Cal. Labor Code §§ 204, 210, 1194, 1197.1, 1199,
16 and applicable Wage Orders. Additionally, due to the unlawful timekeeping policy/practices, Plaintiff
17 and other non-exempt employees were not properly paid at the correct overtime rate for hours worked
18 in excess of eight hours per shift in violation of Labor Code § 510.

19 23. Labor Code § 1197.1 authorizes employees who are paid less than the minimum fixed
20 by an applicable state or local law or by an order of the commission a civil penalty, restitution of
21 wages, and liquidated damages as follows: (1) for any initial violation that is intentionally committed,
22 one hundred dollars (\$100) for each underpaid employee for each pay period for which the employee
23 is underpaid....[and] (2) [f]or each subsequent violation for the same specific offense, two hundred
24 fifty dollars (\$250) for each underpaid employee for each pay period for which the employee is
25 underpaid regardless of whether the initial violation was intentionally committed.

26 24. Labor Code § 510 requires an employer to compensate an employee who works more
27 than eight (8) hours in one workday, forty (40) hours in a workweek, and for the first eight (8) hours
28 worked on the seventh consecutive day, no less than one and one-half times (1 1/2) the regular rate of

1 pay. In addition, Labor Code § 510 obligates employers to compensate employees at no less than
2 twice the regular rate of pay when an employee works more than twelve (12) hours in a workday or
3 more than eight (8) hours on the seventh consecutive day of work. Pursuant to Section 3 of the
4 applicable Wage Orders, non-exempt employees shall not be employed more than eight (8) hours in
5 any workday or more than 40 hours in any workweek unless the employee receives one and one-half
6 (1 1/2) times such employee's regular rate of pay for all hours worked over 40 hours in the workweek.

7 25. Further, at all relevant times, Defendant failed to timely pay all wages to Plaintiff and
8 other non-exempt employees in violation of Labor Code § 204. Plaintiff and other non-exempt
9 employees were and are routinely paid on a "weekly, biweekly, or semimonthly" payroll, but
10 Defendant failed and continues to fail to pay all wages within seven (7) calendar days of the close of
11 the payroll period.

12 26. Labor Code § 204 "pertains to the timing of wage payments" and serves a very
13 important public policy objective. "It has long been recognized that wages are not ordinary debts, . .
14 . and that, because of the economic position of the average worker and, in particular, his dependence
15 on wages for the necessities of life for himself and his family, it is essential to the public welfare that
16 he receive his pay when it is due." (See also *In re Trombley* (1948) 31 Cal. 2d 801, 810-11 (citing *In*
17 *re Moffett* (1937) 19 Cal.App.2d 7, 19). The penalties for violating Labor Code § 204 are set forth in
18 Labor Code section 210(a) as follows: [E]very person who fails to pay the wages of each employee
19 as provided in Sections . . . 204 . . . shall be subject to a civil penalty as follows: (1) For any initial
20 violation, one hundred dollars (\$100) for each failure to pay each employee. (2) For each subsequent
21 violation, or any willful or intentional violation, two hundred dollars (\$200) for each failure to pay
22 each employee, plus 25 percent of the amount unlawfully withheld.

23 27. Due to Defendant's uniform pay policies/practices of failing to pay Plaintiff and other
24 non-exempt employees timely, Defendant violated the provisions of Labor Code § 204 and the
25 applicable Wage Orders. Accordingly, to the extent permitted by law, Plaintiff and non-exempt
26 employees are entitled to recover civil penalties pursuant to Labor Code §§ 210(a).

27 28. Moreover, at all relevant times, Plaintiff and other non-exempt employees were denied
28 compliant and timely 30-minute off-duty meal periods as mandated by California law. Due to

1 Defendant's uniform meal period policies/practices, operational requirements, and work demands,
2 Plaintiff and other non-exempt employees often could not take timely and uninterrupted net 30-
3 minute first meal periods before the end of the fifth hour of work. Further, when Plaintiff and other
4 non-exempt employees worked more than 10.0 hours in a shift, they were not allowed or permitted
5 to take a mandated second meal period before the end of the tenth hour of work in violation of the
6 Labor Code and applicable Wage Orders. Indeed, Plaintiff's and other non-exempt employees' meal
7 periods were often interrupted and/or lasted fewer than 30 minutes due to Defendant's meal period
8 policies/procedures, operational requirements, and work demand.

9 29. In addition, for each missed or non-compliant meal period, Defendant failed and
10 continues to fail to maintain a mechanism by which non-exempt employees were paid meal period
11 premiums at the "regular rate of pay" pursuant to *Ferra v. Loews Hollywood Hotel, LLC* (2021) 11
12 5th 858 and Labor Code § 226.7.

13 30. Accordingly, due to Defendant's uniform meal period practices, non-exempt
14 employees were also regularly denied legally compliant meal periods in violation of Labor Code §§
15 226.7, 510, 516, and applicable Wage Orders.

16 31. Next, at all relevant times, Plaintiff and other non-exempt employees were not
17 provided with all 10-minute rest periods for every four hours worked, or a major fraction thereof, due
18 to Defendant's uniform rest period policies/practices, operational requirements and work demands.
19 As a result, Plaintiff and other non-exempt employees were and are often unable to take a net 10-
20 minute duty-free rest period for every major fraction of four hours worked. This includes a second
21 rest period for shifts in excess of six hours and a third rest period for shifts in excess of 10.0 hours in
22 a workday.

23 32. By not relieving all non-exempt employees of all duties during rest periods, Defendant
24 failed to provide legally compliant rest periods. See *Augustus v. ABM Security Services, Inc.* (2016)
25 2 Cal. 5th 257, 269 [concluding that "during rest periods employers must relieve employees of all
26 duties and relinquish control over how employees spend their time."] (Emphasis added). In *Augustus*,
27 the California Supreme Court expressly rejected the employer's assertion that it could provide an on-
28 duty rest period to employees who worked as security guards and further explained: "that employers

1 [must] relinquish any control over how employees spend their break time and relieve their employees
2 of all duties.” *Id.* at 273. Each time non-exempt employees could not take a compliant rest period;
3 Defendant failed and continues to fail to adequately pay rest period premium payments at the “regular
4 rate of pay” as required by Labor Code § 226.7.

5 33. Accordingly, due to Defendant’s uniform rest period policies/practices, non-exempt
6 employees were regularly denied legally compliant rest breaks in violation of Labor Code §§ 226.7,
7 512, and applicable Wage Orders.

8 34. As a result of Defendant’s failure to pay Plaintiff and other non-exempt employees for
9 all hours they were subject to the control of Defendant, including all minimum and overtime wages,
10 and Defendant’s failure to pay all meal and rest period premiums at the “regular rate of pay,”
11 Defendant issued wage statements which failed to identify the gross wages earned accurately, the
12 total hours worked, the net wages earned, and the correct corresponding number of hours worked at
13 each hourly rate, in violation of Labor Code § 226(a)(1, 2, 5, and 9).

14 35. Labor Code § 226.3 provides that “[a]ny employer who violates subdivision (a) of
15 Section 226 shall be subject to a civil penalty in the amount of two hundred fifty dollars (\$250) per
16 employee per violation in an initial violation and one thousand dollars (\$1,000) per employee for
17 each violation in a subsequent citation, for which the employer fails to provide the employee a wage
18 deduction statement or fails to keep the required in subdivision (a) of Section 226.”

19 36. Thus, for the violations of Labor Code section 226 described above, Plaintiff and other
20 non-exempt employees may also recover Labor Code § 226.3 penalties for Defendant’s violations of
21 Labor Code § 226(a). Consequently, because Defendant failed to comply with Labor Code § 226(a),
22 Plaintiff and other non-exempt employees would be entitled to recover penalties under Labor Code §
23 226(e).

24 37. Furthermore, because Defendant failed to pay all minimum, overtime, and sick pay
25 wages, and meal and rest period premiums at the “regular rate of pay,” Defendant also failed and
26 continues to fail to pay Plaintiff and other non-exempt employees all wages owed at their time of
27 separation from employment in violation of Labor Code §§ 201-203. Thus, non-exempt employees
28 would be entitled to recover waiting time penalties under Labor Code §§ 201-203.

38. Finally, at all relevant times, Defendant required Plaintiff and other non-exempt employees to incur necessary expenses for work-related purposes but did not reimburse non-exempt employees adequately for these necessary expenditures in violation of Labor Code §§ 2802-2804. Here, Defendant uniformly failed to reimburse non-exempt employees for the necessary costs incurred in discharging their duties. (*See Cochran v. Schwan's Home Service, Inc.*, (2014) 228 Cal.App.4th 1137, 1144 ["[i]f an employee is required to make work-related calls on a personal cell phone, then he or she is incurring an expense for the purposes of section 2802. It does not matter whether the phone bill is paid for by a third person or at all...To show liability under section 2802, an employee needs only to show that he or she was required to use a personal cell phone to make work-related calls, and he or she was not reimbursed"].) Accordingly, due to Defendant's uniform failure to adequately reimburse for necessary business expenditures in violation of Labor Code §§ 2802-2804 and applicable Wage Orders.

CLASS ACTION ALLEGATIONS

39. Plaintiff brings this action on behalf of himself and the following Classes pursuant to § 382 of the Code of Civil Procedure:

All current or former non-exempt hourly employees who work or worked for Defendant in California during the four years immediately preceding the filing of the Complaint through the date of trial. (the “Class”);

All current or former non-exempt employees who worked for Defendant in California and worked overtime hours during at least one shift during the four years immediately preceding the filing of the Complaint through the date of trial. (“the Overtime Subclass”);

All current or former employees who work or worked for Defendant in California during the one year immediately preceding the filing of the Complaint through the date of trial. (“the Wage Statement Subclass”)

All employees who work or worked for Defendant in California and who left their employment during the three years immediately preceding the filing of the Complaint through the date of trial. (“Waiting Time Penalty Subclass”)

(collectively “the Classes”)

40. **Numerosity/Ascertainability:** The members of the Classes are so numerous that joinder of all members would be unfeasible and not practicable. The membership of the Classes is

unknown to Plaintiff at this time; however, it is estimated that the Classes consist of at least one hundred (100) individuals. The identity of such membership is readily ascertainable via inspection of Defendant's employment and payroll records.

41. **Common Questions of Law and Fact Predominate/Well-Defined Community of Interest:** There are common questions of law and fact as to Plaintiff and all other similarly situated non-exempt employees, which predominate over questions affecting only individual members including, without limitation to:

1. Whether Defendant failed to record and pay for all hours worked by Class Members;
2. Whether Defendant failed to pay all wages timely in compliance with Labor Code § 204;
3. Whether Defendant provided legally compliant meal and rest periods or proper compensation at the "regular rate of pay" in lieu thereof to members of the Class;
4. Whether Defendant furnished legally compliant wage statements to members of the Wage Statement Subclass pursuant to Labor Code § 226(a);
5. Whether the timing and amount of payment of final wages to members of the Waiting Time Penalty Subclass at the time of separation from employment were unlawful; and
6. Whether Defendant failed to reimburse Class Members for all necessary business expenses in violation of Labor Code §§ 2802-2804.

42. **Predominance of Common Questions:** Common questions of law and fact predominate over questions that affect only individual members of the Classes. The common questions of law set forth above are numerous and substantial and stem from Defendant's policies and/or practices applicable to each individual class member, such as without limitation, Defendant's failure to pay for all hours worked, Defendant's failure to timely pay all wages, Defendant's failure to provide all compliant meal and rest periods or premiums at the "regular rate of pay" in lieu thereof, Defendant's failure to provide accurate itemized wage statements, Defendant's failure to pay for all wages due upon separation of employment, and Defendant's failure to reimburse for all necessary business expenses. As such, the common questions predominate over individual questions concerning each class member's showing as to his or her eligibility for recovery or the amount of his or her

1 damages.

2 43. **Typicality:** The claims of Plaintiff are typical of the claims of the Classes because
3 Plaintiff was employed by Defendant as a non-exempt employee in California during the statute(s)
4 of limitation applicable to each cause of action pled in the Complaint in this action. As alleged herein,
5 Plaintiff, like the members of the Classes, was deprived of minimum and overtime wages, was paid
6 untimely, was deprived of meal and rest period premium wages, was subject to Defendant's uniform
7 meal and rest period policies/practices, was not provided accurate itemized wage statements, was not
8 timely paid all wages owed upon separation of employment and was not reimbursed for all necessary
9 business expenses.

10 44. **Adequacy of Representation:** Plaintiff is fully prepared to take all necessary steps to
11 represent fairly and adequately the interests of the members of the Classes. Moreover, Plaintiff's
12 attorneys are ready, willing, and able to fully and adequately represent the members of the Classes.
13 Plaintiff's attorneys have prosecuted and are actively litigating several wage-and-hour class actions
14 in state and federal courts and are committed to vigorously prosecuting this action on behalf of the
15 members of the Classes.

16 45. **Superiority:** The California Labor Code is broadly remedial in nature and serves an
17 important public interest in establishing minimum working conditions and standards in California.
18 These laws and labor standards protect the average working employee from exploitation by
19 employers who have the responsibility to follow the laws and who may seek to take advantage of
20 superior economic and bargaining power in setting onerous terms and conditions of employment. The
21 nature of this action and the format of laws available to Plaintiff and members of the Classes make
22 the class action format a particularly efficient and appropriate procedure to redress the violations
23 alleged herein. If each employee were required to file an individual lawsuit, Defendant would
24 necessarily gain an unconscionable advantage since they could exploit and overwhelm the limited
25 resources of each individual plaintiff with their vastly superior financial and legal resources.

26 46. Moreover, requiring each member of the Classes to pursue an individual remedy would
27 also discourage the assertion of lawful claims by employees who would be disinclined to file an action
28 against their former and/or current employer for real and justifiable fear of retaliation and permanent

1 damages to their careers at subsequent employment. Further, the prosecution of separate actions by
2 the individual class members, even if possible, would create a substantial risk of inconsistent or
3 varying verdicts or adjudications with respect to the individual class members against Defendant
4 herein and which would establish potentially incompatible standards of conduct for Defendant; and/or
5 legal determinations with respect to individual class members which would, as a practical matter, be
6 dispositive of the interest of the other class members not parties to adjudications or which would
7 substantially impair or impede the ability of the class members to protect their interests. Further, the
8 claims of the individual members of the class are not sufficiently large to warrant vigorous individual
9 prosecution considering all of the concomitant costs and expenses attending thereto. As such, the
10 Classes identified in Paragraph 39 are maintainable as Classes under § 382 of the Code of Civil
11 Procedure.

12 **FIRST CAUSE OF ACTION**
13 **MINIMUM WAGE VIOLATIONS**
14 **(AGAINST ALL DEFENDANTS)**

15 47. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

16 48. Section 4 of the applicable Wage Order(s) and Labor Code §§ 1197 and 1182.12
17 establish the right of employees to be paid minimum wages for all hours worked, in amounts set by
18 state law. Labor Code §§ 1194(a) and 1194.2(a) provide that an employee who has not been paid the
19 legal minimum wage as required by Labor Code § 1197 may recover the unpaid balance together
20 with attorneys' fees and costs of suit, as well as liquidated damages in an amount equal to the unpaid
21 wages and interest accrued thereon.

22 49. At all relevant times herein, Defendant failed to record all time accurately worked,
23 including failing to record time worked properly and all time spent working off-the-clock, which
24 resulted in these individuals not being paid for all hours they actually suffered or permitted to work.
25 Accordingly, Plaintiff and members of the Classes were not compensated for all hours worked,
26 including all hours they were subject to the control of Defendant and/or suffered or permitted to work
27 under the Labor Code and applicable Wage Orders.

28 ///

50. Labor Code § 1198 makes an employee's employment unlawful under conditions the Industrial Welfare Commission prohibits. Labor Code §§ 1194(a) and 1194.2(a) provide that an employer who has failed to pay its employees the legal minimum wage is liable to pay those employees the unpaid balance of the unpaid wages as well as liquidated damages in an amount equal to the wages due and interest thereon.

51. As a direct and proximate result of Defendant's unlawful conduct as alleged herein, Plaintiff and the Classes have sustained economic damages, including but not limited to unpaid wages and lost interest, in an amount to be established at trial, and they are entitled to recover economic and statutory damages and penalties and other appropriate relief as a result of Defendant's violations of the Labor Code and applicable Wage Orders.

52. Defendant's practice and uniform administration of corporate policy regarding illegal employee compensation is unlawful and creates an entitlement to recovery by Plaintiff and members of the Classes in a civil action for the unpaid amount of minimum wages, liquidated damages, including interest thereon, statutory penalties, attorney's fees, and costs of suit according to Labor Code §§ 204, 558, 1194 *et seq.*, 1197, 1198, and Code of Civil Procedure § 1021.5.

SECOND CAUSE OF ACTION

FAILURE TO PAY ALL OVERTIME WAGES

(AGAINST ALL DEFENDANTS)

53. Plaintiff re-alleges and incorporates all previous paragraphs by reference.

54. This cause of action is brought pursuant to Labor Code §§ 204, 210, 510, 558, 1194, and 1198, which provide that non-exempt employees are entitled to overtime wages for all overtime hours worked and provide a private right of action for the failure to pay all overtime compensation for overtime work performed.

55. At all times relevant herein, Defendant was required to properly pay Plaintiff and members of the Overtime Subclass for all overtime hours worked pursuant to California Labor Code § 1194 and the applicable Wage Orders.

56. Section 3 of the applicable Wage Order requires an employer to pay an employee “one and one-half (1 1/2) times the employee’s regular rate of pay” for work in excess of 8 hours per

1 workday and/or in excess of 40 hours of work in the workweek. The same section also requires an
2 employer to pay an employee double the employee's regular rate of pay for work in excess of twelve
3 hours each workday and/or for work in excess of 8 hours on the seventh consecutive day of work in
4 the workweek. Defendant caused Plaintiff to work overtime and hours but did not compensate
5 Plaintiff or members of the Overtime Subclass at one and one-half times their "regular rate of pay"
6 for such hours.

7 57. At all relevant times herein, Defendant failed to conform its pay practices to the
8 requirements of the law. This unlawful conduct includes, but is not limited to, Defendant's failure to
9 pay for all hours properly worked off the clock as alleged herein above, which resulted in these
10 individuals not being paid for all overtime hours worked.

11 58. The foregoing policies and practices are unlawful and create an entitlement to recovery
12 by Plaintiff and the members of the Overtime Subclass in a civil action for the unpaid amount of
13 overtime wages, including interest thereon, statutory penalties, attorney's fees, and costs of suit
14 according to Labor Code §§ 204, 210, 510, 1194, and 1198, the applicable Wage Orders, and Code
15 of Civil Procedure § 1021.5.

16 **THIRD CAUSE OF ACTION**
17 **FAILURE TO TIMELY PAY WAGES**
18 **(AGAINST ALL DEFENDANTS)**

19 59. Plaintiff re-alleges and incorporates all previous paragraphs by reference.

20 60. Labor Code section 204 expressly requires employers who pay employees on a
21 weekly, biweekly, or semimonthly basis to pay all wages "not more than seven calendar days
22 following the close of the payroll period." Labor Code section 210, subdivision (a), makes employers
23 who violate Labor Code section 204 subject to a penalty of: "(1) For any initial violation, one hundred
24 dollars (\$100) for each failure to pay each employee. "(2) For each subsequent violation, or any
25 willful or intentional violation, two hundred dollars (\$200) for each failure to pay each employee,
26 plus 25 percent of the amount unlawfully withheld." (Lab. Code, § 210, subd. (a)).

27 61. As described above, Defendant uniformly failed to timely pay the Class Members
28 within seven calendar days following the close of the weekly payroll in accordance with Labor Code

1 section § 204 on a regular and consistent basis, and therefore, Plaintiff and members of the Class are
2 entitled to penalties pursuant to Labor Code section 210(a).

3 **FOURTH CAUSE OF ACTION**

4 **MEAL PERIOD VIOLATIONS**

5 **(AGAINST ALL DEFENDANTS)**

6 62. Plaintiff re-alleges and incorporates all previous paragraphs by reference.

7 63. Plaintiff is informed and believes, and based thereon alleges, that Defendant failed in
8 its affirmative obligation to provide all of their hourly non-exempt employees, including Plaintiff and
9 members of the Class, with all required meal periods in accordance with the mandates of the
10 California Labor Code and applicable Wage Orders, for the reasons set forth in the Common
11 Allegations section of this Complaint.

12 64. Despite Defendant's violations, Defendant has not paid an additional hour of pay at
13 the "regular rate of pay" to Plaintiff and Class members at their respective regular rates of pay for
14 each violation, per California Labor Code § 226.7.

15 65. As a result, Defendant is responsible for paying premium compensation for meal
16 period violations, including interest thereon, statutory penalties, and costs of suit pursuant to the
17 applicable Wage Orders, Labor Code §§ 226.7, 512, and Civil Code §§ 3287(b) and 3289.

18 **FIFTH CAUSE OF ACTION**

19 **REST PERIOD VIOLATIONS**

20 **(AGAINST ALL DEFENDANTS)**

21 66. Plaintiff re-alleges and incorporates all previous paragraphs by reference.

22 67. Section 12 of the applicable Wage Orders and Labor Code §§ 226.7 and 516 establish
23 the right of non-exempt employees to be provided with a rest period of at least ten (10) minutes for
24 each four (4) hour period worked, or major fraction thereof.

25 68. Due to its unlawful rest period policy/practices and operational requirements/work
26 demands, Defendant did not authorize and permit Plaintiff and Class members to take all rest periods
27 to which they were legally entitled.

28 ///

69. Despite Defendant's violations, Defendant has not paid an additional hour of pay at the "regular rate of pay" to Plaintiff and Class members at their respective regular rates of pay for each violation, per California Labor Code § 226.7.

70. The foregoing violations create an entitlement to recovery by Plaintiff and members of the Class in a civil action for the unpaid amount of rest period premiums owing, including interest thereon, statutory penalties, and costs of suit pursuant to the applicable Wage Orders, Labor Code §§ 226.7 and 516, and Civil Code §§ 3287(b) and 3289.

SIXTH CAUSE OF ACTION

FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS (AGAINST ALL DEFENDANTS)

71. Plaintiff re-alleges and incorporates all previous paragraphs by reference.

72. Labor Code 226(a) states in pertinent part the following:

"(a) An employer, semimonthly or at the time of each payment of wages, shall furnish to his or her employee, either as a detachable part of the check, draft, or voucher paying the employee's wages, or separately if wages are paid by personal check or cash, 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."

73. As set forth above, during the Class Period, Defendant issued and continues to issue wage statements to its employees, including Plaintiff and members of the Wage Statement Subclass, which are inadequate under Labor Code Section § 226(a).

74. As a result of Defendant's failure to pay Plaintiff and the Wage Statement Subclass for all minimum, overtime wages, and missed meal and rest period premiums at the appropriate legal rate, Defendant failed to include required information on Plaintiff and the Wage Statement Subclass'

1 wage statements, including, but not limited to, the gross wages earned, the net wages earned in
2 violation of Labor Code section 226(a), (1,2,5, and 9).

3 75. Defendant's failure to comply with section 226(a) of the Labor Code was knowing
4 and intentional.

5 76. As a result of Defendant's issuance of inaccurate itemized wage statements to Plaintiff
6 and members of the Wage Statement Subclass in violation of section 226(a) of the California Labor
7 Code, Plaintiff and members of the Wage Statement Subclass are each entitled to recover an initial
8 penalty of \$50, and subsequent penalties of \$100, up to an amount not exceeding an aggregate penalty
9 of \$4,000 per Plaintiff and per every member of the Wage Statement Subclass from Defendant's
10 pursuant to section 226(e) of the Labor Code, costs and reasonable attorneys' fees.

11 **SEVENTH CAUSE OF ACTION**

12 **WAITING TIME PENALTIES**

13 **(AGAINST ALL DEFENDANTS)**

14 77. Plaintiff re-alleges and incorporates all previous paragraphs by reference.

15 78. The actionable period for this cause of action is three years before the filing of this
16 Complaint through the present and ongoing until the violation is corrected, or the class is certified.

17 79. Labor Code §§ 201 and 202 require Defendant to pay all compensation due and owing
18 to Plaintiff and the Waiting Time Subclass during the actionable period for this cause of action at or
19 around the time their employment is terminated or ended.

20 80. Defendant willfully failed to pay the Waiting Time Subclass for all hours worked,
21 including all minimum, overtime, sick pay wages, and their meal and rest period premiums at the
22 "regular rate of pay" before or upon termination or separation from employment with Defendant as
23 required by Labor Code §§ 201 and 202.

24 81. As a result, Defendant is liable to the Waiting Time Subclass for waiting time penalties
25 amounting to thirty (30) days wages for Plaintiff and the Waiting Time Subclass pursuant to Labor
26 Code § 203. *See, e.g., DLSE Manual, 4.3.4 (Failure to pay any sort of wages due upon termination*
27 *entitles an employee to recover waiting time penalties).*

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1 **EIGHT CAUSE OF ACTION**

2 **FAILURE TO REIMBURSE FOR NECESSARY BUSINESS EXPENDITURES**

3 **(AGAINST ALL DEFENDANTS)**

4 82. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

5 83. Labor Code 2802(a) states in pertinent part the following: “(a) An employer shall
6 indemnify his or her employee for all necessary expenditures or losses incurred by the employee in
7 direct consequence of the discharge of his or her duties, or of his or her obedience to the directions
8 of the employer, even though unlawful, unless the employee, at the time of obeying the directions,
9 believed them to be unlawful.”

10 84. As set forth above, Plaintiff and Class members must be compensated for all necessary
11 business expenditures, including, but not limited to, a reasonable portion of their monthly personal
12 cell phone bills incurred in the discharge of their duties. (See *Cochran v. Schwan’s Home Service,*
13 *Inc.* (2014) 228 Cal.App.4th 1137 (“We hold that when employees must use their personal cell phones
14 for work-related calls, Labor Code section 2802 requires the employer to reimburse them. Whether
15 the employees have cell phone plans with unlimited minutes or limited minutes, the reimbursement
16 owed is a reasonable percentage of their cell phone bills.”).

17 85. At all relevant times, Defendant has failed to comply with Labor Code Section 2802 and
18 the applicable Wage Orders by failing to reimburse Plaintiff and the Class for all necessary business
19 expenditures.

20 **NINTH CAUSE OF ACTION**

21 **UNFAIR COMPETITION**

22 **(AGAINST ALL DEFENDANTS)**

23 86. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

24 87. Defendant has engaged and continues to engage in unfair and/or unlawful business
25 practices in California in violation of California Business and Professions Code § 17200 *et seq.*, by
26 failing to pay for all hours worked, by failing to timely pay wages, by failing to provide all legally
27 required meal and rest periods or pay premium payments at the “regular rate of pay” in lieu thereof,
28 by failing to provide accurate wage statements, by failing to pay all earned wages at the time of

1 separation from employment, and by failing to reimburse for all necessary business expenses
2 adequately.

3 88. Defendant's utilization of these unfair and/or unlawful business practices deprived
4 Plaintiff and continues to deprive members of the Classes of compensation to which they are legally
5 entitled, constitutes unfair and/or unlawful competition, and provides an unfair advantage over
6 Defendant's competitors who have been and/or are currently employing workers and attempting to
7 do so in honest compliance with applicable wage and hour laws.

8 89. Because Plaintiff is a victim of Defendant's unfair and/or unlawful conduct alleged
9 herein, Plaintiff, for himself and on behalf of the members of the Classes, seeks full restitution of
10 monies, as necessary and according to proof, to restore any and all monies withheld, acquired and/or
11 converted by Defendant pursuant to Business and Professions Code §§ 17203 and 17208.

12 90. The acts complained of herein occurred within the last four years immediately
13 preceding the filing of the Complaint in this action.

14 91. Plaintiff was compelled to retain the services of counsel to file this court action to
15 protect his interests and those of the Classes, to obtain restitution and injunctive relief on behalf of
16 Defendant's current hourly non-exempt employees, and to enforce important rights affecting the
17 public interest. Plaintiff has thereby incurred the financial burden of attorneys' fees and costs, which
18 he is entitled to recover under Code of Civil Procedure § 1021.5.

19 **TENTH CAUSE OF ACTION**

20 **PRIVATE ATTORNEYS GENERAL ACT**

21 **(AGAINST ALL DEFENDANTS)**

22 92. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

23 93. Defendant has committed several Labor Code violations against Plaintiff and other
24 similarly aggrieved employees. Plaintiff, an "aggrieved employee" within the meaning of Labor Code
25 § 2698 *et seq.*, acting on behalf of himself and other similarly aggrieved employees, brings this PAGA
26 representative action against Defendant to recover the civil penalties due to Plaintiff, other similarly
27 aggrieved employees, and the State of California according to proof pursuant to Labor Code § 2699
28 (a) and (f) including, but not limited to (1) \$100 for each initial violation and (2) \$200 for each

1 subsequent violation per employee per pay period for those violations of the Labor Code for which
2 no civil penalty is specifically provided based on the following Labor Code violations:

3 a) Failing to pay Plaintiff and similarly Aggrieve Employees for all minimum and
4 overtime wages for all hours worked or for which they were subject to the control of the employer;

5 b) Failing to pay Plaintiff and other similarly Aggrieved Employees all wages timely in
6 violation of Labor Code §§ 204;

7 c) Failing to provide Plaintiff and other similarly Aggrieved Employees with all of their
8 statutorily mandated meal periods in violation of Labor Code §§ 204, 510, 1194 and 1198;

9 d) Failing to authorize and permit Plaintiff and other similarly Aggrieved employees
10 with all of their statutorily mandated rest periods in violation of Labor Code §§ 226.7 and 516;

11 e) Failing to furnish Plaintiff and other similarly situated employees with complete,
12 accurate, itemized wage statements in violations of Labor Code § 226(a) and applicable Wage Orders;

13 f) Failing to pay final wages in a timely manner in violation of Labor Code §§ 201-203
14 and applicable Wage Orders; and

15 g) Failing to reimburse Plaintiff and other aggrieved employees with all necessary
16 business expenditures in violation of Labor Code §§ 2802-2804 and applicable Wage Orders.

17 94. On or about January 30, 2026, Plaintiff notified Blackrock Logistics,
18 Inc. (“Defendant”) and the California Labor and Workforce Development Agency (“LWDA”) via
19 email of Defendant’s violations of the California Labor Code § 2698 *et seq.*, with respect to violations
20 of the California Labor Code identified in Paragraph 93 (a)-(g). Now that the sixty-five days have
21 passed from Plaintiff notifying Defendant of these violations, Plaintiff has exhausted his
22 administrative requirements for bringing a claim under the Private Attorneys General Act with respect
23 to these violations.

24 95. Plaintiff was compelled to retain the services of counsel to file this court action to
25 protect his interests and the interests of similarly aggrieved employees, and to assess and collect the
26 civil penalties owed by Defendant. Plaintiff has hereby incurred attorneys’ fees and costs, which he
27 is entitled to receive under California Labor Code § 2699.

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1 **PRAYER FOR RELIEF**

2 **WHEREFORE**, Plaintiff prays for judgment for himself and all others on whose behalf this
3 suit is brought against Defendant, as follows:

- 4 1. For an order certifying the proposed Classes;
- 5 2. For an order appointing Plaintiff as representative of the Classes;
- 6 3. For an order appointing Counsel for Plaintiff as Counsel for the Classes;
- 7 4. Upon the First and Second Cause of Action for compensatory, consequential,
8 general, and special damages according to proof pursuant to Labor Code §§ 204, 210, 510, 1194,
9 1197, 1197.1, and 1198 and reasonable attorneys' fees and costs;
- 10 5. Upon the Third Cause of Action, for civil penalties pursuant to Labor Code § 210(a);
- 11 6. Upon the Fourth Cause of Action, for compensatory, consequential, general, and
12 special damages according to proof pursuant to Labor Code §§ 204, 210, 510, 1194, 1197, and 1198
13 and reasonable attorneys' fees and costs;
- 14 7. Upon the Fourth Cause of Action, for compensatory, consequential, general, and
15 special damages according to proof pursuant to Labor Code §§ 226.7 and 512;
- 16 8. Upon the Fifth Cause of Action, for compensatory, consequential, general, and
17 special damages according to proof pursuant to Labor Code §§ 226.7 and 516;
- 18 9. Upon the Sixth Cause of Action, penalties pursuant to Labor Code § 226(a), and
19 reasonable costs and attorneys' fees;
- 20 10. Upon the Seventh Cause of Action, for statutory waiting time penalties pursuant to
21 Labor Code §§ 201-203;
- 22 11. Upon the Eighth Cause of Action, for unreimbursed expenses, interest, and
23 attorney's fees and costs pursuant to Labor Code § 2802;
- 24 12. Upon the Ninth Cause of Action, for restitution to Plaintiff and members of the
25 Classes of all money and/or property unlawfully acquired by Defendant by means of any acts or
26 practices declared by this Court to be in violation of Business and Professions Code § 17200 *et seq.*;
- 27 13. Upon the Tenth Cause of Action, for civil penalties due to Plaintiff, other similarly
28 Aggrieved Employees, and the State of California according to proof pursuant to Labor Code § 2699

1 (a) and (f) including, but not limited to: (1) \$100.00 for each initial violation and \$200 for each
2 subsequent violation per employee per pay period for those violations of the Labor Code for which
3 no civil penalty is specifically provided under the Labor Code, and for reasonable attorneys' fees and
4 costs;

5 14. Prejudgment interest on all due and unpaid wages pursuant to California Labor Code
6 § 218.6 and Civil Code §§ 3287 and 3289;

7 15. On all causes of action, for attorneys' fees and costs as provided by Labor Code §§
8 218.5, 226, 1194, Code of Civil Procedure § 1021.5; and

9 16. For such other relief that the Court may deem just and proper.

10
11 Dated: April 6, 2026

FALAKASSA LAW, P.C.
BOKHOUR LAW GROUP, P.C.

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13
14 BY:

15 Joshua Falakassa, Esq.
16 Mehrdad Bokhour, Esq.
17 Attorneys for Plaintiff and the Putative Class
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