

Nicholas J. Ferraro (State Bar No. 306528)
Lauren N. Vega (State Bar No. 306525)
Ferraro Vega Employment Lawyers, Inc.
3160 Camino del Rio South, Suite 308
San Diego, California 92108
(619) 693-7727 main / (619) 350-6855 fax
nick@ferrarovega.com / lauren@ferrarovega.com

Attorneys for Plaintiff Rosa Yareli Figueroa

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Superior Court of California,
County of San Diego

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

ROSA YARELI FIGUEROA, individually and
on behalf of all others similarly situated and the
State of California under the Private Attorneys
General Act,

Plaintiff,

vs.

BIOLIFE PLASMA SERVICES L.P.; TAKEDA
PHARMACEUTICALS U.S.A., INC.; TAKEDA
PHARMACEUTICALS AMERICA, INC.;
TAKEDA PHARMACEUTICALS
INTERNATIONAL, INC.; and DOES 1 through
50, inclusive,

Defendants.

Case No. 37-2023-00032681-CU-OE-CTL

Hon. Loren G. Freestone
Dept. 64

CLASS ACTION

**SECOND AMENDED CLASS AND
REPRESENTATIVE ACTION
COMPLAINT**

1. Minimum Wage Violations
2. Failure to Pay All Overtime Wages
3. Meal Period Violations
4. Rest Period Violations
5. Paid Sick Leave Violations
6. Unpaid Vacation Wages
7. Untimely Payment of Wages
8. Wage Statement Violations
9. Waiting Time Penalties
10. Failure to Reimburse Business Expenses
11. Unfair Competition
12. Civil Penalties under the Private Attorneys
General Act (Labor Code §§ 2698 *et seq.*)

1 Plaintiff ROSA YARELI FIGUEROA, individually and on behalf of all others similarly
2 situated and the State of California under the Private Attorneys General Act (“Plaintiff”) brings this
3 SECOND AMENDED CLASS AND REPRESENTATIVE ACTION COMPLAINT against
4 Defendants BIOLIFE PLASMA SERVICES L.P.; TAKEDA PHARMACEUTICALS U.S.A., INC.;
5 TAKEDA PHARMACEUTICALS AMERICA, INC.; TAKEDA PHARMACEUTICALS
6 INTERNATIONAL, INC. and DOES 1 through 50, inclusive (collectively “Defendants”), alleging as
7 follows:

8 **INTRODUCTION**

9 1. This is a class action brought under California Code of Civil Procedure section 382 for
10 Defendants’ violations of the California Labor Code and Business and Professions Code.

11 2. Defendants underpaid the class members’ wages by failing to include all forms of
12 remuneration, including performance bonuses, into the regular rate of pay calculation (or other
13 appropriate lawful method) for overtime, sick pay, and premiums.

14 3. Defendants’ employment policies, practices, and payroll administration systems
15 enabled and facilitated these violations on a company-wide basis with respect to the class members.

16 **JURISDICTION & VENUE**

17 4. Jurisdiction of this action is proper in this Court under Article VI, Section 10 of the
18 California Constitution as the causes of action are premised upon violations of California law.

19 5. The monetary damages and restitution sought exceed the minimal jurisdiction limits of
20 the Superior Court.

21 6. This Court has jurisdiction over Defendants because, upon information and belief,
22 Defendants have sufficient minimum contacts in California, or otherwise intentionally avail
23 themselves to the California economy so as to render the exercise of jurisdiction over them by the
24 California courts consistent with traditional notions of fair play and substantial justice.

25 7. Venue is proper in this Court under Code of Civil Procedure sections 393(a), 395,
26 and/or 395.5 because, upon information and belief, Defendants conduct business and committed some
27 of the alleged violations in this county.

PARTIES

A. Plaintiff Rosa Yareli Figueroa

8. Plaintiff Figueroa is an individual over 18 years of age who worked for Defendants in California as a non-exempt employee from about November 2021 to April 2023. Plaintiff worked as a Plasma Center Technician.

9. The State of California, via the Labor and Workforce Development Agency (“LWDA”), is the real party in interest in this action. (*Kim v. Reins Int’l California, Inc.* (2020) 9 Cal. 5th 73, 81 [The “government entity on whose behalf the plaintiff files suit is always the real party in interest.”])

B. Defendants

10. Defendant BioLife Plasma Services L.P. is a Pennsylvania limited partnership that maintains operations and conducts business throughout the State of California, including in this county.

11. Defendant Takeda Pharmaceuticals U.S.A., Inc. is a Delaware corporation that maintains operations and conducts business throughout the State of California, including in this county.

12. Defendant Takeda Pharmaceuticals America, Inc. is a Delaware corporation that maintains operations and conducts business throughout the State of California, including in this county.

13. Defendant Takeda Pharmaceuticals International, Inc. is a Delaware corporation that maintains operations and conducts business throughout the State of California, including in this county.

14. The true names and capacities, whether individual, corporate, or otherwise, of the parties sued as DOES 1 through 50, are presently unknown, unascertainable, or uncertain, and are sued by such fictitious names under Code of Civil Procedure section 474. Upon information and belief, each of DOES 1 through 50 constitutes a legal employer or is otherwise legally responsible in some manner for the acts and omissions alleged herein. This Complaint may be amended to reflect their true names and capacities once ascertained.

15. Upon information and belief, Defendants in this action are employers, co-employers, joint employers, and/or part of an integrated employer enterprise, as each of the Defendants exercised control over the wages, hours, and working conditions of the employees, suffered and permitted them to work, and otherwise engaged them as employees under California law.

16. Upon information and belief, at least some of the Defendants have common ownership, common management, interrelationship of operations, and centralized control over labor relations and are therefore part of an integrated enterprise and thus jointly and severally responsible for the acts and omissions alleged herein, including pursuant to Labor Code sections 558, 558.1, and 1197.1.

17. Upon information and belief, Defendants acted in all respects pertinent to this action as an alter-ego, agent, servant, joint employer, joint venturer, co-conspirator, partner, in an integrated enterprise, or in some other capacity on behalf of all other co-defendants, such that the acts and omissions of each defendant may be legally attributable to all others.

CLASS ALLEGATIONS

18. This action is brought individually and on behalf of the following class pursuant to Code of Civil Procedure section 382:

a. All current and former non-exempt employees who worked for Defendants in California at any time from four years (plus the additional 178-day statutory tolling period under Emergency Rule 9) prior to the filing of this action through date of class certification.

b. All current and former non-exempt employees misclassified as independent contractors, employees staffed with Defendants by a third party, and classified as nonexempt employees at any time from four years (plus the additional 178-day statutory tolling period under Emergency Rule 9) prior to the filing of this action through date of class certification.

19. Plaintiff reserves the right to establish various subclass definitions as appropriate at the class certification stage, according to proof.

1 20. The class is ascertainable and shares a well-defined community of interest in this
2 litigation:

3 a. Numerosity: The class is estimated to exceed 50 individuals, although the
4 precise membership of the entire class is unknown at this time. The class is so
5 numerous that joinder of all class members is impracticable. The identities of
6 class members are ascertainable by inspection of Defendants' employment and
7 payroll records.

8 b. Typicality: Plaintiff's claims are typical of the claims of the other class
9 members. They were subject to the same policies and practices of Defendants,
10 which resulted in losses to the class. Proof of common unlawful business
11 practices, which Plaintiff experienced, will establish the right of the class to
12 recover on the causes of action alleged herein.

13 c. Adequacy: Plaintiff is an adequate class representative; will take all necessary
14 steps to protect the class members' interests adequately and fairly; has no
15 interest antagonistic to other class members; and is represented by attorneys
16 who have substantial experience prosecuting, defending, resolving, and
17 litigating wage and hour class, collective, and representative actions in
18 California state and federal courts.

19 d. Superiority: A class action is superior to other means for adjudicating this
20 dispute. Individual joinder is impractical. Class treatment will allow for
21 common issues to be resolved in a single forum, simultaneously, and without
22 duplication of effort and expense.

23 e. Public Policy Considerations: Certification of this lawsuit as a class action
24 advances the State of California's strong public interest in ensuring its
25 approximately millions of employed residents are properly paid the wages they
26 earned for the hours they worked. Class actions provide a mechanism for
27 enforcement of labor laws and allow for vindication of employee rights by
28 unnamed class members.

21. Common questions of law and fact as to the class members predominate over questions affecting only individual members. The common questions of law and fact exist as to whether the employment policies and practices formulated by Defendants and applied to the class members constitute violations of California law.

GENERAL ALLEGATIONS

22. Plaintiff and class members worked for Defendants and were compensated on an hourly basis as nonexempt employees. In addition to earning hourly compensation, Defendants paid Plaintiff and class members other forms of remuneration, including performance bonuses. When Defendants paid these additional earnings to Plaintiff and the class members, Defendants failed to include those amounts in the statutory rates due for overtime, sick pay, and premiums. Plaintiff and class members were also underpaid as a result of time rounding. Defendants had a policy of rounding of employees' time punches down to the tenth of an hour.

23. For example, in the pay period May 30, 2022 to June 12, 2022, Plaintiff earned a bonus of \$912 in addition to her hourly wages for positive performance and efficiency in her role. Defendants based these bonuses on regular evaluations of employee productivity, efficiency, and overall performance. Plaintiff also earned overtime in this pay period, which Defendants paid at only a multiple of Plaintiff's base hourly rate. Instead of paying the regular rate inclusive of all forms of non-discretionary income, like bonuses, Defendants maintained a policy and practice of paying the class members' overtime, sick, and premium wages using only base hourly rates.

24. Additionally, when Defendants terminated Plaintiff, Defendants did not promptly provide her outstanding wages and accrued vacation time. Defendants were instead nearly a month late in producing all the due payment, including accrued vacation wages.

25. Due to short staffing, employee responsibilities, and the constant flow of patient appointments, Plaintiff and class members often suffered short, missed, late, and/or interrupted meal and rest periods. Plaintiff believes and alleges that Defendants did not consistently pay class members their due premiums for these deficient meal and rest periods. However, to the extent paid, Defendants underpaid meal and rest period premiums based on only the class members' base hourly rate, rather than the regular rate inclusive of all forms of non-discretionary income. Additionally, Defendants

1 policies and practices resulted in off-the-clock, unpaid hours worked, including minimum wage and
2 overtime.

3 26. Moreover, Defendants failed to reimburse all employees for all necessary work
4 expenses, including cell phones, for use of those devices during employment.

5 27. Because of the violations, Defendants failed to provide accurate itemized wage
6 statements that included the accurate gross or net wages. Overtime, sick pay, and premiums were all
7 listed at incorrect rates, based on Plaintiff's *base hourly wage* instead of the regular rate or other
8 permissible statutory rate. These incorrect rates violate the wage statement requirement to include the
9 correct hourly rate in effect each pay period along with the correct number of hours. Moreover,
10 Defendants failed to list both the proper address of the employer and total hours worked each pay
11 period. Therefore, Defendants have provided inaccurate and non-compliant wage statements to class
12 members.

13 28. These violations create derivative liability for failure to timely pay all wages owed each
14 payday or upon separation of employment.

15 29. Futhermore, class members who are currently or previously employed by Defendants,
16 were staffed with Defendants by a third party, and classified as non-exempt employees, and as such
17 missclassified as independent contractors.

18 30. Lastly, Plaintiff and class members routinely had to submit to Covid-19 related
19 screening, including temperature checks, before clocking in for work for which no compensation was
20 paid. Plaintiff and other class members were entitled to receive certain wages for overtime
21 compensation, but they were not paid for all overtime hours worked.

22 **FIRST CAUSE OF ACTION**

23 **MINIMUM WAGE VIOLATIONS**

24 **Violation of Labor Code §§ 1194, 1194.2 and 1197**

25 **(All Claims Alleged by Plaintiff and Class Members Against All Defendants)**

26 31. All outside paragraphs of this Complaint are incorporated into this section.

27 32. This cause of action is brought pursuant to the IWC Wage Orders and Labor Code
28 §§ 1182.12, 1194, 1194.2, 1197, 1197.1 and 1198 and the IWC Wage Orders (the "Hours and Days

1 of Work” and “Minimum Wages” sections of the applicable orders), which require non-exempt
2 employees be timely paid at least the state or local minimum wage (if higher) for each hour of work,
3 and further provide a private right of action for an employer’s failure to pay all minimum wages (plus
4 liquidated damages).

5 33. Defendants willfully failed in their affirmative obligation to pay Plaintiff and class
6 members at least the lawful minimum wage for each hour worked in violation of Labor Code sections
7 1182.12, 1194, 1194.2, 1197, 1197.1 and 1198 and the IWC Wage Orders (the “Hours and Days of
8 Work” and “Minimum Wages” sections of the applicable orders), including payment at the lawful
9 local and county minimum wage ordinances in effect. As a result, Defendants are liable for all
10 associated damages, including liquidated damages for the minimum wage violations pursuant to Labor
11 Code § 1194.2.

12 34. Defendants’ unlawful acts and omissions deprived Plaintiff and class members of
13 minimum, regular and overtime wages in amounts to be determined at trial. Plaintiff and class
14 members are entitled to recover the full amount of the unpaid wages, plus liquidated damages in an
15 amount equal to the wages unlawfully unpaid (and interest thereon), in addition to interest, attorneys’
16 fees, and costs to the extent permitted by law, including under Labor Code sections 1194 and 1194.2.

17 **SECOND CAUSE OF ACTION**

18 **FAILURE TO PAY ALL OVERTIME WAGES**

19 **Violation of Labor Code §§ 510 and 1194**

20 35. All outside paragraphs of this Complaint are incorporated into this section.

21 36. This cause of action is brought pursuant to the IWC Wage Orders and Labor Code
22 §§ 204, 510, 558, 1194, and 1198, which require non-exempt employees be timely paid overtime
23 wages all overtime hours worked, and which further provide a private right of action for an employer’s
24 failure to pay all overtime compensation for overtime hours worked.

25 37. Defendants failed in their affirmative obligation to pay Plaintiff and class members no
26 less than one and one-half times their respective “regular rate of pay” for all hours worked in excess
27 of eight hours in one day, 40 hours in one week, or the first eight hours worked on the seventh day of
28 work in any one workweek, and no less than twice their respective “regular rate of pay” for all hours

over 12 hours in one day and any work in excess of eight hours on any seventh day of a workweek for such hours worked, in violation of Labor Code sections 204, 510, 558, 1194, and 1198 and the IWC Wage Orders (the “Hours and Days of Work” sections of the applicable orders). Plaintiff and class members are entitled to recover the full amount of the unpaid overtime, in addition to interest, statutory and civil penalties, and attorneys’ fees, and costs to the extent permitted by law.

THIRD CAUSE OF ACTION

MEAL PERIOD VIOLATIONS

Violation of Labor Code §§ 226.7 and 512

38. All outside paragraphs of this Complaint are incorporated into this section.

39. This cause of action is brought pursuant to the IWC Wage Orders and Labor Code §§ 226.7, 558 and 512, which require non-exempt employees be provided complaint meal periods (or meal period premiums in lieu thereof), and which further provide a private right of action for an employer’s failure to lawfully provide all meal periods and/or pay meal period premiums at the lawful regular rate of compensation.

40. Defendants willfully failed in their affirmative obligation to consistently provide Plaintiff and class members compliant, duty-free meal periods of not less than 30 minutes beginning before the fifth hour of hour for each work period of more than five hours per day and a second duty-free meal period of not less than 30 minutes beginning before the tenth hour of hour of work in violation of Labor Code sections 226.7, 512, 558, 1198 and the IWC Wage Orders (the “Meal Periods” sections of the applicable orders).

41. Further, Defendants willfully failed in their affirmative obligation to consistently pay Plaintiff and class members one additional hour of pay at the respective regular rate of compensation for each workday that a fully compliant meal period was not provided, in violation of Labor Code sections 226.7, 512, 558, and 1198 and the IWC Wage Orders (the “Meal Periods” sections of the applicable orders).

42. Plaintiff and class members are entitled to recover the full amount of the meal period premiums owed, in addition to interest, statutory and civil penalties, and attorneys’ fees, and costs to the extent permitted by law.

1 **FOURTH CAUSE OF ACTION**

2 **REST PERIOD VIOLATIONS**

3 **Violation of Labor Code §§ 226.7 and 516**

4 43. All outside paragraphs of this Complaint are incorporated into this section.

5 44. This cause of action is brought pursuant to the IWC Wage Orders and Labor Code
6 §§ 226.7 and 516, which require non-exempt employees be authorized to take complaint rest periods
7 (or rest period premiums in lieu thereof), and which further provide a private right of action for an
8 employer's failure to lawfully provide all rest periods and/or pay rest period premiums at the lawful
9 regular rate of compensation.

10 45. Defendants willfully failed in their affirmative obligation to consistently authorize and
11 permit Plaintiff and class members to receive compliant, duty-free rest periods of not less than ten
12 (10) minutes for every four hours worked (or major fraction thereof) in violation of Labor Code
13 sections 226.7, 516, 558, and 1198 and the IWC Wage Orders (the "Rest Periods" sections of the
14 applicable orders).

15 46. Further, Defendants willfully failed in their affirmative obligation to consistently pay
16 Plaintiff and class members one additional hour of pay at the respective regular rate of compensation
17 for each workday that a fully compliant rest period was not provided, in violation of Labor Code
18 sections 226.7, 516, 558, and 1198 and the IWC Wage Orders.

19 **FIFTH CAUSE OF ACTION**

20 **FAILURE TO PAY ALL PAID SICK LEAVE WAGES**

21 **Violation of Labor Code §§ 200, 218, 246 *et seq.***

22 47. All outside paragraphs of this Complaint are incorporated into this section.

23 48. Defendants knowingly and intentionally failed in their affirmative obligation to pay
24 sick leave wages to Plaintiff and a paid sick leave subclass in violation of Labor Code section 246
25 *et seq.* Paid sick leave earnings constitute wages for purposes of California wage and hour law.
26 (*Murphy v. Kenneth Cole Productions, Inc.* (2007) 40 Cal.4th 1094, 1103 ["Courts have recognized
27 that 'wages' also include those benefits to which an employee is entitled as a part of his or her
28 compensation, including money, room, board, clothing, vacation pay, and sick pay"].)

1 49. Labor Code section 246(l) governs how Defendants were required to calculate paid sick
2 leave:

3 [A]n employer shall calculate paid sick leave using any of the following calculations:

4 (1) Paid sick time for nonexempt employees shall be calculated in the same
5 manner as the regular rate of pay for the workweek in which the employee uses
6 paid sick time, whether or not the employee actually works overtime in that
7 workweek.

8 (2) Paid sick time for nonexempt employees shall be calculated by dividing the
9 employee's total wages, not including overtime premium pay, by the
10 employee's total hours worked in the full pay periods of the prior 90 days of
11 employment.

12 (3) Paid sick time for exempt employees shall be calculated in the same manner
13 as the employer calculates wages for other forms of paid leave time.

14 50. Defendants failed to pay Plaintiff and class members their paid sick leave wages at one
15 of the lawful rates set forth in the statute because Defendants failed to include in their sick leave
16 calculation the additional remuneration received by Plaintiff and class members.

17 51. Furthermore, to the extent the paid sick leave paid constitutes Covid-related paid sick
18 leave, Defendants knowingly and intentionally failed in their affirmative obligation to pay Covid-19
19 Supplemental Sick Leave wages to class members at the correct rate in violation of Labor Code
20 sections 246, 248.1, 248.2, and 248 *et seq.*

21 52. Pursuant to Labor Code section 248.1, Defendants were required to provide up to 80
22 hours of Covid-19 Supplemental Paid Sick Leave to employees for the period of April 20, 2020 to
23 December 31, 2020. Labor Code section 248.2 required Defendants to provide up to 80 hours of
24 Covid-19 Supplemental Paid Sick Leave for the period of January 1, 2021 through at least September
25 30, 2021. Labor Code section 248.6 extended Covid sick leave protections and requires employers to
26 provide up to 80 hours of Covid-19 Supplemental Paid Sick Leave for the period of January 1, 2022
27 to September 30, 2022, and may be extended thereafter.

53. Under Labor Code section 248.1, employees must be paid for Covid-19 Supplemental Paid Sick Leave at the highest of the following: (1) the regular rate of pay for the last pay period, (2) state minimum wage, (3) local minimum wage.

54. Under Labor Code section 248.2, non-exempt employees must be paid supplemental paid sick leave according to the highest of the following four methods:

(I) Calculated in the same manner as the regular rate of pay for the workweek in which the covered employee uses COVID-19 supplemental paid sick leave, whether or not the employee actually works overtime in that workweek.

(II) Calculated by dividing the covered employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment.

(III) The state minimum wage.

(IV) The local minimum wage to which the covered employee is entitled.

55. Labor Code section 248.6 requires employers to pay supplemental sick leave using either method (I) or (II), as identified above.

56. On information and belief, Defendants failed to pay Covid-19 Supplemental Sick Leave in the manner described above because Defendants failed to include in their sick leave calculation the additional remuneration received by class members.

57. As a result, Defendants violated the Labor Code and are liable to Plaintiff and class members for underpaid sick leave wages, in addition to interest, attorneys' fees, and costs.

SIXTH CAUSE OF ACTION

UNPAID VACATION WAGES

Violation of Labor Code §§ 201, 202, 203, and 227.3 and 1194, and 1198

58. All outside paragraphs of this Complaint are incorporated into this section.

59. This cause of action is brought by an unpaid vacation wages subclass pursuant to Labor Code §§ 200, 201, 202, 203, and 227.3 and 1194, and 1198, which require non-exempt employees be timely paid all vested vacation wages at their final rate of pay upon separation of employment, and

1 which further provide a private right of action for an employer's timely failure to pay all vacation
2 compensation upon termination.

3 60. Defendants offered Plaintiff and class members an employment contract or policy
4 providing for the accrual of vacation and/or paid time off. Plaintiff and class members accrued
5 vacation and/or PTO pursuant to the contract or policy.

6 61. Upon separation of Plaintiff and class members, Defendants willfully failed in their
7 affirmative obligation to timely pay Plaintiff and class members all accrued but unused vacation at
8 their final rate during their employment with Defendants, in violation of Labor Code sections 201(a),
9 202(a), and 227.3.

10 62. Plaintiff and class members are entitled to recover the full amount of the accrued
11 vacation wages owed, in addition to interest, statutory and civil penalties, and attorneys' fees, and
12 costs to the extent permitted by law.

13 **SEVENTH CAUSE OF ACTION**

14 **UNTIMELY PAYMENT OF WAGES**

15 **Violation of Labor Code §§ 204, 210, 218**

16 63. All outside paragraphs of this Complaint are incorporated into this section.

17 64. This cause of action is brought pursuant to the IWC Wage Orders and Labor Code
18 §§ 204, 204b, and 210 which require non-exempt employees be timely paid all wages owed each pay
19 period, and which further provide a private right of action for an employer's failure to comply with
20 this obligation. Labor Code § 218 authorizes individuals to sue directly for wages and penalties due
21 under these sections, including Labor Code § 210(c)'s statutory late payment penalties.

22 65. Defendants willfully failed in their affirmative obligation to timely pay all wages,
23 including paid sick leave and meal and rest premiums, earned by Plaintiff and class members twice
24 during each calendar month on days designated in advance by the employer as regular paydays (for
25 employees paid on a non-weekly basis) and on the regularly-scheduled weekly payday for weekly
26 employees, if any, in violation of Labor Code sections 204 and 204b and the IWC Wage Orders (the
27 "Minimum Wages" sections of the applicable orders).

1 66. Plaintiff and class members are entitled to recover the full amount of the unpaid wages,
2 in addition to a statutory penalty in the amount of \$100 for the initial violation for each failure to pay
3 each employee and \$200 for all subsequent violations and for all willful or intentional violations for
4 each failure to pay each employee, plus 25 percent of the amount unlawfully withheld under provided
5 in Labor Code § 210, in addition to interest, attorneys' fees, and costs to the extent permitted by law.

6 **EIGHTH CAUSE OF ACTION**

7 **WAGE STATEMENT VIOLATIONS**

8 **Violation of Labor Code § 226**

9 67. All outside paragraphs of this Complaint are incorporated into this section.

10 68. This cause of action is brought by a wage statement subclass pursuant to Labor Code
11 § 226(a) which requires non-exempt employees be provided accurate itemized wage statements each
12 pay period, and which further provide a private right of action for an employer's failure to comply
13 with this obligation.

14 69. Defendants knowingly and intentionally failed in their affirmative obligation to provide
15 accurate itemized wage statements to Plaintiff and class members resulting in injury to Plaintiff and
16 class members. Specifically, the wage statements issued to Plaintiff and class members did not
17 accurately state each pay period all of the information required by Labor Code § 226(a)(1)-(9).

18 70. Defendants' unlawful acts and omissions deprived Plaintiff and class members of
19 accurate itemized wage statements, causing confusion and concealing wage and premium
20 underpayments.

21 71. As a result, Plaintiff and class members are entitled to recover the statutory penalty of
22 \$50 per employee for the initial pay period in which a violation occurred and \$100 per employee for
23 each violation in a subsequent pay period, up to an aggregate penalty of \$4,000 per employee, in
24 addition to interest, attorneys' fees, and costs to the extent permitted by law, including under Labor
25 Code section 226(e).

1 **NINTH CAUSE OF ACTION**

2 **WAITING TIME PENALTIES**

3 **Violation of Labor Code §§ 201 *et seq.***

4 72. All outside paragraphs of this Complaint are incorporated into this section.

5 73. This cause of action is brought by a waiting time subclass pursuant to Labor Code
6 §§ 201 through 203, which require an employer to timely pay all wages earned upon termination of
7 employment, and which further provide a private right of action to recover statutory waiting time
8 penalties each day an employer fails to comply with this obligation, up to a maximum of 30 days
9 wages.

10 74. Defendants willfully failed and continue to fail in their affirmative obligation to pay all
11 wages earned and unpaid to Plaintiff and class members immediately upon termination of employment
12 or within 72 hours thereafter for employees who did not provide at least 72 hours prior notice of his
13 or her intention to quit, and further failed to pay those sums for 30 days thereafter in violation of Labor
14 Code sections 201 through 203 and the IWC Wage Orders.

15 75. Plaintiff and class members are entitled to recover a waiting time penalty for a period
16 of up to 30 days, in addition to interest, attorneys' fees, and costs to the extent permitted by law.

17 **TENTH CAUSE OF ACTION**

18 **FAILURE TO REIMBURSE BUSINESS EXPENSES**

19 **Violation of Labor Code § 2802**

20 76. All outside paragraphs of this Complaint are incorporated into this section.

21 77. Defendants willfully failed in their affirmative obligation to reimburse Plaintiff and a
22 reimbursement subclass for all necessary expenditures, losses, expenses, and costs incurred by them
23 in direct discharge of the duties of their employment, in violation of Labor Code section 2802.

24 78. Defendants' unlawful acts and omissions deprived Plaintiff and class members of
25 lawful reimbursements for business expenses in amounts to be determined at trial. Plaintiff and class
26 members are entitled to recover the amount unreimbursed expenses of Plaintiff and class members in
27 addition to interest, attorneys' fees, and costs to the extent permitted by law, including under Labor
28 Code section 2802.

1 **ELEVENTH CAUSE OF ACTION**

2 **UNFAIR COMPETITION**

3 **Violation of Business and Professions Code §§ 17200 *et seq.***

4 79. All outside paragraphs of this Complaint are incorporated into this section.

5 80. Defendants have engaged and continue to engage in unfair and/or unlawful business
6 practices in the State of California in violation of California Business and Professions Code § 17200
7 by committing the foregoing wage and hour violations alleged throughout this Complaint.

8 81. Defendants' dependence on these unfair and/or unlawful business practices deprived
9 Plaintiff and continue to deprive other class members of compensation to which they are legally
10 entitled, constitutes unfair and/or unlawful competition, and provides an unfair advantage to
11 Defendants over competitors who have been and/or are currently employing workers in compliance
12 with California's wage and hour laws. These failures constitute unlawful, deceptive, and unfair
13 business acts and practices in violation of Business and Professions Code section 17200 *et seq.*

14 82. Plaintiff is a victim of Defendants' unfair and/or unlawful conduct alleged in this
15 Complaint, and Plaintiff, as an individual and on behalf of others similarly situated, seeks full
16 restitution of the moneys as necessary and according to proof to restore all monies withheld, acquired,
17 and/or converted by Defendants pursuant to Business and Professions Code §§ 17203 and 17208.

18 83. Plaintiff does not have an adequate remedy at law for past or future violations, to the
19 extent the statute of limitations on each of the alleged causes of action do not extend to the four year
20 limitation provided under the UCL or to the extent the underlying Labor Code and IWC Wage Order
21 violations do not provide a private right of action.

22 84. Plaintiff and class members are entitled to injunctive relief against Defendants,
23 restitution, and other equitable relief to return all funds over which Plaintiff and class members have
24 an ownership interest and to prevent future damage and the public interest under Business and
25 Professions Code § 17200 *et seq.* Plaintiff and class members are further entitled to recover interest,
26 attorneys' fees, and costs to the extent permitted by law, including under Code of Civil Procedure
27 § 1021.5.

1 **TWELFTH CAUSE OF ACTION**

2 **CIVIL PENALTIES UNDER THE PRIVATE ATTORNEYS GENERAL ACT**

3 **Violation of Labor Code §§ 2698 *et seq.***

4 **(By Plaintiff on Behalf of the State and the Aggrieved Employees Against All Defendants)**

5 85. All outside paragraphs of this Complaint are incorporated into this section.

6 86. Plaintiff brings this cause of action as a proxy for the State of California on behalf of
7 the following “aggrieved employees” pursuant to the Private Attorneys General Act (“PAGA”),
8 codified as Labor Code section 2698 *et seq.*:

9 a. All current and former non-exempt employees who worked for Defendants in
10 California at any time from one year prior to the postmark date of the initial
11 PAGA notice through date of trial.

12 87. Plaintiff reserves the right to amend, supplement, or add to this description of the
13 aggrieved employees, according to proof.

14 88. The State of California, via the Labor and Workforce Development Agency
15 (“LWDA”), is the real party in interest in this action with respect to this cause of action. (*Kim v. Reins*
16 *Int’l California, Inc.* (2020) 9 Cal. 5th 73, 81 [The “government entity on whose behalf the plaintiff
17 files suit is always the real party in interest.”])

18 89. Labor Code section 2699(a) provides: “Notwithstanding any other provision of law,,
19 any provision of this code that provides for a civil penalty to be assessed and collected by the Labor
20 and Workforce Development Agency or any of its departments, divisions, commissions, boards,
21 agencies, or employees, for a violation of this code, may, as an alternative, be recovered through a civil
22 action brought by an aggrieved employee on behalf of himself or herself and other current or former
23 employees pursuant to the procedures specified in Section 2699.3. “

24 90. Labor Code section 2699(f) provides: “For all provisions of this code except those for
25 which a civil penalty is specifically provided, there is established a civil penalty for a violation of these
26 provisions, as follows: ... (2) If, at the time of the alleged violation, the person employs one or more
27 employees, the civil penalty is one hundred dollars (\$100) for each aggrieved employee per pay period
28

1 for the initial violation and two hundred dollars (\$200) for each aggrieved employee per pay period for
2 each subsequent violation.”

3 91. Any allegations regarding violations of the IWC Wage Orders are enforceable as
4 violations of Labor Code section 1198, which states: “[t]he employment of any employee for longer
5 hours than those fixed by the order or under conditions of labor prohibited by the order is unlawful.”

6 92. Labor Code section 2699.3 sets forth the procedure for commencing an action for civil
7 penalties under the PAGA.

8 93. On or about **July 28, 2023**, Plaintiff paid the requisite PAGA filing fee and provided
9 written notice (by online electronic filing with the LWDA and by certified mail to Defendants) of
10 Defendants’ alleged Labor Code violations, including the facts and theories to support the alleged
11 violations.

12 94. A true and correct copy of Plaintiff’s written PAGA notice, entitled “Notice of Labor
13 Code Violations” is attached hereto as Exhibit 1 and incorporated by reference as though fully set
14 forth herein (the “PAGA notice”).

15 95. To date, neither Plaintiff nor Plaintiff’s counsel has received a response to Plaintiff’s
16 written PAGA notice from the LWDA.

17 96. Within 33 calendar days of the postmark date of the notice sent by Plaintiff, neither
18 Plaintiff nor Plaintiff’s counsel has received written notice by certified mail from any defendant
19 providing a description of any actions taken to cure the alleged violations.

20 97. Now that at least 65 days have passed from Plaintiff notifying Defendants of these
21 violations, without notice of cure from Defendants or notice from the LWDA of its intent to investigate
22 the alleged allegations and issue the appropriate citations to Defendants, Plaintiff exhausted all
23 prerequisites and commenced this civil action under Labor Code section 2699 *et seq.*

24 98. As set forth in the PAGA notice attached as Exhibit 1 and incorporated into this
25 Complaint, Defendants committed the following violations and are liable for all corresponding civil
26 penalties:

- 27 a. ***Unpaid Hours Worked/Minimum Wage.*** Violation of Labor Code §§ 1194,
28 1197, 1198; IWC Wage Orders.

- b. ***Unpaid Overtime.*** Violation of Labor Code §§ 510, 1194, 1198; IWC Wage Orders.
- c. ***Unpaid Paid Sick Leave.*** Violation of Labor Code §§ 246 through 248.7.
- d. ***Unpaid Vacation Wages.*** Violation of Labor Code § 227.3.
- e. ***Unpaid Meal Period Premium Wages.*** Violation of Labor Code §§ 226.7, 512, 1198; IWC Wage Orders.
- f. ***Unpaid Rest Period Premium Wages.*** Violation of Labor Code §§ 226.7, 516, 1198; IWC Wage Orders.
- g. ***Untimely Payment of Wages During Employment.*** Violation of Labor Code §§ 204, 204b, 210.
- h. ***Untimely Payment of Wages Upon Separation of Employment.*** Violation of Labor Code §§ 201, 202, 203, 256.
- i. ***Non-Compliant Wage Statements.*** Violation of Labor Code §§ 226, 226.3.
- j. ***Unreimbursed Employee Expenses.*** Violation of Labor Code §§ 2802, 2804.
- k. ***Failure to Maintain Accurate Records.*** Violation of Labor Code § 1174; IWC Wage Orders.
- l. ***Failure to Provide Suitable Seating.*** Violation of Labor Code §§ 1198 and 1999; IWC Wage Orders.

99. Plaintiff seeks to collect all recoverable civil penalties for the Labor Code violations alleged in this Complaint and the PAGA notice (including amendments thereto) against Defendants pursuant to Labor Code section 2699(a) and (f), in addition to attorneys' fees, costs, and interest to the extent permitted by law, including under Labor Code section 2699(g).

PRAYER

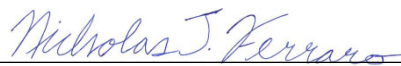
Plaintiff prays for judgment as follows:

- a. For certification of this action as a class action;
- b. For appointment of Plaintiff as the class representative;
- c. For appointment of above-captioned counsel for Plaintiff as Class Counsel;

- 1 d. For division of class members into appropriate classes and/or subclasses according to
2 proof;
- 3 e. For recovery of all statutory penalties and liquidated damages;
- 4 f. For disgorgement of all amounts wrongfully obtained to the extent permitted by law;
- 5 g. For restitution and injunctive relief;
- 6 h. For attorneys' fees and costs of suit, including expert fees, to the extent permitted by
7 law, including (without limitation) under Labor Code §§ 218.5, 226, 1194, 2802;
- 8 i. For recovery of damages in amount according to proof;
- 9 j. For all recoverable pre- and post-judgment interest;
- 10 k. For this action to be maintained as a representative action under the PAGA;;
- 11 l. For Plaintiff and counsel of record to be provided with all enforcement capability as if
12 the action were brought by the State of California or the California Division of Labor
13 Enforcement;;
- 14 m. For recovery of all civil penalties and other recoverable amounts under the PAGA;
- 15 n. For reasonable attorneys' fees and costs of suit, including expert fees, to the extent
16 permitted by law, including (without limitation) under Labor Code § 2699, and Code
17 of Civil Procedure section 1021.5; and
- 18 o. For such other relief the Court deems just and proper.

19
20 Dated: February 2, 2024

Ferraro Vega Employment Lawyers, Inc.

21 

22 Nicholas J. Ferraro

23 *Attorneys for Plaintiff Rosa Yareli Figueroa*

EXHIBIT 1

FERRARO VEGA

SAN DIEGO EMPLOYMENT LAWYERS

Nicholas J. Ferraro
nick@ferrarovega.com
Lauren N. Vega
lauren@ferrarovega.com

ATTORNEYS AT LAW
3160 Camino del Rio South, Suite 308
San Diego, California 92108

619-693-7727
619-350-6855 fax
ferrarovega.com

July 28, 2023

NOTICE OF LABOR CODE VIOLATIONS CALIFORNIA LABOR CODE SECTIONS 2698 *et seq.*

VIA CERTIFIED U.S. MAIL
- Electronic Return Receipt -

BioLife Plasma Services L.P.
1200 Lakeside Drive
Bannockburn, IL 60015

Takeda Pharmaceuticals U.S.A., Inc.
95 Hayden Avenue
Lexington, Massachusetts 02421

- PAGA Notice & Filing Fee -
Submitted electronically to the Labor and
Workforce Development Agency

Dear LWDA Officer and Company Representatives:

This letter serves as written notice under Labor Code section 2699.3 on behalf of **ROSA YARELI FIGUEROA** (“Plaintiff(s)”) and all other “aggrieved employees” of the following “Defendant(s)”:

BIOLIFE PLASMA SERVICES L.P.;
TAKEDA PHARMACEUTICALS U.S.A., INC.

Defendant(s) shall mean and include the foregoing in addition to any other related employer entities, individuals under Labor Code sections 558 and 558.1, and all others who may be later added upon further investigation and discovery as liable employers.

This office serves as legal counsel for Plaintiff. If the California Labor and Workforce Development Agency (“LWDA”) does not investigate the facts, allegations, and violations set forth in this notice within the statutorily prescribed 65-day period under Labor Code section 2699.3, Plaintiff intends to commence a civil action against Defendants as a proxy and agent of the State of California under the Private Attorneys General Act (“PAGA”). “PAGA allows an ‘aggrieved employee’—a person affected by at least one Labor Code violation committed by an employer—to pursue penalties for all the Labor Code violations committed by that

employer.” *Huff v. Securitas Security Services USA, Inc.* (2018) 23 Cal. App. 5th 745, 751; *Kim v. Reins International California, Inc.* (2020) 9 Cal. 73, 79. Plaintiff maintains standing to pursue these claims against Defendants, as Plaintiff experienced one or more of the alleged violations during the relevant statutory period, which continue through the present date. *Cf. Johnson v. Maxim Healthcare Servs., Inc.*, 281 Cal. Rptr. 3d 478, 481 (Cal. Ct. App. 2021).

Through this notice, Plaintiff requests that Defendants complete an internal investigation and audit of the wage and hour and employment practices at issue and make a good faith effort to correct any violations. Plaintiff attempts to identify the non-compliant policies and practices affecting the aggrieved employees so that the parties may resolve the underlying damages and penalties in judgment or settlement approved by the Superior Court of California under Labor Code section 2699(k). Defendants are notified that any attempt to resolve this case should be conducted in coordination with Plaintiff’s counsel to protect the interests of Plaintiff, the aggrieved employees, and the State of California via the LWDA. Plaintiff advises Defendants this letter should be also considered a reasonable attempt at settlement of this matter, subject to an exchange of additional documents and information. *Graham v. Daimler Chrysler Corp.* (2004) 24 Cal. 4th 553, 561.

- BACKGROUND -

Defendants employed Plaintiff during the PAGA Period in the position of Plasma Center Technician from about November 2021 to April 2023. During their employment Plaintiff and the other aggrieved employees were subject to the wage and hour and employment protections set forth in the California Labor Code and IWC Wage Orders.

Through this notice, Plaintiff informs the LWDA of the Labor Code violations set forth herein. The “aggrieved employees” include Plaintiff and the following individuals:

All current and former non-exempt employees who worked for Defendants in the State of California during one-year period preceding the date of this notice through the current date and the date of trial in any pending action (the “aggrieved employees” and the “PAGA Period”).

Plaintiff reserves the right to expand or narrow the definition of the “aggrieved employees” in the forthcoming civil action. Furthermore, Plaintiff seeks all recoverable civil penalties for Defendants’ violations and reserves the right to supplement this notice as further investigation is completed and further facts, witnesses, and violations are uncovered.

- PAGA CLAIMS -

Unpaid Overtime

Violation of Labor Code §§ 510, 1194, 1198; IWC Wage Orders

Defendants violated Labor Code sections 510, 1194, and 1198, along with the “Hours and Days of Work” sections of the applicable IWC Wage Orders with respect to the aggrieved employees.

Labor Code section 510 requires “[a]ny work in excess of eight hours in one workday and any work in excess of 40 hours in any one workweek and the first eight hours worked on the seventh day of work in any one workweek shall be compensated at the rate of no less than one and one-half times the regular rate of pay for an employee;” and “any work in excess of 12 hours in one day shall be compensated at the rate of no less than twice the regular rate of pay for an employee;” and “any work in excess of eight hours on any seventh day of a workweek shall be compensated at the rate of no less than twice the regular rate of pay of an employee.” Labor Code section 1194 renders it unlawful for an employee to receive less than the legal overtime rate for overtime hours worked in California. Labor Code section 1198 renders “employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the [IWC Wage Orders]” unlawful. The IWC Wage Orders further require payment of overtime wages for all overtime hours worked, including the “Hours and Days of Work” sections.

Defendants failed to pay Plaintiff and the aggrieved employees overtime wages at the lawful rate of pay for overtime hours worked, resulting in unpaid overtime wages. Throughout their employment, Plaintiff and the aggrieved employees earned performance bonuses and other supplemental remuneration in addition to their base hourly earnings. When Plaintiff and the aggrieved employees earned this supplemental remuneration, like performance bonuses, and overtime in the same pay periods, Defendants failed to factor the supplemental remuneration into the regular rate of pay for purposes of overtime. Despite the multiple forms of non-discretionary income, Defendants only calculated the aggrieved employees’ overtime at 1.5 their *base hourly rate* rather than the regular rate of pay. An example of Defendants’ overtime underpayment is below.

Employee ID: 50320668				
Earnings	Rate	Hours	This Period	Year to Date
Regular	20.5600	79.40	1,632.46	
Overtime	30.8358	0.67	20.66	
Gross Pay		\$	1,653.12	19,805.62

Plaintiff’s wage statement showing overtime wages earned in the pay period 5/30/2022 to 6/12/2022, paid at 1.5 x Plaintiff’s base rate of \$20.56.

Employee ID: 50320668				
Earnings	Rate	Hours	This Period	Year to Date
STIP Bonus		0.00	912.08	
	Gross Pay	\$	912.08	18,152.50

Plaintiff's earned performance bonus of \$912.08 in the same pay period as above, 5/20/2022 to 6/12/2022.

Because Defendants failed to factor *all* forms of non-discretionary income into the regular rate of pay, Defendants underpaid Plaintiff and the aggrieved employees' overtime wages. As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, as provided under Labor Code sections 558 (\$50/\$100), 1199 / "Penalties" section of the IWC Wage Orders) (\$50/\$100), and 2699 (\$100/\$200) per violation per pay period per employee, along with all other civil penalties permitted by law.

Unpaid Paid Sick Leave **Violation of Labor Code §§ 246 through 248.7**

Defendants violated Labor Code sections 246 through 248.7 with respect to the aggrieved employees.

Labor Code section 246 requires employers to provide paid sick leave to its workforce on the terms set forth in the statute. Employers must comply with the accrual, use, and notice provisions of Labor Code sections 246, 246.5, 247, and must further ensure that they maintain the paid sick leave records required by Labor Code section 247.5. Employers have the option of providing 24 hours of paid sick leave to employees or to allow employees to accrue paid sick leave each pay period. If an employer chooses the accrual method, employees must accrue sick leave at a rate of one hour for every thirty hours worked in a given pay period as set forth in Labor Code section 246(b)(1). Under the accrual method, employees must begin accruing paid sick leave at the commencement of employment.

Employers must pay sick leave in accordance with one of the three permissible methods provided in Labor Code section 246(l): (1) "the same manner as the regular rate of pay for the workweek;" (2) "by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days;" or (3) "for exempt employee ... in the same manner as the employer calculates wages for other forms of paid leave time." Labor Code sections 248.6 and 248.7 similarly require paid sick leave to be paid at a regular rate-based calculation in excess of the base hourly rate and at the lawful accrual rate.

Under Labor Code section 246(i), employers must provide employees "with written notice of the amount of paid sick leave available ... for use on either the employee's itemized wage

statement ... or in a separate writing provided on the designated pay date with the employee's payment of wages."

On information and belief, Defendants failed to comply with California's paid sick leave laws with respect to the aggrieved employees. Due to the same regular rate miscalculations as stated above for overtime, Defendants underpaid sick leave at the aggrieved employees' base hourly rate rather than the regular rate of pay or other lawful statutory rate. Defendants maintained a policy and practice of excluding supplemental remuneration, like performance bonuses, from the regular rate of pay. Therefore, Defendants underpaid sick leave when the aggrieved employees earned both supplemental remuneration and sick leave in the same pay periods.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees as provided under Labor Code section 2699 (\$100/\$200) per violation per pay period per employee, along with all other civil penalties permitted by law.

Unpaid Vacation Wages **Violation of Labor Code § 227.3**

Defendants violated Labor Code section 227.3 with respect to the aggrieved employees.

Labor Code section 227.3 requires "whenever a contract of employment or employer policy provides for paid vacations, and an employee is terminated without having taken off his vested vacation time, all vested vacation shall be paid to him as wages at his final rate in accordance with such contract of employment or employer policy respecting eligibility or time served; provided, however, that an employment contract or employer policy shall not provide for forfeiture of vested vacation time upon termination."

Defendants maintained an unlawful policy and practice of failing to pay all accrued and unused vacation wages upon separation of employment at the lawful rate of pay, resulting in forfeiture of vested vacation time and wages. When Defendants terminated Plaintiff and did not permit her to return to work as scheduled on or around April 25, 2023, Defendants did not pay out *all* accrued vacation wages until May 19, 2023, nearly a month after Plaintiff's last shift. Plaintiff believes and alleges that Defendants likewise maintain a policy and practice of inconsistently paying out accrued vacation wages upon separation of employment for all aggrieved employees.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees as provided under Labor Code section 2699 (\$100/\$200) per violation per pay period per employee, along with all other civil penalties permitted by law.

Unpaid Meal Period Premium Wages
Violation of Labor Code §§ 226.7, 512, 1198; IWC Wage Orders

Defendants violated Labor Code sections 226.7, 512, and 1198, along with the related sections of the IWC Wage Orders with respect to the aggrieved employees.

Labor Code section 512 and the IWC Wage Orders require that employers provide an uninterrupted 30-minute meal period after no more than five hours of work and a second meal period after no more than 10 hours of work. *See Brinker Restaurant Corp. v. Superior Court* (2012) 53 Cal. 4th 1004, 1049. Labor Code section 226.7 requires that if a meal period is late, missed, short, or interrupted, the employer must pay one additional hour of pay at the employee's "regular rate" of compensation. *Ferra v. Loews Hollywood Hotel, LLC* (2021) 11 Cal. 5th 858, 862 ("We hold that the terms are synonymous: "regular rate of compensation" under section 226.7(c), like "regular rate of pay" under section 510(a), encompasses all nondiscretionary payments, not just hourly wages"). "[T]ime records showing noncompliant meal periods raise a rebuttable presumption of meal period violations, including at the summary judgment stage." *Donohue v. AMN Services, LLC* (2021) 11 Cal. 5th 58, 61. Labor Code section 1198 renders "employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the [IWC Wage Orders]" unlawful. The IWC Wage Orders, including Section 11 (Meal Periods), further require one uninterrupted 30-minute meal period after no more than five hours of work and a second meal period after no more than 10 hours of work and an additional hour of pay at the employee's regular rate of compensation for each workday that a compliant meal period is not provided. Pursuant to Section 11(A) of the IWC Wage Orders, the California Supreme Court has held that the on-duty meal period exception is "exceedingly narrow" and applies only when (1) "the nature of the work prevents the employee from being relieved of all duty" and (2) *both* "the employer and employee have agreed, in writing, to the on-duty meal period." *Augustus v. AMB Security Services, Inc.* (2016) 2 Cal. 5th 257, 266-276 (emphasis added). If these two requirements are not met, then the employer owes the employee one hour of premium pay for each non-compliant meal period taken under the purported on-duty meal arrangement. *Naranjo v. Spectrum Security Services, Inc.* (2019) 40 Cal. 5th 444, 459.

Due to short staffing, employee responsibilities, and the constant flow of patient appointments, Plaintiff and the aggrieved employees often suffered late, missed, short, and/or interrupted meal periods as seen below.

Date/Time	Apply To	In Punch	In Exc	Out Punch	Out Exc	Override Amount	Adj/Ent Amount	Money Amount	Day Amount	Totaled Amount
Xftr/Move: Account		Comment		Xftr: Work Rule						
9/10/2022		1:48:00 PM		5:39:00 PM						3.85
9/13/2022		12:28:00 PM		5:29:00 PM						5.02
9/13/2022		6:01:00 PM		9:22:00 PM	BN[Marked as Reviewed]					3.35
9/14/2022		8:30:00 AM		12:39:00 PM						4.15
9/14/2022		1:10:00 PM		5:04:00 PM						3.90
9/15/2022		8:35:00 AM		12:39:00 PM						4.07
9/15/2022		1:11:00 PM		5:11:00 PM						4.00
9/16/2022		8:02:00 AM		12:07:00 PM						4.08
9/16/2022		12:38:00 PM		4:43:00 PM						4.08
9/17/2022	12:00 AM	US-US-Vacation					8.00			
9/20/2022		12:28:00 PM		4:41:00 PM						4.22
9/20/2022		5:12:00 PM		9:57:00 PM						4.75
9/21/2022		12:36:00 PM		5:12:00 PM						4.60
9/21/2022		5:43:00 PM		9:17:00 PM						3.57
9/22/2022		12:29:00 PM		5:42:00 PM						5.22
9/22/2022		6:13:00 PM		8:26:00 PM	BN[Marked as Reviewed]					2.22

Plaintiff's time records showing two late meal periods in September 2022.

On information and belief, when Plaintiff and the aggrieved employees suffered these deficient meal periods, Defendants did not consistently pay the employees their due meal period premiums. To the extent paid, Defendants underpaid these meal period premiums due to the same regular rate calculation issues above. Defendants maintained a policy and practice of excluding supplemental remuneration, like performance bonuses, from the regular rate of pay. Therefore, when Defendants paid meal period premiums, as seen below, Defendants paid the premium rate on only the employees' *base hourly rate* rather than the regular rate of pay inclusive of all non-discretionary income.

Earnings	Rate	Hours	This Period	Year to Date
Regular	20.5600	64.00	1,315.84	
Overtime	30.8490	0.53	16.35	
Overtime	30.8307	0.65	20.04	
CASICK	20.5600	8.00	164.48	
MEAL/REST	20.5600	1.00	20.56	
Vacation	20.5600	8.00	164.48	
Gross Pay		\$	1,701.75	31,457.70

Plaintiff's wage statement from 9/23/2022 showing Meal Premiums paid at Plaintiff's base hourly rate.

This practice of excluding supplemental remuneration resulted in underpaid meal period premiums for Plaintiff and the aggrieved employees. As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees as provided under Labor Code section 2699 (\$100/\$200) per violation per pay period per employee, along with all other civil penalties permitted by law.

Unpaid Rest Period Premium Wages
Violation of Labor Code §§ 226.7, 516, 1198; IWC Wage Orders

Defendants violated Labor Code sections 226.7, 516, and 1198, and the related sections of the IWC Wage Orders with respect to Plaintiff and the aggrieved employees.

Labor Code sections 226.7 and 516 and the IWC Wage Orders require that employers authorize and permit an uninterrupted 10-minute rest period for each four-hour period (or major fraction thereof) that an employee works. Labor Code section 226.7 requires that if a rest period is non-compliant, the employer must pay one additional hour of pay at the employee's "regular rate" of compensation. *Ferra v. Loews Hollywood Hotel, LLC* (2021) 11 Cal. 5th 858, 862 ("We hold that the terms are synonymous: "regular rate of compensation" under section 226.7(c), like "regular rate of pay" under section 510(a), encompasses all nondiscretionary payments, not just hourly wages"). Labor Code section 1198 renders "employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the [IWC Wage Orders]" unlawful. The IWC Wage Orders, including Section 12 (Rest Periods), further require one uninterrupted 10-minute rest period for each four-hour period (or major fraction thereof) worked and an additional hour of pay at the employee's regular rate of compensation for each workday that a compliant rest period is not authorized or permitted.

Due to the same reasons as meal periods, Plaintiff and the aggrieved employees often suffered late, missed, short, and/or interrupted rest periods. On information and belief, when Plaintiff and the aggrieved employees suffered these deficient rest periods, Defendants did not pay the employees their due rest period premiums. To the extent paid, Defendants underpaid these rest period premiums due to the same regular rate calculation issues above. Defendants maintained a policy and practice of excluding supplemental remuneration, like performance bonuses, from the regular rate of pay. Therefore, when Defendants paid rest period premiums, as seen below, Defendants paid the premium rate on only the employees' *base hourly rate* rather than the regular rate of pay inclusive of all non-discretionary income.

This practice of excluding supplemental remuneration resulted in underpaid rest period premiums for Plaintiff and the aggrieved employees. As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, as provided under Labor Code section 2699 (\$100/\$200) per violation per pay period per employee, along with all other civil penalties permitted by law.

Untimely Payment of Wages During Employment
Violation of Labor Code §§ 204, 204b, 210

Defendants violated Labor Code sections 204 and/or 204b and 210, as applicable, with respect to Plaintiff and the aggrieved employees.

Labor Code section 204(a) requires payment of “all wages” for non-exempt employees at least twice each calendar month. Labor Code section 204(d) states all wages due must be paid “not more than seven calendar days following the close of the payroll period.” Labor Code section 204b applies to employees paid on a weekly basis and also requires the payment for all labor within the required pay periods. Labor Code section 210 provides “every person who fails to pay the wages of an employee as provided in Section ... 204 ... shall be subject to a civil penalty” of \$100 for an initial violation and \$200 plus 25% of the amount unlawfully withheld for a subsequent violation.

Because Defendants failed to pay all wages and premiums in each pay period in which such wages were earned at the lawful rate, Defendants violated Labor Code section 204 and/or 204b (for weekly employees, as applicable). Specifically, Defendants did not include all nondiscretionary forms of income in the regular rate of pay for overtime, premiums, and sick leave. Defendants violated Labor Code sections 204 and 204b by failing to pay all wages and premiums owed on the regular pay days scheduled each pay period within seven calendar days of the close of the payroll period, as a result of the policies and practices set forth in this notice.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees as provided under Labor Code section 2699 (\$100/\$200) per violation per pay period per employee, and Labor Code section 210 (\$100/\$200) per violation per pay period, along with all other civil penalties permitted by law.

Untimely Payment of Wages Upon Separation of Employment **Violation of Labor Code §§ 201, 202, 203, 256**

Defendants violated Labor Code sections 201, 202, and 203 with respect to the aggrieved employees by failing to pay all wages and premiums owed upon termination of employment.

Labor Code section 201 requires that if an employer fires an employee, the wages must be paid immediately. Labor Code section 202 requires that if an employee quits without providing 72 hours’ notice, his or her wages must be paid no later than 72 hours thereafter. Labor Code section 202 states that if an employee provides 72 hours’ notice, the final wages are payable upon his or her final day of employment. Labor Code section 203 requires an employer who fails to comply with Labor Code sections 201 or 202 to pay a waiting time penalty for each employee, up to a period of 30 days additional compensation.

Defendants failed to pay all wages and premiums owed to aggrieved employees during their employment as set forth in this notice, and also failed to timely pay those amounts to departing employees upon separation of employment. Specifically, Defendants did not include all nondiscretionary forms of income in the regular rate of pay for overtime, premiums, and sick leave. Additionally, Defendants terminated Plaintiff on or around April 25, 2023 (Plaintiff’s last day of work) and did not provide final pay, inclusive of *all* accrued vacation hours until May 19, 2023, as seen below.

BioLife Plasma Services L.P. One Takeda Parkway, Deerfield, IL 60015	Period Beginning: 04/17/2023 Period Ending: 04/30/2023 Pay Date: 05/05/2023
--	---

Filing Status: Married Filing Jointly or Qualifying Widower

 Employee ID: 50320668

ROSA FIGUEROA

Earnings	Rate	Hours	This Period	Year to Date	Important Notes
Regular	22.2000	28.32	628.70		
Overtime	33.3333	0.15	5.00		
CASICK	22.2000	12.83	284.83		
Vacation	22.2000	92.33	2,049.73		
Gross Pay			\$ 2,968.26	17,347.11	Other Benefits and

Plaintiff's wage statement from her final pay period showing partial vacation wages paid out on 5/5/2023.

CO. FILE DEPT. CLOCK CHK. NO. 1GT 510226 1 0000505242 BioLife Plasma Services L.P. One Takeda Parkway, Deerfield, IL 60015	Earnings Statement Period Beginning: 05/01/2023 Period Ending: 05/14/2023 Pay Date: 05/19/2023
--	--

Filing Status: Married Filing Jointly or Qualifying Widower

 Employee ID: 50320668

ROSA FIGUEROA

Earnings	Rate	Hours	This Period	Year to Date	Important Notes
Vacation Term	22.2000	10.45	231.99		
Gross Pay			\$ 231.99	17,599.10	

The remainder of Plaintiff's accrued vacation time paid out on 5/19/2023.

Defendants did not pay waiting time penalties for the late payments, in violation of Labor Code sections 201, 202, and 203. As a result, Plaintiff may recover civil penalties on behalf of aggrieved employees and the State of California as provided under Labor Code section 2699 (\$100/\$200) per violation per pay period per employee, along with all other civil penalties permitted by law.

Non-Compliant Wage Statements Violation of Labor Code §§ 226, 226.3

Defendants violated Labor Code sections 226(a) and 226.3 with respect to the aggrieved employees by failing to furnish itemized wage statements each pay period that accurately list all information required by Labor Code section 226(a)(1) through (9).

Labor Code section 226(a) requires an employer to furnish wage statements to employees semimonthly or at the time of each payment of wages, "an accurate itemized statement in

writing showing:” (1) gross wages earned, (2) total hours worked, (3) the number of piece rate units earned and applicable piece-rate in effect, (4) all deductions, (5) net wages earned, (6) the inclusive dates of the pay period, (7) the name of the employee and last four digits of SSN or an EIN, (8) the name and address of the legal name of the employer, and (9) all applicable hourly rates in effect during the pay period and the number of hours worked at each hourly rate by the employee.

Defendants failed to provide accurate itemized wage statements to the aggrieved employees each pay period as a result of the policies and practices set forth in this notice. Defendants violated Labor Code section 226(a)(1) and (5) by not listing the correct “gross wages earned” or “net wages earned,” as the employees earned wages and premiums that were not paid, resulting in an inaccurate reflection, and recording of “gross wages earned” on those wage statements.

Additionally, in violation of Labor Code section 226(a)(2), Defendants failed to list the total hours worked each pay period on Plaintiff and the aggrieved employees’ wage statements. An example of Defendants’ deficient wage statements is below.

Employee ID: 50320668				
Earnings	Rate	Hours	This Period	Year to Date
Regular	20.5600	71.40	1,467.98	
Overtime	30.8407	1.13	34.85	
Overtime	30.8360	1.22	37.62	
MEAL/REST	20.5600	1.00	20.56	
Vacation	20.5600	8.00	164.48	
Gross Pay		\$	1,725.49	33,183.19

Plaintiff’s wage statement from 10/7/2022 showing no total hours worked for the pay period.

Further, in violation of Labor Code section 226(a)(8), Defendants listed an incorrect address on Plaintiff and aggrieved employees wage statements. Defendants listed an address on Takeda Parkway in Illinois that has been permanently closed since 2018. Despite the outdated nature of that address, Defendants did not change or notify Plaintiff and the aggrieved employees of a new address that the employees could reference. The Takeda Parkway address is on wage statements as recent as May 2023 and is incorrect in those corresponding pay periods.

Finally, in violation of Labor Code section 226(a)(9), Defendants failed to state on employee wage statements each pay period the applicable hourly rates in effect and the number of hours worked at that rate, as Defendants failed to pay all wages and premiums owed to employees. The amounts stated are instead depreciated and underpaid, resulting in an inaccurate reflection on the pay stub.

Plaintiff and other aggrieved employees cannot promptly and easily determine from the wage statement alone the wages paid or earned without reference to other documents or

information. Indeed, these wage statement violations are significant because they sow confusion among Plaintiff and other aggrieved employees with respect to what amounts were owed and paid, at what rates, the number of hours worked, and how those amounts were or should be calculated. The wage statements reflect a false statement of earnings and concealed the underlying problems and underpayments of employee wages.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, as provided under Labor Code sections 226.3 (\$250/\$1,000) and 2699 (\$100/\$200) per violation per pay period per employee, along with all other civil penalties permitted by law.

Failure to Maintain Accurate Records
Violation of Labor Code § 1174; IWC Wage Orders

Defendants violated Labor Code sections 1174 and the IWC Wage Orders by failing to maintain accurate employee payroll records with respect to Plaintiff and other aggrieved employees.

Labor Code section 1174 requires that employers maintain accurate “payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments.” Section 7(A) of the IWC Wage Orders, which may be enforced through Labor Code section 1198, mandates similar recordkeeping obligations.

Because of the policies and practices set forth in this notice, including the failure to accurately account for wages earned or hours worked, Defendants failed to accurately maintain records in accordance with Labor Code section 1174 and the IWC Wage Orders.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, as provided under Labor Code section 1174.5 (\$500) and 2699 (\$100/\$200), along with all other civil penalties permitted by law.

Attorneys’ Fees and Costs
Labor Code § 2699(g)

Plaintiff has been compelled to retain the services of counsel to protect the interests of other aggrieved employees and the State of California. Plaintiff continues to incur attorneys’ fees and costs, which are recoverable under California law, including Labor Code section 2699(g).

- LITIGATION HOLD NOTICE -

This letter imposes a duty upon all defendants and their respective employees, officers, directors, executives, attorneys, human resource and payroll personnel, accountants, and other agents to preserve all physical and electronic evidence, including electronically stored

information and emails, which relate to the employment of Plaintiff and the aggrieved employees specified in this notice. Evidence includes, but is not limited to, Defendants' written employment and payroll policies and handbooks; the aggrieved employees' personnel files and payroll records, such as paystubs, time records, wage statements, compensation reports, as well as the underlying electronically data in Excel or similar format. Memoranda and internal and external correspondence relating to the subject matter of this notice shall also be maintained. Failure to preserve and retain relevant evidence may constitute spoliation of evidence and result in an adverse inference or sanctions.

If you have any questions regarding the scope your obligations to preserve evidence, please consult your legal counsel and always err on the side of caution. Periodic or regularly scheduled purges or deletions of information covered by this hold must be suspended immediately.

- CONCLUSION -

If the LWDA does not pursue enforcement, Plaintiff intends to bring representative claims on behalf of the State of California and the aggrieved employees seeking civil penalties for violations of the Labor Code and the IWC Wage Orders, along with attorneys' fees, costs, interest, and other appropriate relief.

Please advise if the LWDA intends to investigate any of the factual or legal allegations set forth in this notice. Defendants may contact Plaintiff's counsel with any questions regarding this letter or the forthcoming lawsuit.

Sincerely,



Nicholas J. Ferraro

REJ

Cc Plaintiff Rosa Yareli Figueroa

Jordan L. Matthis, Counsel for Defendants
Jordan.matthis@takeda.com