

HAINES LAW GROUP, APC

Paul K. Haines (SBN 248226)
phaines@haineslawgroup.com
Fletcher W. Schmidt (SBN 286462)
fschmidt@haineslawgroup.com
Matthew K. Moen (SBN 305956)
mmoen@haineslawgroup.com
Susan J. Perez (SBN 329044)
sperez@haineslawgroup.com
2155 Campus Drive, Suite 180
El Segundo, California 90245
Tel: (424) 292-2350
Fax: (424) 292-2355
Attorneys for Plaintiff

LAW OFFICES OF RAPHAEL A. KATRI, APC

Raphael A. Katri (SBN 221941)
RKatri@socallaborlawyers.com
8549 Wilshire Boulevard, Suite 200
Beverly Hills, CA 90211-3104
Tel.: (310) 940-2034
Fax: (310) 733-5644
Attorneys for Plaintiff

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF LOS ANGELES

STEVE CORDOVA and HUYEN
PHUONG LE, as individuals and on behalf
of all others similarly situated,

Plaintiffs,
vs.

NORMAN INDUSTRIAL MATERIALS,
INC., dba INDUSTRIAL METAL
SUPPLY COMPANY, a California
Corporation; and DOES 1-50, inclusive.

Defendants.

Case No.: 23STCV17785

*[Assigned for all purposes to the Hon. Kenneth
R. Freeman, Dept. SSC-14]*

**DECLARATION OF HUYEN PHUONG LE
IN SUPPORT OF APPROVAL OF CLASS
ACTION SETTLEMENT**

Date: May 13, 2025
Time: 10:00 a.m.
Dept.: SSC-14

Action Filed: July 27, 2023
Trial Date: None Set

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8

I, Huyen Phuong Le, declare as follows:

1. I am an individual over the age of 18 and one of the named plaintiffs in this matter.

This declaration is submitted in support of approval of the proposed class action settlement reached in this case. I have personal knowledge of the facts stated in this declaration and could testify competently to them if called upon to do so.

2. I worked for Norman Industrial Materials, Inc., dba Industrial Metal Supply Company (“Defendant”) as a non-exempt employee from approximately March 2020 through July 2023, working a “hybrid” schedule in their Sun Valley, California headquarters, meaning I worked 1 day a week in Defendant’s office, and 4 days remotely from my home. During my employment with Defendant, my job title was “Senior Credit Representative” and my duties included analyzing and establishing lines of credit for customers, approving client orders, and collecting customer payments.

3. Throughout my employment with Defendant, I was required to clock-in for my shifts on Defendant's "Paycor" system on my work computer, which took approximately 2-5 minutes to boot up every morning. Defendant, however, did not pay me for the time I spent waiting for my work computer to boot up in order to clock-in. Instead, I was only paid from the time I clocked in because of this practice. Defendant also paid me bonuses, including bonuses that appeared on my wage statements as "Earn," "Bonus RegN," "Hol Bonus," "COVID Supp," "SignBonus," and "Qty Demo Pay," but when I worked overtime hours and received these forms of bonus payments in the same time period, my overtime wages were calculated based upon my base rate of pay. Similarly, Defendant did not incorporate the value of my bonuses into my sick pay, instead also paying my sick pay wages based upon my base rate of pay.

4. Additionally, due to my work demands, I was frequently unable to take 30-minute meal periods before the end of my fifth hour of work, and Defendant never provided me with a second 30-minute meal period on days I worked over 10.0 hours. Moreover, Defendant regularly interrupted my meal periods while I was clocked out by requiring me to answer work-related phone calls and attend video meetings with supervisors and clients throughout the workday, even

1 during my purported meal periods. Further, Defendants would occasionally pay me meal period
2 premium payments when I was not provided with my meal periods, but the premiums were paid
3 at my base rate of pay even in pay periods where I earned bonus payments.

4 5. Throughout my employment, Defendant also failed to authorize and permit me to
5 take *any* 10-minute rest periods. If I ever did take a rest period, I was required to return to work
6 after *exactly* 10-minutes from the time I left my workstation, despite it taking time for me to travel
7 between the breakroom and my workstation. Moreover, Defendant did not allow me to leave the
8 building on days when I worked in the office, which included during any rest periods I might
9 take. Furthermore, Defendant's supervisors frequently called me on my personal cellular phone
10 with work-related issues, but Defendant did not reimburse me for using my personal cellular
11 phone for work purposes.

12 6. On August 14, 2023, I filed a class action lawsuit against Defendant in Los
13 Angeles County Superior Court, entitled *Huyen Phuong Le v. Norman Industrial Materials, Inc.,*
14 *dba Industrial Metal Supply Company*, Case No. 23STCV19388. I later learned that Steve
15 Cordova had filed this action shortly before I had filed my lawsuit against Defendant, which
16 asserts overlapping claims against Defendant. Therefore, I agreed to join this lawsuit as a named
17 plaintiff and dismiss my separate lawsuit in order to proceed collectively.

18 7. When I first filed my lawsuit, I understood that it had the chance to benefit
19 Defendant's other workers by helping them recover money and penalties they were owed. I felt
20 that Defendant was not following the law, and I wanted Defendant to comply with the law and
21 treat its employees fairly. I feel that the other named plaintiff and I have taken on a greater burden
22 than any of the other class members because we have been actively involved in the litigation since
23 the outset, and because it is our names that are attached to the lawsuit. Although I was aware of
24 the risks associated with filing a public lawsuit, I chose to move forward with the case anyway.
25 Through my efforts, Defendant has agreed to a settlement that will benefit current and former
26 employees of Defendant, and I believe that I should be compensated for carrying the burden of
27 this litigation for the benefit of the other employees.

28 ///

8. I have been actively involved in this case since before I first filed my separate lawsuit. Among other things, I searched for and gathered relevant documents and provided them to my attorneys for use in the lawsuit, I provided factual information to my attorneys, had various phone calls with my attorneys to discuss the claims in the lawsuit and Defendant's policies and practices, assisted my attorneys to help them prepare for mediation, discussed the status of the case and general case strategy with my attorneys on many occasions, and otherwise assisted my attorneys in moving this case towards resolution. I estimate that I have spent approximately 20 to 25 hours in total on these activities.

I declare under penalty of perjury under the laws of the state of California and the United States that the foregoing is true and correct. Executed on March 18, 2025 at Simi Valley, California.


Huyen Phuong Le (Mar 18, 2025 17:53 PDT)

Huyen Phuong Le