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

RAYMOND GARCIA, IAN MORGAN,
HILLARY VERNER, AND ELVIS CATALAN,
individually, and on behalf of the State of
California and other aggrieved persons,

Plaintiffs,

v.

AUTOZONERS, LLC, a Nevada limited liability
company; and DOES 1 through 10, inclusive,

Defendants.

FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF SAN BERNARDINO
SAN BERNARDINO DISTRICT

AUG 29 2023


BY: Stephanie Garcia, Deputy

Case No. **CIV SB 2320581**

**PAGA REPRESENTATIVE ACTION
COMPLAINT:**

1. Civil Penalties Under PAGA [Cal. Lab.
Code § 2699, et seq.]

1 Plaintiffs Raymond Garcia, Ian Morgan, Hillary Verner, and Elvis Catalan (“Plaintiffs”),
2 on information and belief, allege as follows:

3 **INTRODUCTION & PRELIMINARY STATEMENT**

4 1. Plaintiffs bring this action individually, and on behalf of the State of California and
5 other aggrieved persons, against Defendants AutoZoners, LLC and DOES 1 through 10
6 (collectively referred to as “Defendants”) for civil penalties under the Private Attorneys General
7 Act of 2004, California Labor Code §§ 2698 *et seq.* (“PAGA”) stemming from Defendants’ failure
8 to pay for all hours worked (minimum, straight time, and overtime wages), failure to provide meal
9 periods, failure to authorize and permit rest periods, failure to pay all earned wages twice per
10 month, failure to maintain accurate records of hours worked and meal periods, failure to timely
11 pay final wages, failure to furnish accurate wage statements, failure to indemnify employees for
12 expenditures, and failure to produce requested employment records.

13 2. For over 50 years, California’s courts and Legislature have recognized that this
14 State’s wage-and-hour laws serve a compelling public interest of fostering a stable job market.
15 Wages are not ordinary debts. Because of the economic position of the average worker and his or
16 her family, it is essential to the public welfare that employers obey the wage-and-hour laws so that
17 employees are promptly paid the minimum/overtime wages that the Legislature has required for
18 employees. So fundamental are California’s wage-and-hour laws that the Legislature has
19 criminalized certain types of violations. In extending extra protection to deter violations of these
20 underlying statutes—since Plaintiffs are not seeking general and/or special damages, restitution,
21 or other damages other than civil penalties—California has enacted PAGA to permit an individual
22 to bring an action for PAGA penalties only, which is the precise and sole nature of this action.

23 3. All California employees during the relevant period who are or were harmed by
24 Defendants’ illegal practices are “Aggrieved Employees.” The Aggrieved Employees worked for
25 Defendants as hourly-paid or non-exempt employees within the applicable period.

26 4. Plaintiffs bring this action against Defendants seeking only to recover penalties on
27 behalf of Plaintiffs individually, on behalf of all Aggrieved Employees that worked for Defendants,
28 and on behalf of the State of California. Plaintiffs do not seek to recover anything other than