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David W. Slayton,
Executive Officer/Clerk of Court,
By E. Madrid, Deputy Clerk

Attorneys for Plaintiff Julio Ramirez

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

JULIO RAMIREZ, individually and on
behalf of all others similarly situated,

Plaintiff,

v.

A-1 OXYGEN, INC., a Corporation; and
DOES 1-20, inclusive,

Defendants.

Case No.: **23G DCV02475**

**COMPLAINT FOR DAMAGES AND PENALTIES
UNDER PAGA:**

1. Failure to Pay Minimum Wage (Labor §§ 558, 1194 *et seq.*, 1197, 1197.1, 1198, IWC Wage Order)
2. Failure to Pay Overtime Wages (Labor Code §§ 510, 558, 1194 *et seq.*, 1197.1, 1198, IWC Wage Order);
3. Failure to Provide Meal Periods (California Labor Code §§ 226.7 and 512(a));
4. Failure to Provide Rest Periods (California Labor Code § 226.7);
5. Failure to Furnish Accurate Wage Statements (California Labor Code § 226);
6. Waiting Time Penalties (California Labor Code §§ 201-203);
7. Failure to Reimburse for Business Expenditures and Losses (Violation of Labor Code § 2802);
8. Failure to Pay Reporting Time Pay (IWC Wage Orders); and
9. Civil Penalties Under the Private Attorneys General Act (California Labor Code §§ 2698, *et seq.*).

JURY TRIAL REQUESTED

Plaintiff Julio Ramirez (“Plaintiff”) brings this action individually and on behalf of the State of California and on behalf of aggrieved employees pursuant to the California Private Attorneys General Act (“PAGA”), and alleges the following:

I. INTRODUCTION

1. Plaintiff brings this action to remedy wage-and-hour violations by Defendant A-1 Oxygen, Inc. and Does 1 through 20 (collectively, “Defendants”). For at least four years prior to the filing of this Complaint and through the present, Defendants have engaged in a uniform policy and systematic scheme of wage abuse against Plaintiff in violation of applicable California laws, including, without limitation, failing to provide meal and rest breaks, failing to pay minimum and overtime wages, failing to provide accurate wage statements, and failing to pay all earned wages upon separation of employment.

II. THE PARTIES

2. **Defendant A-1 Oxygen, Inc.** (“A-1”) provides medical supplies, such as hospital beds, respiratory devices, mobility, bathroom aide, incontinence supplies, and enteral feeding for patients in hospice and is located in Glendale, California. It conducted and continues to conduct substantial business in the state of California. At all times mentioned herein, Defendant A-1 was and is an employer covered by the California Labor Code and the California Industrial Welfare Commission Wage Order.

3. Plaintiff is unaware and ignorant of the true names and capacities of Defendants sued herein as **Does 1 through 20**, inclusive, and for that reason sues said Defendants by such fictitious names (the “Doe Defendants”).

4. At all times herein relevant, Defendants A-1 and the Doe Defendants, and each of them, were the agents, partners, joint-venturers, joint employers, alter-egos, representatives, servants, employees, successors-in-interest, co-conspirators and assigns, each of the other, and at times relevant hereto were acting with the course and cope of their authority as such agents, partners, joint-venturers, joint employers, alter-egos, representatives, servants, employees, successors-in-interest, co-conspirators and assigns, and all acts or omissions alleges herein were duly committed with the ratification, knowledge, permission, encouragement, authorization, and

1 consent of each defendant designated herein. Plaintiff is informed and believes, and based thereon
2 alleges that the acts of each Defendant are legally attributable to the other Defendants.

3 5. Plaintiff is informed and believes, and based thereon alleges that each of the Doe
4 Defendants are legally responsible for the events and happenings referred to in this Complaint,
5 and unlawfully caused the injuries and damages to Plaintiff as alleged in this Complaint. Plaintiff
6 will file and serve an amendment to this Complaint alleging the true names and capacities of the
7 Doe Defendants when such true names, capacities, and involvement is ascertained.

8 6. **Plaintiff Julio Ramirez** was employed by Defendant A-1 as a driver from
9 approximately November 2022 to June 26, 2023 at A-1's Glendale location as a non-exempt
10 employee and was and is paid in whole or in part on an hourly basis. Plaintiff Julio Ramirez is an
11 individual residing in the County of Los Angeles, California.

12 7. At all times relevant to this Complaint, Defendants exercised control over the wages,
13 hours, and working conditions of Plaintiff; suffered and permitted Plaintiff to work; and otherwise
14 engaged Plaintiff to work, so as to create an employer-employee relationship between Defendants
15 and Plaintiff. At all relevant times, Defendants were "employers" of Plaintiff within the meaning of
16 all applicable California state laws.

17 **III. JURISDICTION AND VENUE**

18 8. The monetary damages and restitution sought by Plaintiff exceed the minimal
19 jurisdiction limits of the Superior Court and will be established according to proof at trial.

20 9. This Court has jurisdiction over this action under the California Constitution, Article
21 VI, Section 10, which grants the Superior Court original jurisdiction in all causes except those
22 given by statute to other courts. The statutes under which this action is brought do not specifically
23 grant jurisdiction to any other court, and the issues are based solely on California statutes and law,
24 including the California Labor Code, California Industrial Welfare Commission ("IWC") Wage
25 Orders, California Code of Civil Procedure, California Civil Code, and the California Business
26 and Professions Code.

27 10. The California Superior Court has jurisdiction over Defendants, because they are
28 citizens of California, have sufficient minimum contacts in California, and otherwise intentionally

1 avail themselves to the California market, including establishing its principal place of business and
2 transacting business in California.

3 11. Venue is proper in this Court, because the Defendants own and operate a
4 manufacturing plant and otherwise transacts business in the County of Los Angeles. And during
5 all relevant time periods, Plaintiff was employed by Defendants in the County of Los Angeles.

6 **IV. FACTUAL BACKGROUND**

7 12. At all relevant times set forth in this Complaint, Defendants employed Plaintiff as an
8 hourly, non-exempt employees.

9 13. Plaintiff was covered under one or more IWC Wage Orders, California Labor
10 Code provisions relating to wage-and-hour laws, and other applicable wage orders, regulations, and
11 statutes, which imposed an obligation on the part of Defendants, among other things, to provide
12 uninterrupted meal and rest periods, to pay overtime wages, to pay wages for all hours worked, to
13 pay all wages due at separation of employment, and to provide accurate wage statements.

14 14. Plaintiff is informed and believes, and based thereon alleges that Defendants
15 engaged in a uniform policy and systematic scheme of wage abuse against Plaintiff, including,
16 without limitation, depriving Plaintiff of uninterrupted thirty-minute meal periods for work periods
17 of at least five hours; depriving Plaintiff of ten-minute rest periods for work periods of four hours
18 or major fractions; failing to compensate Plaintiff for all hours worked, including overtime wages;
19 failing to provide timely, accurate itemized wage statements; and failing to pay, within the time
20 constraints imposed by applicable laws, all earned compensation at separation of employment.

21 15. Plaintiff is informed and believes, and based thereon alleges that Defendants failed
22 to provide Plaintiff the required meal periods or payment of one additional hour of pay at
23 Plaintiff's regular rate of pay when a meal break was missed during the relevant time period. This
24 was a result of Defendants' uniform policy and practice of failing to relieve Plaintiff from her job
25 duties. As a result of Defendants' demanding deadlines, Plaintiff was required to perform work as
26 ordered by Defendants for more than five hours during a shift without receiving a meal break.
27 Specifically, Defendants regularly and systematically schedule Plaintiff's meal breaks after her fifth
28 hour of work. Defendants had no policy, procedure, or practice for Plaintiff to report missed meal

periods or recover lost wages, and Defendants had no policy, procedure, or practice to provide one hour of additional wages for each workday that the meal break was not provided.

16. Plaintiff is informed and believes, and based thereon alleges that Defendants failed to provide Plaintiff rest periods of at least ten minutes per four hours worked, or major fraction thereof, and failed to pay Plaintiff one hour of additional wages at Plaintiff's regular rate of pay when a rest break was not provided during the relevant time period. Defendants had no policy, procedure, or practice for Plaintiff to report missed rest breaks or recover lost wages, and Defendants had no policy, procedure, or practice to provide one hour of additional wages for each workday that the rest break was not provided.

17. Plaintiff is informed and believes, and based thereon alleges that Defendants failed to provide Plaintiff wages, including overtime wages, for all hours worked, meaning the time during which Plaintiff was subject to the control of Defendants, including all the time she was suffered or permitted to work. This was a result of Defendants' uniform policy and practice of requiring Plaintiff to work off-the-clock without paying him for all the time she was under Defendants' control. Plaintiff was entitled to receive compensation for all hours worked, and she did not receive compensation for all hours worked. Plaintiff worked over eight hours in a day, and/or forty hours in a week during her employment with Defendants and Defendants failed to pay overtime wages to Plaintiff for all hours worked more than eight hours in a day and/or forty hours per week.

18. Plaintiff is informed and believes, and based thereon alleges that Defendants have unlawfully failed to provide timely, accurate, itemized wage statements to Plaintiff.

Plaintiff is informed and believes, and based thereon alleges that Defendants have failed to pay all compensation due and owing to Plaintiff upon separation.

VI. PAGA REPRESENTATIVE ACTION ALLEGATIONS

19. At all relevant times, PAGA was applicable to Plaintiff and her employment with Defendants. PAGA provides for a civil penalty to be assessed and collected by the Labor and Workforce Development Agency ("LWDA") for violations of the California Labor Code. As an alternative, these civil penalties may be recovered through a civil action brought by an aggrieved employee on behalf of himself and other current or former employees.

20. Plaintiff and other employees of Defendants are “aggrieved employees” as defined by PAGA, because they are all current or former employees of Defendants, and one or more of the alleged violations were committed against them.

21. On or about August 10, 2023, Plaintiff gave written notice of Defendants’ violations of various provisions of the California Labor Code and the applicable IWC Wage Order to (a) the LWDA by filing with the LWDA through the LWDA website and (b) to Defendants by certified mail.

22. The LWDA did not provide notice of its intention to investigate Defendants’ violations within 65 calendar days of the August 10, 2023 notice.

23. In doing so, Plaintiff has satisfied the administrative prerequisites under PAGA to recover civil penalties against Defendants, in addition to the other remedies, for violations of California Labor Code §§ 201-203, 226.7, 227.3, 510, 512, 551, 552, 1194 *et seq.*, 1197, 1198, and 2802 and the applicable IWC Wage Order.

V. CAUSES OF ACTION

FIRST CAUSE OF ACTION

Failure to Pay Minimum Wage

(Violation of Labor Code §§ 558, 1194 *et seq.*, 1197, 1197.1, 1198, IWC Wage Order)
(By Plaintiff Against Each Defendant)

24. Plaintiff incorporates by reference and re-alleges the paragraphs set forth above as though set forth fully herein.

25. California Labor Code § 204, the IWC Wage Orders, and other applicable laws and regulations, provide that an employer must timely pay its employees for all hours worked.

26. California Labor Code § 1197 further provides, “The minimum wage for employees fixed by the commission or by any applicable state or local law, is the minimum wage to be paid to employees, and the payment of a lower wage than the minimum so fixed is unlawful.”

27. California Labor Code § 1194 establishes an employee’s right to recover unpaid wages, including interest, and the cost of suit. California Labor Code § 1198 further provides that the employment of an employee for longer than those fixed by the IWC Wage Orders is unlawful.

28. Defendants maintained and enforced policies and practices of refusing to pay

Plaintiff for all hours worked. Defendants required Plaintiff to work without compensating him for all hours worked as required by the California Labor Code and the applicable IWC Wage Order.

29. Defendants thus required Plaintiff to work under conditions prohibited by order of the IWC, in violation of those orders.

30. Defendants deprived Plaintiff of her rightfully earned minimum wage compensation, as a direct and proximate result of Defendants' failure to pay said compensation. Under California Labor Code § 1194, Plaintiff is entitled to recover such amounts, plus interest thereon, reasonable attorneys' fees, and costs. In addition, under California Labor Code § 1194.2, Plaintiff is entitled to recover liquidated damages in an amount equal to the minimum wages unlawfully unpaid, and interest thereon. Plaintiff is further entitled to attorneys' fees pursuant to California Code of Civil Procedure § 1021.5, and pursuant to Labor Code § 2699(g)(1).

31. Furthermore, California Labor Code § 1197.1 provides for a civil penalty to be assessed against any employer or other person acting on behalf of an employer who fails to pay a wage less than the minimum fixed by law.

32. At all times relevant herein, Defendants routine and systematic practice of failing to pay Plaintiff a fixed sum of \$50.00 per day resulted in a failure to pay employee wages at the minimum fixed by law.

33. As a result of Defendants' failure to pay minimum wage, Plaintiff is entitled to recover a penalty of \$100.00 for the initial violation for each underpaid employee for each pay period for which each employee was underpaid and \$250 for each subsequent violation for each underpaid employee for each pay period for which each employee was underpaid.

SECOND CAUSE OF ACTION

Failure to Pay Overtime Wages

(Violation of Labor Code §§ 510, 558, 1194 et seq., 1197.1, 1198, IWC Wage Order)
(By Plaintiff Against Each Defendant)

34. Plaintiff incorporates by reference and re-alleges the paragraphs set forth above as though set forth fully herein.

35. California Labor Code § 204, the IWC Wage Orders, and other applicable laws and regulations, provide that an employer must timely pay its employees for all hours worked.

1 36. California Labor Code § 510 further provides that employees in California shall be
2 employed more than eight hours per workday unless they receive additional compensation beyond
3 their regular wages in amounts specified by law.

4 37. California Labor Code § 1194 establishes an employee's right to recover unpaid
5 wages, including overtime compensation and interest, and the cost of suit. California Labor Code
6 § 1198 further provides that the employment of an employee for longer than those fixed by the
7 IWC Wage Orders is unlawful.

8 38. Defendants maintained and enforced policies and practices of refusing to pay
9 Plaintiff for all hours worked. Defendants employed Plaintiff for more than eight hours per day
10 and more than 40 hours per workweek during the operative timeframe, but Defendants failed to
11 pay Plaintiff the correct applicable overtime rate for the number of overtime hours she worked as
12 required by the California Labor Code and the applicable IWC Wage Order.

13 39. Defendants thus required Plaintiff to work under conditions prohibited by order of
14 the IWC, in violation of those orders.

15 40. Defendants deprived Plaintiff of her rightfully earned minimum wage compensation,
16 including overtime compensation, as a direct and proximate result of Defendants' failure to pay
17 said compensation. Under California Labor Code § 1194, Plaintiff is entitled to recover such
18 amounts, plus interest thereon, reasonable attorneys' fees, and costs.

19 41. Defendants owe Plaintiff overtime wages, has failed and refused, and continues to
20 fail and refuse, to pay the overtime wages owed. Additionally, Defendants did not include all the
21 required compensation in calculating the overtime rate of Plaintiff.

22 42. Defendants' failure to pay Plaintiff such premium overtime compensation and their
23 miscalculation of the regular rate of pay violates the provisions of California Labor Code § 510 and
24 § 1198, and the applicable IWC Wage Order and is therefore unlawful. Pursuant to California
25 Labor Code § 1194, Plaintiff is entitled to recover unpaid overtime compensation, as well as
26 interest, costs, and attorneys' fees. In addition, under California Labor Code § 1194.2, Plaintiff is
27 entitled to recover liquidated damages in an amount equal to the minimum wages unlawfully
28 unpaid, and interest thereon. Plaintiff is further entitled to attorneys' fees pursuant to California

Code of Civil Procedure § 1021.5, and pursuant to Labor Code § 2699(g)(1).

43. Pursuant to Labor Code § 558, Plaintiff is entitled to recover a penalty of \$50.00 for the initial failure to compensate employees at the statutory overtime rate for any work in excess of eight hours in one day or any work in excess of 40 hours in any workweek and/or failure to compensate employees at the statutory double time rates for any work in excess of twelve hours in one day or any work in excess of 8 hours on the seventh day of a workweek in addition to any underpaid wages; and \$100.00 for each subsequent failure to compensate employees at the statutory overtime rate for any work in excess of eight hours in one day or any work in excess of 40 hours in any workweek and/or failure to compensate employees at the statutory double time rates for any work in excess of twelve hours in one day or any work in excess of 8 hours on the seventh day of a workweek in addition to any underpaid wages.

44. As a proximate result of Defendants' failure to pay overtime and/or double-time wages as alleged above, Plaintiff is entitled to recover from Defendants penalties pursuant to section 558 in an amount as may be established according to proof at trial.

THIRD CAUSE OF ACTION

Failure to Provide Meal Periods

(Violation of Labor Code §§ 226.7, 512, IWC Wage Order)

(By Plaintiff Against Each Defendant)

45. Plaintiff incorporates by reference and re-alleges the paragraphs set forth above as though set forth fully herein.

46. Plaintiff regularly worked greater than five hours and on occasion greater than ten hours per day. Pursuant to California Labor Code § 512, an employer may not employ someone for a shift of more than five hours without providing him or her with a meal period of not less than thirty minutes or for more than ten hours without providing him or her with a second meal period of not less than thirty minutes.

47. Despite the requirements of the applicable IWC Wage Order and California Labor Code §§ 512 and 226.7, Defendants have had a policy and practice of not providing Plaintiff with timely, uninterrupted first meal periods, and was similarly not provided with a second meal period to the extent such should have been provided.

54. Pursuant to Labor Code § 226.7, Plaintiff is entitled to recover one hour of premium pay for each day in which a rest period was not provided. Plaintiff is further entitled to attorneys' fees pursuant to California Code of Civil Procedure § 1021.5, and pursuant to California Labor Code § 2699(g)(1), Plaintiff is entitled to an award of reasonable attorneys' fees and costs relating to her claims for civil penalties.

55. Additionally, as a proximate result of Defendants' failure to provide rest breaks, Plaintiff is entitled to recover from Defendants penalties pursuant to California Labor Code § 558 in an amount as may be established according to proof at trial.

FIFTH CAUSE OF ACTION

Failure to Furnish Accurate Wage Statements

(Violation of California Labor Code §§ 226 & 226.3, IWC Wage Order)

(By Plaintiff Against Each Defendant)

56. Plaintiff incorporates by reference and re-alleges the paragraphs set forth above as though set forth fully herein.

57. California Labor Code § 226(a) and IWC Wage Order 5, § 7(B) require employers semimonthly or at the time of each payment of wages to furnish each employee with a statement itemizing, among other things, all applicable hourly rates. Labor Code § 226(b) provides that if an employer knowingly and intentionally fails to provide a statement itemizing, among other things, all applicable hourly rates, then the employee is entitled to recover the greater of all actual damages or fifty dollars for the initial violation and one hundred dollars for each subsequent violation, up to four thousand dollars.

58. Defendants knowingly and intentionally failed to furnish Plaintiff with timely, itemized statements as required by California Labor Code § 226(a) and IWC Wage Order 5, § 7(B). As a result, Defendants are liable to Plaintiff in the amounts provided by Labor Code § 226(b) and for penalties, and attorneys' fees.

SIXTH CAUSE OF ACTION

Failure to Pay Wages When Due and Waiting Time Penalties

(Violation of Labor Code §§ 200-203, IWC Wage Order)

(By Plaintiff Against Each Defendant)

59. Plaintiff incorporates by reference and re-alleges paragraphs set forth above as

believed them to be unlawful.”

65. As a pattern and practice, Defendants regularly failed to reimburse and indemnify Plaintiff for business expenses, including without limitation, cell phone charges.

66. Pursuant to California Labor Code § 2802, Plaintiff is entitled to recover unreimbursed business expenses. As a proximate result of these violations, Plaintiff has been damaged in an amount according to proof at time of trial. Pursuant to California Labor Code § 2802(c), Plaintiff is also entitled to recover interest, costs, and attorneys’ fees. Plaintiff is further entitled to attorneys’ fees pursuant to California Code of Civil Procedure §1021.5, and pursuant to California Labor Code § 2699(g)(1), Plaintiff is entitled to an award of reasonable attorneys’ fees and costs relating to their claims for civil penalties.

EIGHTH CAUSE OF ACTION
Failure to Pay Reporting Time Pay
(Violation of IWC Wage Order 9)
(By Plaintiff Against Each Defendant)

67. Plaintiff incorporates by reference and re-allege paragraphs set forth above as though set forth fully herein.

68. California IWC Wage Order 9 § 5 mandates that “[e]ach workday that an employee is required to report to the work site and does report, but is not put to work or is furnished less than half of his/her usual or scheduled day’s work, the employer shall pay him/her for half of the usual or scheduled day’s work but in no event for less than two (2) hours nor more than four (4) hours at the employee’s regular rate of pay”

69. Defendants have had a policy and practice of not paying reporting time pay in whole or in part when Plaintiff reported and report to work as scheduled, but was sent home for lack of work.

70. By their failure to provide reporting time pay, Defendants have violated the provisions of the applicable section of California IWC Wage Order 9 § 5.

71. As a result of Defendants’ unlawful acts, Plaintiff has been deprived of wages in amounts to be determined at trial, and is entitled to recover such amounts plus interest thereon, penalties, attorneys’ fees, and costs.

TENTH CAUSE OF ACTION

Private Attorney General Act

(California Labor Code §§ 2698, *et seq.* [PAGA])

(By Plaintiff and Other Aggrieved Employees Against Defendants)

72. Plaintiff incorporates by reference and re-alleges paragraphs set forth above as though set forth fully herein.

73. PAGA authorizes an aggrieved employee, on behalf of himself or other current or former employees, to bring a civil action to recover civil penalties against his or her employer pursuant to the procedures specified in California Labor Code § 2699.3. Plaintiff is an aggrieved employee within the meaning of PAGA, and pursuant to PAGA, Plaintiff is entitled to recover civil penalties on behalf of himself and other similarly aggrieved persons who are, or were employed, by Defendants and against whom one or more of the alleged violations were committed. If the employee prevails as private attorney general, the employer may be subject to civil penalties, of which the aggrieved employee is entitled to 25 percent.

74. Plaintiff has complied with the procedures for bringing suit under PAGA. Specifically, on or about August 10, 2023 Plaintiff gave written notice of Defendants' violations — including the facts and theories to support the violations — of various provisions of the California Labor Code and the applicable IWC Wage Order to (a) the LWDA by filing with the LWDA through the LWDA website and (b) to Defendants by certified mail.

75. Pursuant to California Labor Code § 2699.3, the LWDA must give written notice by certified mail to the parties that it intends to investigate the alleged violations of the California Labor Code within 60 days of the date of the complainant's written notice and more than 65 days have passed since the notice and the LWDA did not provide the parties notice that it intended to investigate her claims.

76. During the applicable time period preceding the filing of Plaintiff's notice to the LWDA, Defendants violated California Labor Code §§ 201-203, 226, 226.7, 512(a), 1194, 1198, and 2802, and the applicable IWC Wage Order provisions, as alleged in more detail above.

77. Pursuant to California Labor Code §§ 2699(a) and (f), and 2699.5, and 2699(g)(1), Plaintiff and similarly aggrieved employees are entitled to an award of reasonable attorneys' fees

1 and costs. To that end, Plaintiff seeks all relief entitled under PAGA for any penalties assessed
2 against Defendants as a result of Defendants' California Labor Code violations, plus attorneys' fees
3 and costs.

4 **VI. PRAYER FOR RELIEF**

5 Wherefore, Plaintiff prays for an award and judgment against Defendants jointly and
6 severally, as follows:

- 7 1. For compensatory damages;
- 8 2. For general damages;
- 9 3. For applicable penalties;
- 10 4. For injunctive relief on applicable causes of action;
- 11 5. For an award of interest, including prejudgment interest, at the legal rate;
- 12 6. For an award of attorneys' fees on the applicable causes of action;
- 13 7. For costs of suit incurred; and
- 14 8. For such other and further relief as the Court deems appropriate.

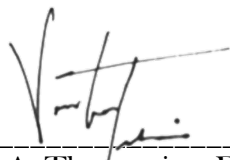
15 **DEMAND FOR JURY TRIAL**

16 Plaintiff hereby demand a jury trial in this matter on all matters triable to a jury.

17
18
19 Dated: November 20, 2023

KJT LAW GROUP, LLP

20
21
22 By:



Vache A. Thomassian, Esq.
Caspar Jivalagian, Esq.
Christopher A. Adams, Esq.
Attorneys for Plaintiff Julio Ramirez