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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF LOS ANGELES

EDGAR ESTRADA, an individual, on behalf
of himself and others similarly situated

PLAINTIFF,

v.

UNITED AUTO AND TRUCK, INC.; and
DOES 1 thru 50, inclusive,

DEFENDANTS.

CASE NO. 23STCV18569

**[Case Assigned for All Purposes to
Lawrence P. Riff in Dept. 7]**

**[Amended as a matter of right, pursuant to
Labor Code § 2699.3(a)(2)(C)]**

**SECOND AMENDED CLASS AND
REPRESENTATIVE ACTION
COMPLAINT**

1. Failure to Pay all Wages and Overtime Wages in Violation of Labor Code §§ 1118.12, 1184.2, 1194, 1197, 1197.1, 1198
2. Failure to Provide Meal Periods in Violation of Labor Code §§ 226.7 and 512
3. Failure to Provide Rest Breaks Pursuant to Labor Code § 226.7
4. Failure to Reimburse Expenses Pursuant to Labor Code § 2802
5. Violation of Labor Code § 226(a)
6. Penalties Pursuant to Labor Code § 203
7. Violation of Business & Professions Code § 17200
8. Penalties Pursuant to Labor Code § 2699, et seq.

1 Plaintiff EDGAR ESTRADA, an individual, on behalf of himself, all others similarly
2 situated, and on behalf of the people of the State of California and as an “aggrieved employee”
3 under Labor Code Private Attorneys General Act of 2004, § 2699, *et seq.* (hereafter “PAGA”),
4 complains of Defendant UNITED AUTO AND TRUCK, INC. (“Defendant”) and each of them,
5 as follows:

6 **I.**

7 **INTRODUCTION**

8 1. This is a Class and Representative Action, pursuant to Code of Civil Procedure §
9 382, on behalf of Plaintiff and a Proposed Class defined as:

10 All persons who are employed or have been employed as a non-
11 exempt employee by UNITED AUTO AND TRUCK, INC., in the
12 State of California since four (4) years prior to the filing of this
action to the present. (“Proposed Class”)

13 2. Four at least four (4) years prior to the filing of this action and continuing to the
14 present, Defendant has violated Labor Code §§ 1118.12, 1184.2, 1194, 1197, 1197.1, and 1198.
15 Plaintiff and the Proposed Class worked in excess of 8 hours in a day and 40 hours in a week, and
16 therefore, were entitled to receive certain wages for overtime compensation, but they were not paid
17 for all overtime and double-time hours worked. Additionally, Plaintiff and the Proposed Class earn
18 nondiscretionary remuneration, including, but not limited to, shift and other differentials, non-
19 discretionary bonuses, and performance pay. Defendant, on occasion, failed to include such
20 nondiscretionary remuneration in the regular rate calculation, thereby underpaying Plaintiff and
21 the Proposed Class when they worked overtime or double-time. Plaintiff alleges that Defendant
22 failed to pay Plaintiff and the Proposed Class at least the legal minimum wage and overtime wage
23 for all hours worked (in violation of Labor Code sections 1182.12, 1184.2, 1194, 1197, 1197.1, and
24 1198) due to Defendant’s policy and practice of requiring Plaintiff and the Proposed Class to work
25 off-the-clock, failing to pay wages using the appropriate regular rate of pay or the required
26 minimum wage, and/or failing to pay for all recorded time, among other reasons. Defendant failed
27 to pay Plaintiff and the Proposed Class all minimum, regular, and overtime wages for these hours.

28 3. For at least four (4) years prior to the filing of this action and continuing to the

1 present, Defendant has willfully ignored California meal and rest break laws and instituted a policy
2 where Plaintiff and the Proposed Class were not allowed lawful meal or rest breaks, or had meal
3 or rest breaks interrupted. Plaintiff alleges that Defendant failed to provide lawful meal periods
4 and failed to maintain a policy informing Plaintiff and the Proposed Class of their rights associated
5 with meal periods. In addition, Defendant has had a consistent policy of: (1) failing to provide
6 Plaintiff and the Proposed Class uninterrupted meal periods; and (2) failing to pay such employees
7 one (1) hour of pay at the employees' regular rate of compensation for each workday that the
8 compliant meal period was not provided. Additionally, Defendant, on occasion, failed to include
9 nondiscretionary remuneration, including, but not limited to, shift and other differentials, in the
10 regular rate calculation, thereby underpaying Plaintiff and the Proposed Class when they were paid
11 meal period premiums.

12 4. For at least four (4) years prior to the filing of this action and continuing to the
13 present, Defendant has had a consistent policy of failing to inform Proposed Class Members of
14 their right to take rest periods by way of a lawful policy and of failing to provide Proposed Class
15 Members within the State of California, including Plaintiff, rest periods of at least ten (10) minutes
16 per four (4) hours worked or major fraction thereof and failing to pay such employees one (1) hour
17 of pay at the employee's regular rate of compensation for each workday that the rest period was
18 not provided, as required by California state wage and hour laws. Further, Defendant also had a
19 consistent policy of paying rest period premiums at the base rate and not the blended rate in
20 violation of *Ferra v. Loews Hollywood Hotel, LLC* and Labor Code §§ 226.7.

21 5. For at least four (4) years prior to the filing of this action and continuing to the
22 present, Defendant has failed to reimburse Plaintiff and the Proposed Class the cost of purchasing
23 specialized tools necessary to perform their job duties. The work performed by Plaintiff and the
24 Proposed Class necessitated the use of special tools. Defendant provided inadequate rusty and old
25 tools, and so Plaintiff and the Proposed Class had to purchase tools necessary to perform their job
26 duties. As a result, Plaintiff and the Proposed Class purchased these tools and Defendant never
27 reimbursed them for the cost.

28 6. For at least one (1) year prior to the filing of this action continuing to the present,

1 Defendant has failed to comply with Industrial Welfare Commission (“IWC”) Wage Order 4-2001
2 and Labor Code § 226(a) by failing to provide Plaintiff and the Proposed Class accurate itemized
3 wage statements in writing showing the total hours worked at each applicable hourly rate in effect
4 during the pay period and the corresponding number of hours worked at each hourly rate by
5 Plaintiff and the members of the Proposed Class.

6 7. For at least three (3) years prior to the filing of this action continuing to the present,
7 Defendant has failed to pay all wages due at the time of termination or resignation to Plaintiff and
8 the Proposed Class.

9 8. Plaintiff, on behalf of himself and all Proposed Class Members brings this action
10 pursuant to Labor Code §§ 201, 202, 203, 226(a), 226.7, 512, 1118.12, 1184.2, 1194, 1197, 1197.1,
11 1198, and 2802; Wage Order 4-2001; and California Code of Regulations, Title 8, Section 11040,
12 seeking unpaid wages, meal and rest period penalties, unreimbursed expenses, accurate itemized
13 wage statements, other penalties, injunctive and other equitable relief, and reasonable attorneys’
14 fees and costs.

15 9. Plaintiff, on behalf of himself and all Proposed Class Members, pursuant to
16 Business & Professions Code §§ 17200-17208, also seeks injunctive relief, restitution, and
17 disgorgement of all benefits Defendant enjoyed from its unlawful conduct as described herein.

18 10. For at least one (1) year prior to the date of the letter sent to the Labor Workforce
19 and Development Agency (“LWDA”) and Defendant giving notice of the claims pursuant to
20 PAGA, Defendant has violated Labor Code provisions, as detailed below, giving rise to a claim
21 pursuant to PAGA. Plaintiff, on behalf of himself and all aggrieved employees presently or
22 formerly employed by Defendant during the liability period as defined in their PAGA notice letter
23 (*see* Exhibit “1”), brings this representative action pursuant to Labor Code § 2699, *et seq.* seeking
24 penalties for Defendant’s violations of Labor §§ 201, 202, 203, 226(a), 226.7, 512, 1118.12,
25 1184.2, 1194, 1197, 1197.1, 1198, 1198.5, and 2802 .

26 **II.**

27 **JURISDICTION AND VENUE**

28 11. This Court has subject matter jurisdiction over all causes of action asserted herein

pursuant to Article VI, § 10 of the California Constitution and California Code of Civil Procedure § 410.10 by virtue of the fact that this is a civil action in which the matter in controversy, exclusive of interest, exceeds \$25,000, and because each cause of action asserted arises under the laws of the State of California or is subject to adjudication in the courts of the State of California.

12. This Court has personal jurisdiction over Defendant because Defendant has caused injuries in the County of Los Angeles and the State of California through their acts, and by their violation of the California Labor Code, California state common law, and California Business & Professions Code § 17200, *et seq.*

13. Venue as to each Defendant is proper in this judicial district, pursuant to Code of Civil Procedure § 395. Defendant operates within California and does business within Los Angeles County. The unlawful acts alleged herein have a direct effect on Plaintiff and all Proposed Class Members within the State of California and the county of Los Angeles.

14. This case should be classified as complex according to Rule 3.400 of the California Rules of Court, and assigned to a complex litigation judge and department, as it will involve substantial documentary evidence, a large number of witnesses, and is likely to involve extensive motion practice raising difficult or novel issues that will be time-consuming to resolve and would require substantial post judgment judicial supervision.

15. Plaintiff files this amended complaint adding a claim for penalties pursuant to Labor Code § 2699, *et seq.* as a matter of right, pursuant to Labor Code § 2699.3(a)(2)(C)].

III.

PARTIES

A. PLAINTIFF

16. Plaintiff EDGAR ESTRADA is a resident of California.

17. Plaintiff and all Proposed Class Members, were regularly required to:

- a. Work without being paid for all hours worked, including overtime;
- b. Work without being provided complaint meal periods;
- c. Work without being provided rest periods;
- d. Work without being reimbursed for their out of pocket expenses; and,

e. Work without being provided accurate itemized wage statements;

18. Defendant willfully failed to compensate Plaintiff and all Proposed Class Members for wages at the termination of their employment with Defendant.

19. As a result of this conduct, Defendant has engaged in unfair competition and unlawful business practices.

20. Plaintiff and all aggrieved employees as defined in his notice letter to the LWDA are “aggrieved employees” within the meaning of Labor Code § 2699, *et seq.* (see Labor Code §2699(c).)

B. DEFENDANTS

21. Defendant UNITED AUTO AND TRUCK, INC. is believed to be a California corporation operating within the State of California. Defendant’s corporate address is believed to be 13101 Foothill Blvd, Sylmar, CA 91343. Upon information and belief, Defendant employed Plaintiff and similarly situated persons as hourly employees within California. Defendant has done and does business throughout the State of California.

22. The true names and capacities, whether individual, corporate, associate, or otherwise, of Defendants sued herein as DOES 1 to 50, inclusive, are currently unknown to Plaintiff, who therefore sues Defendants by such fictitious names under Code of Civil Procedure § 474. Plaintiff is informed and believes, and based thereon alleges, that each of the Defendants designated herein as a DOE is legally responsible in some manner for the unlawful acts referred to herein. Plaintiff will seek leave of court to amend this Complaint to reflect the true names and capacities of the Defendants designated hereinafter as DOES when such identities become known.

23. Plaintiff is informed and believes, and based thereon alleges, that each Defendant acted in all respects pertinent to this action as the agent of the other Defendants, carried out a joint scheme, business plan or policy in all respects pertinent hereto, and the acts of each Defendant are legally attributable to the other Defendants. Furthermore, Defendants in all respects acted as the employer and/or joint employer of Plaintiff and the Proposed Class Members.

24. Furthermore, Defendants acted in all respects as the employers or joint employers of the Proposed Class. Defendants, and each of them, exercised control over the wages, hours or

1 working conditions of the Proposed Class, or suffered or permitted the Proposed Class to work, or
2 engaged, thereby creating a common law employment relationship, with the Proposed Class.
3 Therefore, Defendants, and each of them, employed or jointly employed the Proposed Class.

4 **IV.**

5 **FACTUAL BACKGROUND**

6 25. Plaintiff and the Proposed Class are, and at all times pertinent hereto, have been
7 classified as non-exempt employees by Defendant. Defendant hires employees who work as
8 hourly employees who are paid on an hourly basis.

9 26. Upon information and belief, Plaintiff and the Proposed Class are covered by
10 California Industrial Welfare Commission Occupational Wage Order No. 4-2001 (Title 8 Cal.
11 Code of Regs. § 11040).

12 27. On a regular and consistent basis, Defendant has violated Labor Code §§ 1118.12,
13 1184.2, 1194, 1197, 1197.1, and 1198. Plaintiff and the Proposed Class worked in excess of 8
14 hours in a day and 40 hours in a week, and therefore, were entitled to receive certain wages for
15 overtime compensation, but they were not paid for all overtime and double-time hours worked.
16 Additionally, Plaintiff and the Proposed Class earn nondiscretionary remuneration, including, but
17 not limited to, shift and other differentials, non- discretionary bonuses, and performance pay.
18 Defendant, on occasion, failed to include such nondiscretionary remuneration in the regular rate
19 calculation, thereby underpaying Plaintiff and the Proposed Class when they worked overtime or
20 double-time. Plaintiff alleges that Defendant failed to pay Plaintiff and the Proposed Class at least
21 the legal minimum wage and overtime wage for all hours worked (in violation of Labor Code
22 sections 1182.12, 1184.2 1194, 1197, 1197.1, and 1198) due to Defendant's policy and practice of
23 requiring Plaintiff and the Proposed Class to work off-the-clock, failing to pay wages using the
24 appropriate regular rate of pay or the required minimum wage, and/or failing to pay for all recorded
25 time, among other reasons. Defendant failed to pay Plaintiff and the Proposed Class all minimum,
26 regular, and overtime wages for these hours.

27 28. On a regular and consistent basis, Defendant has willfully ignored California meal
28 and rest break laws and instituted a policy where Plaintiff and the Proposed Class were not allowed

1 lawful meal or rest breaks, or had meal or rest breaks interrupted. Plaintiff alleges that Defendant
2 failed to provide lawful meal periods and failed to maintain a policy informing Plaintiff and the
3 Proposed Class of their rights associated with meal periods. In addition, Defendant has had a
4 consistent policy of: (1) failing to provide Plaintiff and the Proposed Class uninterrupted meal
5 periods; and (2) failing to pay such employees one (1) hour of pay at the employees' regular rate
6 of compensation for each workday that the compliant meal period was not provided. Additionally,
7 Defendant, on occasion, failed to include nondiscretionary remuneration, including, but not limited
8 to, shift and other differentials, in the regular rate calculation, thereby underpaying Plaintiff and
9 the Proposed Class when they were paid meal period premiums.

10 29. On a regular and consistent basis, Plaintiff and the Proposed Class have been
11 required to work four hour increments (or major fractions thereof) without being provided with a
12 ten (10) minute rest period. Defendant also failed to pay such employees one (1) hour of pay at
13 the employee's regular rate of compensation for each work day that the complaint rest period was
14 not provided, as required by California state wage and hour laws. Defendant has had a consistent
15 policy of paying rest period premiums at the base rate and not the blended rate, when rest break
16 premiums are provided, as required. Additionally, Defendant failed to inform Plaintiff and the
17 Proposed Class of their right to take rest periods by way of a lawful policy.

18 30. On a regular and consistent basis, Plaintiff and the Proposed Class have not been
19 properly reimbursed expenses associated with the cost of tools necessary for the completion of
20 their job duties.

21 31. Defendant has failed to comply with Industrial Welfare Commission ("IWC")
22 Wage Order 4-2001(7) and Labor Code § 226(a) by failing to maintain time records showing total
23 hours worked by the employee and all applicable hourly rates in effect during the pay period and
24 the corresponding number of hours worked at each hourly rate by the employee for Plaintiff and
25 the Proposed Class.

26 32. Defendant willfully failed to pay wages and compensation, when Plaintiff and all
27 Proposed Class Members quit or were discharged. This failure was willful, without legal
28 justification, and interfered with Plaintiff's and Class Members' rights.

33. As a result of the acts alleged herein, Defendant violated Labor Code §2699, *et seq.*

V.

CLASS ACTION ALLEGATIONS

34. Plaintiff brings this action on behalf of himself and all others similarly situated as a Class Action pursuant to § 382 of the Code of Civil Procedure. Plaintiff seeks to represent a proposed class composed of and defined as follows:

All persons who are employed or have been employed as a non-exempt employee by UNITED AUTO AND TRUCK, INC., in the State of California since four (4) years prior to the filing of this action to the present. (“Proposed Class”)

35. Plaintiff reserves the right under Rule 3.765(b) of the California Rules of Court to amend or modify the class description with greater specificity, by division into subclasses, or by limitation to particular issues.

36. This action has been brought and may properly be maintained as a class action under the provisions of § 382 of the Code of Civil Procedure because there is a well-defined community of interest in the litigation and the Proposed Classes are easily ascertainable.

A. NUMEROSITY

37. The potential members of the Proposed Class as defined are so numerous that joinder of all the members of the Proposed Class is impracticable. While the precise number of proposed Class Members has not been determined at this time, Plaintiff is informed and believes that Defendant currently employ, and during the relevant time periods employed over 50 members of the Proposed Class.

38. Plaintiff alleges that Defendant's employment records would provide information as to the number and location of all Proposed Class Members. Joinder of all members of the Proposed Class is not practicable.

B. COMMONALITY

39. There are questions of law and fact common to the Proposed Class that predominate over any questions affecting only individual Proposed Class Members. These common questions of law and fact include, without limitation:

1 a. Whether Defendant failed to pay wages and/or overtime compensation as
2 required by the Labor Code and Wage Orders under Labor Code §§ 1118.12, 1184.2, 1194, 1197,
3 1197.1, 1198;

4 b. Whether Defendant violated Labor Code § 226.7 and IWC Wage Order 4 -
5 2001 or other applicable IWC Wage Orders, by failing to inform Plaintiff and the Proposed Class
6 of their right to take rest periods and failing to provide required rest periods throughout the term
7 of employment and failing to compensate said employees one (1) hours wages in lieu of rest
8 periods;

9 c. Whether Defendant violated Labor Code § 226.7 and IWC Wage Order 4 -
10 2001 or other applicable IWC Wage Orders, by failing to inform Plaintiff and the Proposed Class
11 of their right to take rest periods and failing to provide required rest periods throughout the term
12 of employment and failing to compensate said employees one (1) hours wages in lieu of rest
13 periods;

14 d. Whether Defendants violated Labor Code § 2802 and/or Wage Order 4-2001 or
15 other applicable IWC Wage Orders by failing to reimburse out of pocket
16 expenses for the cost of tools;

17 e. Whether Defendants violated Labor Code § 226(a) and Wage Order 4-2001 or
18 other applicable IWC Wage Orders, and Cal. Code Regs., Title 8, Section 11040
19 by failing to furnish accurate itemized wage statements that accurately show
20 total hours worked, all applicable hourly rates in effect during the pay period
21 and the corresponding number of hours worked at each hourly rate, for Plaintiff
22 and the members of the Proposed Class;

23 f. Whether Defendant violated §§ 201-203 of the Labor Code by failing to pay
24 compensation due and owing at the time that any Proposed Class Member's
25 employment with Defendant terminated;

26 g. Whether Defendant violated § 17200, *et seq.* of the Business & Professions
27 Code by engaging in the acts previously alleged; and

28 h. Whether Plaintiff and the members of the Proposed Class are entitled to

equitable relief pursuant to Business & Professions Code § 17200, *et seq.*

- i. Whether Defendant violated Labor Code § 2699, *et seq.* by engaging in the acts alleged herein.

C. TYPICALITY

40. The claims of Plaintiff are typical of the claims of the Proposed Class. Plaintiff and all members of the Proposed Class sustained injuries and damages arising out of and caused by Defendant's common course of conduct in violation of laws, regulations that have the force and effect of law, and statutes as alleged herein.

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D. ADEQUACY OF REPRESENTATION

41. Plaintiff will fairly and adequately represent and protect the interests of the members of the proposed Class.

42. Counsel who represent Plaintiff and the Proposed Class are competent and experienced in litigating large employment class actions.

E. SUPERIORITY OF CLASS ACTION

43. A class action is superior to other available means for the fair and efficient adjudication of this controversy. Individual joinder of all Proposed Class Members is not practicable, and questions of law and fact common to the Proposed Class predominate over any questions affecting only individual members of the Proposed Class. Each member of the Proposed Class has been damaged and is entitled to recovery by reason of Defendant's illegal policy and/or practice of failing to pay all wages and/or overtime, failing to provide meal and rest periods, failing to reimburse expenses, failing to provide accurate itemized wage statements, and failing to pay all wages upon resignation or termination.

44. Class action treatment will allow those similarly situated persons to litigate their claims in the manner that is most efficient and economical for the parties and the judicial system. Plaintiff is unaware of any difficulties that are likely to be encountered in the management of this action that would preclude its maintenance as a class action.

VI.

1 **FIRST CAUSE OF ACTION**

2 **PLAINTIFF ON BEHALF OF HIMSELF AND THE PROPOSED CLASS**

3 **FAILURE TO PAY WAGES AND/OR OVERTIME PURSUANT TO**

4 **LABOR CODE §§ 1118.12, 1184.2, 1194, 1197. 1197.1,**

5 **1198**

6 45. Plaintiff, on behalf of himself and the proposed Class, realleges and incorporates
7 by reference all previous paragraphs.

8 46. Plaintiff alleges that Defendant has violated Labor Code §§ 1118.12, 1184.2, 1194,
9 1197. 1197.1, 1198.

10 47. These statutes require an employer to compensate its employees at the minimum
11 wage rate for all hours worked and at a rate of no less than one and one-half times the regular rate
12 of pay for any work in excess of eight hours in one workday and any work in excess of 40 hours
13 in any one workweek. Plaintiff and the Proposed Class worked in excess of 8 hours in a day and
14 40 hours in a week, and therefore, were entitled to receive certain wages for overtime
15 compensation, but they were not paid for all overtime and double-time hours worked.

16 48. Additionally, Plaintiff and the Proposed Class earn nondiscretionary remuneration,
17 including, but not limited to, shift and other differentials, non- discretionary bonuses, and
18 performance pay. Defendant, on occasion, failed to include such nondiscretionary remuneration in
19 the regular rate calculation, thereby underpaying Plaintiff and the Proposed Class when they
20 worked overtime or double-time.

21 49. Plaintiff alleges that Defendant failed to pay Plaintiff and the Proposed Class at
22 least the legal minimum wage and overtime wage for all hours worked (in violation of Labor Code
23 sections 1182.12, 1184.2 1194, 1197, 1197.1, and 1198) due to Defendant's policy and practice of
24 requiring Plaintiff and the Proposed Class to work off-the-clock, failing to pay wages using the
25 appropriate regular rate of pay or the required minimum wage, and/or failing to pay for all recorded
26 time, among other reasons.

27 50. Defendant failed to pay Plaintiff and the Proposed Class all minimum, regular, and
28 overtime wages for these hours.

51. As a result of the unlawful acts of Defendant, Plaintiff and the Proposed Class Members have been deprived of wages and/or overtime in amounts to be determined at trial, and are entitled to recovery of such amounts, plus interest and penalties thereon, attorneys' fees, and costs.

VII.

SECOND CAUSE OF ACTION

PLAINTIFF ON BEHALF OF HIMSELF AND THE PROPOSED CLASS

FAILURE TO ALLOW REST PERIODS PURSUANT TO

LABOR CODE § 226.7

52. Plaintiff, on behalf of himself and the proposed Class, realleges and incorporates by reference all previous paragraphs.

53. Plaintiff alleges that Defendant willfully ignored California meal and rest break laws and instituted a policy where Plaintiff and the Proposed Class were not allowed lawful meal or rest breaks, or had meal or rest breaks interrupted.

54. Labor Code §§ 226.7 and 512 require an employer to pay an additional hour of compensation for each meal period the employer fails to provide. Employees are entitled to a first meal period of at least thirty (30) minutes for shifts over five (5) hours, to be provided within the first five (5) hours of the shift, and a second meal period of at least thirty (30) minutes for shifts over ten (10) hours. If an employee is entitled to a second meal period, it must be provided after no more than ten (10) hours of work. Defendant failed to maintain a policy informing Plaintiff and the Proposed Class of these rights.

55. Likewise, the Wage Orders (1-2001) state that: An employer may not employ an employee for a work period of more than ten (10) hours per day without providing the employee with a second meal period of not less than thirty (30) minutes, except that if the total hours worked is no more than twelve (12) hours, the second meal period may be waived by mutual consent of the employer and the employee only if the first meal period was not waived. Pursuant to Labor Code § 226.7(c), if an employer fails to provide an employee with a lawful meal period, the employer must pay the employee one (1) hour of pay at the employee's regular rate of

1 compensation for each workday that a thirty (30) minute uninterrupted meal period was not
2 provided, was not provided in full, or was not provided in a timely manner.

3 56. Plaintiff alleges that Defendant failed to provide lawful meal periods and failed to
4 maintain a policy informing Plaintiff and the Proposed Class of their rights associated with meal
5 periods. In addition, Defendant has had a consistent policy of: (1) failing to provide Plaintiff and
6 the Proposed Class uninterrupted meal periods; and (2) failing to pay such employees one (1) hour
7 of pay at the employees' regular rate of compensation for each workday that the compliant meal
8 period was not provided.

9 57. Additionally, Defendant, on occasion, failed to include nondiscretionary
10 remuneration, including, but not limited to, shift and other differentials, in the regular rate
11 calculation, thereby underpaying Plaintiff and other aggrieved employees when they were paid
12 meal period premiums.

13 58. Pursuant to Labor Code § 226.7, Plaintiff and the Proposed Class are entitled to
14 damages in an amount equal to one (1) hour of wages per missed meal break, per day in a sum to
15 be proven at trial.

16 **VIII.**

17 **THIRD CAUSE OF ACTION**

18 **PLAINTIFF ON BEHALF OF HIMSELF AND THE PROPOSED CLASS**

19 **FAILURE TO ALLOW REST PERIODS PURSUANT TO**

20 **LABOR CODE § 226.7**

21 59. Plaintiff, on behalf of himself and the proposed Class, realleges and incorporates
22 by reference all previous paragraphs.

23 60. Labor Code § 226.7 requires an employer to pay an additional hour (1) of
24 compensation for each rest period the employer fails to provide. Employees are entitled to a paid
25 ten (10) minute rest break for every four (4) hours worked (or major fraction thereof). Defendant
26 failed to maintain a policy informing Plaintiff and the Proposed Class of this right.

27 61. Plaintiff and the Class consistently worked shifts with no rest breaks, and Defendant
28 failed to maintain an accurate policy advising Plaintiff and the Class of these rest breaks and failed

1 to provide Plaintiff and the Class with rest breaks of not less than ten (10) minutes as required by
2 the Labor Code during the relevant time period. Rest breaks were frequently missed, interrupted,
3 or late, as Plaintiff and the Proposed Class had a heavy workload and were not always able to take
4 a rest break.

5 62. Additionally, on a regular and consistent basis, Defendant failed to provide Plaintiff
6 and the Proposed Class with a second rest period despite regularly requiring Plaintiff and the
7 Proposed Class work over six (6) hours.

8 63. As a result, Defendant failed to provide Plaintiff and the Proposed Class with
9 compliant rest periods.

10 64. Further, Plaintiff and the Proposed Class were not compensated with one (1) hour
11 of wages at the regular rate of compensation for each compliant rest period that was not provided
12 as required by Labor Code § 226.7. In *Ferra v. Loews Hollywood Hotel, LLC*, the California
13 Supreme Court set forth the formula for calculating the one extra hour of premium pay that
14 employees are owed if an employer fails to provide a compliant meal period or rest break.
15 Specifically, the Court held that those premium payments must include the hourly value of any
16 nondiscretionary earnings (such as a nondiscretionary bonuses), and cannot simply be paid at an
17 employee's base hourly rate. *Ferra* requires the rest period premium payments must include the
18 hourly value of any nondiscretionary earnings (such as a nondiscretionary bonuses), and cannot
19 simply be paid at an employee's base hourly rate. Here, when rest premiums are provided,
20 Defendant has had a consistent policy of paying rest period premiums at the base rate and not the
21 blended rate in violation of Labor Code §§ 226.7.

22 65. Pursuant to Labor Code § 226.7, Plaintiff and the Proposed Class are entitled to
23 damages in an amount equal to one (1) hour of wages per missed rest period, in a sum to be proven
24 at trial.

25 ///

26 ///

27 **IX.**

28 **FOURTH CAUSE OF ACTION**

1 **PLAINTIFF ON BEHALF OF HIMSELF AND THE PROPOSED CLASS**

2 **FAILURE TO REIMBURSE EXPENSES PURSUANT TO**

3 **LABOR CODE § 2802**

4 66. Plaintiff, on behalf of himself and the Proposed Class, realleges and incorporates
5 by reference all previous paragraphs.

6 67. Labor Code § 2802 requires employers to indemnify employees for all necessary
7 expenditures incurred by employees in the discharge of their duties.

8 68. Defendants have failed to reimburse Plaintiff and the Proposed Class for the cost
9 of using tools that were not provided by Defendant but were necessary for the performance of
10 Plaintiff and the Proposed Class's job duties. Defendant provided tools for Plaintiff and the
11 Proposed Class to perform their duties, however these tools were old and rusty, and prevented
12 Plaintiff and the Proposed Class from performing their job duties. As a result, Plaintiff and the
13 Proposed Class had to purchase tools/equipment that was necessary to perform their job duties.
14 This tools/equipment were not provided by Defendant, and Defendant failed to reimburse Plaintiff
15 and the Proposed Class for the costs associated with using this personal tools/equipment.

16 69. As a result of the unlawful acts of Defendants, Plaintiff and the Proposed Class
17 have been deprived of reimbursement in the amounts to be determined at trial, and are entitled to
18 recovery of such amounts, plus interest and penalties thereon, attorneys' fees, and costs.

19 **X.**

20 **FIFTH CAUSE OF ACTION**

21 **PLAINTIFF ON BEHALF OF HIMSELF AND THE PROPOSED CLASS**

22 **VIOLATION OF LABOR CODE § 226(A)**

23 70. Plaintiff, on behalf of himself and the Proposed Class, realleges and incorporates
24 by reference all previous paragraphs.

25 71. California Labor Code § 226(a) requires employers to issue wage statements that
26 accurately report total hours worked, and the corresponding number of hours worked at each
27 hourly rate, and that contain the address of the legal entity that is the employer. (Labor Code §§
28 226(a)(2) and (9).)

1 72. As a result of Defendant's failure to pay wages as described above, Defendant has
2 failed to include the appropriate rates of pay and the accurate hours worked on itemized wage
3 statements for Plaintiff and the Proposed Class.

4 73. IWC Wage Orders 4-2001(7), 4-2000(7), 4-1998(7) require defendants to maintain
5 time records showing, among others, when the employee begins and ends each work period, meal
6 periods, split shift intervals and total daily hours worked in an itemized wage statements, and must
7 show all deductions from payment of wages, the number of piece-rate units earned and any
8 applicable piece rate if the employee is paid on a piece-rate, and accurately report total hours
9 worked by Plaintiff and the members of the proposed Class. Defendant failed to keep accurate
10 records of the total daily hours worked.

11 74. Labor Code § 226(a)(2) requires that every employer shall semimonthly or at the
12 time of each payment of wages, furnish each of his or her employees, an accurate itemized
13 statement in writing showing the total hours worked by the employee. Plaintiff and the Class are
14 issued wage statements that do not include the total hours worked by the employee.

15 75. Labor Code § 226(a)(9) requires that every employer shall semimonthly or at the
16 time of each payment of wages, furnish each of his or her employees, an accurate itemized
17 statement in writing showing all applicable hourly rates in effect during the pay period and the
18 corresponding number of hours worked at each hourly rate by the employee. Plaintiff and the
19 Class are issued wage statements that do not include all applicable hourly rates in effect during the
20 pay period and the corresponding number of hours worked at each hourly rate by the employee.

21 76. Defendants' failure to provide accurate itemized wages statements according to
22 Labor Code § 226(a) was all done on a regular and consistent basis.

23 77. An employee suffering injury as a result of a knowing and intentional failure by an
24 employer to comply with Labor Code § 226(a) is entitled to recover the greater of all actual
25 damages or fifty dollars (\$50) for the initial pay period in which a violation occurs and one hundred
26 dollars (\$100) per employee for each violation in a subsequent pay period, not exceeding an
27 aggregate penalty of four thousand dollars (\$4,000), and is entitled to an award of costs and
28 reasonable attorneys' fees.

1 **XI.**

2 **SIXTH CAUSE OF ACTION**

3 **PLAINTIFF ON BEHALF OF HIMSELF AND THE PROPOSED CLASS**

4 **WAITING TIME PENALTIES UNDER LABOR CODE § 203**

5 78. Plaintiff, on behalf of himself and the Proposed Class, realleges and incorporates
6 by reference all previous paragraphs.

7 79. Numerous members of the Proposed Class including the Plaintiff are no longer
8 employed by Defendant. They were either fired or quit Defendant's employ.

9 80. Defendant's failure to pay wages, as alleged above was willful in that Defendant
10 knew wages to be due but failed to pay them, thus entitling Plaintiff and the Proposed Class to
11 penalties under Labor Code § 203, which provides that an employee's wages shall continue as a
12 penalty until paid for a period of up to thirty (30) days from the time they were due.

13 81. Defendant has failed to pay Plaintiff and others a sum certain at the time of
14 termination or within seventy-two (72) hours of their resignation, and have failed to pay those
15 sums for thirty (30) days thereafter. (See *Huff v. Securitas Security Services USA, Inc.* (2018) 23
16 Cal.App.5th 745, 754, reh'g denied (June 13, 2018), review denied (Aug. 8, 2018), allowing named
17 Plaintiff to pursue penalties for violations that he may not have personally suffered.

18 82. Pursuant to the provisions of Labor Code § 203, Plaintiff and the Proposed Class
19 are entitled to a penalty in the amount of Plaintiff's and the Proposed Class Members' daily wage
20 multiplied by thirty (30) days.

21 **XII.**

22 **SEVENTH CAUSE OF ACTION**

23 **PLAINTIFF ON BEHALF OF HIMSELF AND THE PROPOSED CLASS**

24 **UNFAIR COMPETITION PURSUANT TO BUSINESS & PROFESSIONS CODE § 17200**

25 83. Plaintiff, on behalf of himself and the Proposed Class, realleges and incorporates
26 by reference all previous paragraphs.

27 84. This is a Class Action for Unfair Business Practices. Plaintiff, on behalf of himself,
28 on behalf of the general public, and on behalf of the Proposed Class, bring this claim pursuant to

1 Business & Professions Code § 17200, *et seq.* The conduct of Defendant as alleged in this
2 Complaint has been and continues to be unfair, unlawful, and harmful to Plaintiff, the general
3 public, and the Proposed Class. Plaintiff seeks to enforce important rights affecting the public
4 interest within the meaning of Code of Civil Procedure § 1021.5.

5 85. Plaintiff is a “person” within the meaning of Business & Professions Code § 17204,
6 and therefore has standing to bring this cause of action for injunctive relief, restitution, and other
7 appropriate equitable relief.

8 86. Business & Profession Code § 17200, *et seq.* prohibits unlawful and unfair business
9 practices.

10 87. California’s wage and hour laws express fundamental public policies. Providing
11 employees with proper wages and compensation are fundamental public policies of this State and
12 of the United States. Labor Code § 90.5(a) articulates the public policies of this State to enforce
13 vigorously minimum labor standards, to ensure that employees are not required or permitted to
14 work under substandard and unlawful conditions, and to protect law-abiding employers and their
15 employees from competitors who lower their costs by failing to comply with minimum labor
16 standards.

17 88. Defendant has violated statutes and public policies as alleged herein. Through the
18 conduct alleged in this Complaint, Defendant has acted contrary to these public policies, have
19 violated specific provisions of the Labor Code, and have engaged in other unlawful and unfair
20 business practices in violation of Business & Profession Code § 17200, *et seq.*, depriving Plaintiff,
21 and all persons similarly situated, and all interested persons of rights, benefits, and privileges
22 guaranteed to all employees under law.

23 89. Defendant’s conduct, as alleged hereinabove, constitutes unfair competition in
24 violation of § 17200, *et seq.* of the Business & Professions Code.

25 90. Defendant, by engaging in the conduct herein alleged, either knew or in the exercise
26 of reasonable care, should have known that the conduct was unlawful. As such it is a violation of
27 § 17200, *et seq.* of the Business & Professions Code.

28 91. As a proximate result of the above-mentioned acts of Defendant, Plaintiff and

1 others similarly situated have been damaged in a sum as may be proven.

2 92. Unless restrained, Defendant will continue to engage in the unlawful conduct as
3 alleged above. Pursuant to the Business & Professions Code, this court should make such orders
4 or judgments, including the appointment of a receiver, as may be necessary to prevent the use or
5 employment by Defendant, its agents, or employees, of any unlawful or deceptive practices
6 prohibited by the Business & Professions Code, and/or, including but not limited to, restitution
7 and disgorgement of profits which may be necessary to restore Plaintiff and members of the
8 proposed Class the money Defendant has unlawfully failed to pay.

9 **XIII.**

10 **EIGHTH CAUSE OF ACTION**

11 **PLAINTIFF ON BEHALF OF THEMSELVES AND THE AGGRIEVED EMPLOYEES**

12 **PENALTIES PURSUANT TO LABOR CODE §2699, ET SEQ.**

13 83. Plaintiff, on behalf of himself and all aggrieved employees, realleges and
14 incorporates by reference all previous paragraphs.

15 84. As a result of the acts alleged above and specifically incorporated herein, Plaintiff
16 seeks penalties under Labor Code § 2699, *et seq.* use of Defendant's violation of Labor Code §§
17 201, 202, 203, 226(a), 226.7, 512, 1118.12, 1184.2, 1194, 1197, 1197.1, 1198 and 2802; Wage
18 Order 4-2001; and California Code of Regulations, Title 8, Section 11040, which call for civil
19 penalties.

20 85. For each such penalty, Plaintiff and the aggrieved employees are entitled to
21 penalties in an amount to be shown at trial, subject to the following formula:

22 a. \$100 for the initial violation per employee per pay period.

23 b. \$200 for each subsequent violation per employee per pay period.

24 86. These penalties shall be allocated seventy-five percent (75%) to the LWDA and
25 twenty-five percent (25%) to the affected employees.

26 87. Pursuant to Labor Code § 2699.3(a)(1), Plaintiff uploaded a notice letter to the
27 LWDA¹ and mailed a letter by certified mail to Defendant's entity address, which is 13101 Foothill

28 ¹ Plaintiff electronically filed a PAGA Claim Notice to the LWDA, via the State of California

1 Blvd, Sylmar, CA 91343, as proscribed by the Code on August 4, 2023, describing Defendant's
2 conduct in violation of Labor Code §§ 201, 202, 203, 226(a), 226.7, and 2802, (*see* Exhibit "1.")
3 Plaintiff also obtained an e-filing confirmation from the LWDA confirming receipt of the notice
4 (*see* Exhibit "2").

5 88. On April 23, 2025, Plaintiff submitted a supplemental notice to the LWDA
6 regarding Defendant's alleged failure to pay all wages and/or overtime and alleged failure to
7 provide legally compliant meal periods, in violation of 226.7, 512, 1118.12, 1184.2, 1194, 1197,
8 1197.1, 1198 (Exhibit "3").

9 89. As no letter evidencing the LWDA's intention to investigate was received by
10 Plaintiff's Counsel within sixty-five (65) calendar days, Plaintiff is entitled to commence a civil
11 action as though the LWDA had not chosen to investigate pursuant to Labor Code
12 §2699.3(a)(2)(A). Plaintiff will also provide the LWDA with a filed-stamped copy of the First
13 Amended Class and Representative Action Complaint immediately.

14 **RELIEF REQUESTED**

15 **WHEREFORE**, Plaintiff prays for the following relief:

16 1. For compensatory damages in the amount of unpaid wages and/or overtime not paid
17 to Plaintiff and each Proposed Class Member from at least four (4) years prior to the filing of this
18 action to the present as may be proven;

19 2. For compensatory damages in the amount of Plaintiff's and each Proposed Class
20 Members' hourly wage for each meal and rest period missed or taken late from at least four (4)
21 years prior to the filing of this action to the present as may be proven;

22 3. For compensatory damages in the amount of Plaintiff's and each Proposed Class
23 Members' unreimbursed out of pocket expenses as a requirement of employment;

24 4. For penalties pursuant to Labor Code § 226(e) for violation of Labor Code § 226(a)
25 in the amount of fifty dollars (\$50) for the initial pay period in which a violation occurs and one
26 hundred dollars (\$100) per employee for each violation in a subsequent pay period, not exceeding
27

28 _____
Labor and Workforce Development Agency / Department of Industrial Relations website
(<https://dir.tfaforms.net/308>).

an aggregate penalty of four thousand dollars (\$4,000);

5. For penalties pursuant to Labor Code § 203 for all employees who were terminated or resigned equal to their daily wage times thirty (30) days;

6. An award of prejudgment and post judgment interest;

7. An order enjoining Defendant and its agents, servants, and employees, and all persons acting under, in concert with, or for it from providing Plaintiff with unpaid wages, meal and rest periods, reimbursed expenses, accurate itemized wage statements, and wages upon termination/resignation pursuant to Labor Code §§ 201, 202, 203, 226(a), 226.7, 512, 1118.12, 1184.2, 1194, 1197, 1197.1, 1198 and 2802, and IWC 4-2001;

8. For restitution for unfair competition pursuant to Business & Professions Code § 17200, *et seq.*, including disgorgement or profits, in an amount as may be proven;

9. For penalties and other relief pursuant to Labor Code §2699, *et seq.* for Plaintiff and all other Aggrieved Employees for Defendant's violation of Labor Code §§ 201, 202, 203, 226(a), 226.7, 512, 1118.12, 1184.2, 1194, 1197, 1197.1, 1198 and 2802; Wage Order 4-2001; and California Code of Regulations, Title 8, Section 11040;

10. An award providing for payment of costs of suit;

11. An award of attorneys' fees; and

12. Such other and further relief as this Court may deem proper and just.

DEMAND FOR JURY TRIAL

Plaintiff hereby demands a trial of his claims by jury to the extent authorized by law.

DATED: June 30, 2025

KINGSLEY SZAMET EMPLOYMENT
LAWYERS

By: 

Eric B. Kingsley
Attorneys for Plaintiff and the Proposed Class

EXHIBIT "1"

KINGSLEY & KINGSLEY

| L A W Y E R S |

August 4, 2023

LABOR & WORKFORCE DEVELOPMENT AGENCY
Attn. PAGA Administrator
1515 Clay Street, Ste. 801
Oakland, CA 94612
Via Electronic Submission: <https://dir.tfaforms.net/308>

United Auto and Truck, Inc.
13101 Foothill Blvd
Sylmar, CA 91343
Via Certified Mailing # 7022 3330 0002 1335 6925

Re: Edgar Estrada v. United Auto and Truck, Inc.
California Labor Code § 2699 Penalties

Gentlepersons:

This office represents Edgar Estrada (“Plaintiff”) and a proposed group of current and former employees working for United Auto and Truck, Inc. (“Defendant”) in the State of California. The purpose of this letter is to comply with the Private Attorneys General Act of 2004, pursuant to California Labor Code § 2698, *et. seq.* We herein set forth the facts and theories of California Labor Code violations which we allege Defendant engaged in with respect to Plaintiff and all of Defendant’s aggrieved employees.

Plaintiff wishes to bring a representative action on behalf of himself and the State of California as well as on behalf of a group of aggrieved employees defined as: All persons who are employed or have been employed as a non-exempt employee by United Auto and Truck, Inc., in the State of California since one (1) year prior to the date of this letter and continuing to the present. (“aggrieved employees”).

Pursuant to Labor Code § 226.7 and Wage Order 4-2001, Defendant failed to provide Plaintiff and the aggrieved employees with rest breaks of not less than ten (10) minutes per four (4) hour work period, or major fraction thereof. Additionally, on a regular and consistent basis, Defendant failed to provide Plaintiff and the aggrieved employees with a second rest period despite regularly requiring Plaintiff and the aggrieved employees to work over six (6) hours. As Such, Defendant failed to provide Plaintiff and the aggrieved employees with compliant rest periods. Further, Plaintiff and the aggrieved employees were not compensated with one (1) hour of wages for each missed rest period as required by Labor Code § 226.7.

On July 15, 2021, in *Ferra v. Loews Hollywood Hotel, LLC*, (2021) 11 Cal. 5th 858, 863, the California Supreme Court set forth the formula for calculating the one extra hour of premium pay that employees are owed if an employer fails to provide a compliant meal period or rest break. Specifically, the Court held that those premium payments must include the hourly value of any

LABOR & WORKFORCE DEVELOPMENT AGENCY

California Labor Code §2699 Penalties

August 4, 2023

Page 2 of 3

nondiscretionary earnings (such as a nondiscretionary bonuses), and cannot simply be paid at an employee's base hourly rate. Plaintiff and all aggrieved employees were not compensated with one (1) hour of wages at the regular rate of compensation for each compliant rest period that was not provided as required by Labor Code § 226.7. *Ferra* requires the rest period premium payments must include the hourly value of any nondiscretionary earnings (such as a nondiscretionary bonuses), and cannot simply be paid at an employee's base hourly rate. Here, when rest premiums are provided, Defendant has had a consistent policy of paying rest period premiums at the base rate and not the blended rate in violation of Labor Code §§ 226.7

In addition, Labor Code § 2802 provides that an employer shall indemnify his or her employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer, even though unlawful, unless the employee, at the time of obeying the directions, believed them to be unlawful. Defendant has failed to reimburse Plaintiff and aggrieved employees the cost of using their personal tools for business related purposes. Defendant provided tools for Plaintiff and the aggrieved employees to perform their duties, however these tools were old and rusty, and prevented Plaintiff and the aggrieved employees from performing their job duties. As a result, Plaintiff and the aggrieved employees had to purchase tools/equipment that was necessary to perform their job duties. This tools/equipment were not provided by Defendant, and Defendant failed to reimburse Plaintiff and the aggrieved employees for the costs associated with using this personal tools/equipment.

As a result of the claims alleged above, Defendant engaged in a practice of failing to provide accurate itemized wage statements in violation of Labor Code § 226(a) which requires that every employer shall, semimonthly or at the time of each payment of wages, furnish each of his or her employees, an accurate itemized statement in writing showing all applicable hourly rates in effect during the pay period, and the corresponding number of hours worked at each hourly rate by the employee.

Labor Code §226(a)(2) requires that every employer shall semimonthly or at the time of each payment of wages, furnish each of his or her employees, an accurate itemized statement in writing showing the total hours worked by the employee. Plaintiff and the aggrieved employees are issued wage statements that do not include the total hours worked by the employee. As such, Plaintiff is an aggrieved employee within the meaning PAGA and Defendants has violated Labor Code §226(a) with respect to Plaintiff and all aggrieved employees.

Also, Defendant issued to Plaintiff and the aggrieved employees itemized wage statements that did not include all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee, in violation of Labor Code § 226(a)(9). The itemized wage statements provided to Plaintiff and the aggrieved employees did not include the hours worked at each hourly rate.

LABOR & WORKFORCE DEVELOPMENT AGENCY

California Labor Code §2699 Penalties

August 4, 2023

Page 3 of 3

Labor Code § 203 provides that if “an employer willfully fails to pay...any wages of an employee who is discharged or who quits, the wages of the employee shall continue as a penalty from the due date thereof at the same rate until paid or until an action therefor is commenced; but the wages shall not continue for more than 30 days.” Here, Plaintiff and all aggrieved employees were not paid all wages due upon their separation from Defendant’s employ. As such, Plaintiff is an aggrieved employee and Defendant failed to pay Plaintiff and all aggrieved employees all wages due at the time of termination or within seventy-two (72) hours of their resignation, and have failed to pay those sums for thirty (30) days thereafter in violation of Labor Code §203. As such, Defendant failed to pay Plaintiff and all aggrieved employees all wages due at the time of termination or within seventy-two (72) hours of their resignation and have failed to pay those sums for thirty (30) days thereafter in violation of Labor Code §§201, 202, and 203. (See *Huff v. Securitas Security Services USA, Inc.* (2018) 23 Cal.App.5th 745, 754, reh’g denied (June 13, 2018), review denied (Aug. 8, 2018), allowing named Plaintiff to pursue PAGA penalties for violations not personally suffered.

Plaintiff also brings a claim on behalf of himself only for a violation of Labor Code §§ 226 and 1198.5. Plaintiff requested the right to review his personnel file and his pay records by sending a letter to Defendant. Defendant refused to provide the requested documentation in violation of these statutes. Thus, Plaintiff is an aggrieved employee within the meaning of PAGA and Defendant has violated Labor Code §§ 226 and 1198.5 with respect to Plaintiff only.

Further, under Labor Code § 2699.3(c)(2)(A), Defendant may cure the alleged violations within thirty-three (33) calendar days of the postmark date of this notice and within that period, give notice by certified mail if the alleged violation is cured, including a description of actions taken.

We are constrained to move forward with the filing of this complaint alleging causes of action pursuant to Labor Code §§ 201, 202, 203, 226, 226(a), 226.7, 1198.5, and 2802 with or without the PAGA claim. Thus, any action by the LWDA would not resolve the entirety of the case, and the interest of judicial economy will be served by allowing the case to proceed as a cohesive whole.

Very truly yours,

KINGSLEY & KINGSLEY, APC

By: 

Liane Katzenstein Ly

[LKL/tg]

EXHIBIT "2"



State of California

Labor and Workforce Development Agency /
Department of Industrial Relations

Private Attorneys General Act (PAGA) – Filing

New PAGA Claim Notice

Your Information (Person Who is Filing)

Your First Name *

Liane

Your Last Name *

Katzenstein Ly

Firm Name (if any) *

Kingsley & Kingsley, APC

(Enter "in pro per" if you are representing yourself)

Your Email Address *

service@kingsleykingsley.c

Your Street Name, Number and Suite/Apt *

16133 Ventura Boulevard

Your Mobile Phone Number

(818) 990-8300

Your City *

Encino

Your Work Phone Number

Your State *

California

Your Zip/Postal Code *

91436

Plaintiff Information

Plaintiff/Aggrieved Employee Name *

Edgar Estrada

Plaintiff/Aggrieved Employee Occupation *

Mechanic

[Add Additional Plaintiffs](#)

Employer Information

Employer Entity Type

Please select...

Employer Name *

United Auto and Truck, Inc.

Maximum 80 Character Limit

Employer Street Name, Number and Suite/Apt *

13101 Foothill Blvd

Employer City *

Sylmar

Employer State *

California

Employer Zip/Postal Code *

91343

Employer Industry *

Auto Repair

Add additional defendants

- ☐ Add any entity other than an individual
- ☐ Add an individual/sole proprietor employer

Notice General Information**Estimated Number of Employees Impacted by Violations ***

50

Notice Violations – Check All that Apply *

- ☐ Child Labor
- ☐ Misclassification Employee Classified as Contractor
- ☐ Misclassification NonExempt Classified as Exempt
- ☐ Minimum Wage
- ☐ Overtime
- ☐ Not paid for all hours worked
- ☒ Not paid wages due on termination
- ☐ Other Unpaid Wages
- ☐ Tips or Gratuities
- ☒ Payment or Reimbursement of Employee Expenses
- ☐ Improper Form of Payment Including NSF Checks
- ☐ Kickbacks
- ☒ Meal and Rest Breaks
- ☐ Sick Leave
- ☐ Lactation Accommodation (Labor Code 1030–1033)
- ☐ Not providing required time off, other
- ☐ Pay Discrimination on basis of sex, (Labor Code 1197.5)
- ☐ No Wage Statements
- ☒ Improper or Incomplete Wage Statements
- ☐ Other Notice or Posting or Recordkeeping
- ☐ Public Works (Labor Code 1720 – 1815)
- ☐ Apprenticeship (Labor Code 3070 – 3098)
- ☐ Occupational Safety and Health (Labor Code 6300 et seq)
- ☐ No Workers' Compensation
- ☐ Licensing, Registration, or Permit
- ☐ Unfair Immigration Activities
- ☐ Agricultural Labor Relations
- ☐ Industrial Homework
- ☐ Retaliation for Protected Status or Activity (Specify)
- ☒ Other

Child Labor – Specify Ages**Provide Details of Other Violation ***

Violation of Labor Code Sections 226 & 1198.5

Other(Maybe Multiple)☐ Other Violation

PAGA Claim Type – Check All that Apply *

- ☒ Notice asserts one or more Labor Code violations listed in Labor Code 2699.5– not curable subject to 2699.3(a)
- ☐ Notice asserts one or more OSHA violations subject to requirements of 2699.3(b)
- ☐ Includes one or more violations not listed in Labor Code 2699.5 – curable subject to 2699.3(c)

Filing Fee

A filing fee of \$75 is required to file a new PAGA claim notice.

IFP

- ☐ I wish to claim In Forma Pauperis and am attaching a Confidential Request to Waive Court Fees (Judicial Council Court Form FW-001) or similar form to this submission.

Billing information**Billing First Name ***

Eric

Billing Last Name *

Kingsley

Billing Email *

service@kingsleykingsley.c

Billing Phone

(818) 990-8300

Billing Street Name, Number and Suite/Apt *

16133 Ventura Boulevard Suite 1200

Billing City *

Encino

Billing State *

California

Billing Zip/Postal Code *

91436

Credit Card Type *

[REDACTED]

Credit Card Number *

[REDACTED]

CVV Number *

[REDACTED]

Credit Card Expiration Month *[REDACTED]
mm**Credit Card Expiration Year ***[REDACTED]
yyyy**Notice and Other Attachments****PAGA Claim Notice (must be a .pdf) ***[Choose File](#) PAGA Letter – ...and Truck.pdf**Other Attachment – (if any) (must be a .pdf)**[Choose File](#) No file chosen[Add Another Attachment](#)

Should you have questions regarding this online form, please contact PAGAInfo@dir.ca.gov

IMPORTANT NOTICE OF REDACTION RESPONSIBILITY: All filers must redact: Social Security or taxpayer identification numbers; personal addresses, personal telephone numbers, personal email addresses, dates of birth; names of minor children; & financial account numbers. This requirement applies to all documents, including attachments.

☒ I understand that, if I file, I must comply with the redaction rules consistent with this notice.

[Previous Page](#)[Submit](#)

Thank you. If you provided an email address with your submission, a confirmation regarding your submission will be emailed to you. Otherwise, you can search for the case to verify that your submission was properly received.

[Click Here](#) to Search Case

Thank you for submission of your PAGA Case.

noreply@salesforce.com <noreply@salesforce.com>
on behalf of
LWDA DO NOT REPLY <lwdadonotreply@dir.ca.gov>

Fri 8/4/2023 12:20 PM

To: Service Email <service@kingsleykingsley.com>

External Email!

8/4/2023

LWDA Case No. LWDA-CM-972931-23

Law Firm : Kingsley & Kingsley, APC

Plaintiff Name : Edgar Estrada

Employer: United Auto and Truck, Inc.

Filing Fee : \$75.00

IFP Claimed : No

Item submitted: Initial PAGA Notice

Thank you for your submission to the Labor and Workforce Development Agency. Please make a note of the LWDA Case No. above as you may need this number for future reference when filing any subsequent documents for this Case.

If you have questions or concerns regarding this submission or your case, please send an email to pagainfo@dir.ca.gov.

DIR PAGA Unit on behalf of
Labor and Workforce Development Agency

Website: [https://nam10.safelinks.protection.outlook.com/?url=http%3A%2F%2Flabor.ca.gov%2FPrivate Attorneys General Act.htm&data=05%7C01%7CTaylor%40kingsleykingsley.com%7Cae50b7cdb2ac4c21ff7608db951fdc52%7C121a7875dbeb4c0fb25c5baf6c6ac7a5%7C1%7C0%7C638267736307057346%7CUnknown%7CTWFpbGZsb3d8eyJWljojMC4wLjAwMDAiLCJQIjoiV2luMzliLjBjTil6Ik1haWwiLCJXVCi6Mn0%3D%7C3000%7C%7C%7C&sdata=Ek57P2t4MxvWoygd8n6JorCl6ODeBuKr3YNtcka6erY%3D&reserved=0](https://nam10.safelinks.protection.outlook.com/?url=http%3A%2F%2Flabor.ca.gov%2FPrivate%20Attorneys%20General%20Act.htm&data=05%7C01%7CTaylor%40kingsleykingsley.com%7Cae50b7cdb2ac4c21ff7608db951fdc52%7C121a7875dbeb4c0fb25c5baf6c6ac7a5%7C1%7C0%7C638267736307057346%7CUnknown%7CTWFpbGZsb3d8eyJWljojMC4wLjAwMDAiLCJQIjoiV2luMzliLjBjTil6Ik1haWwiLCJXVCi6Mn0%3D%7C3000%7C%7C%7C&sdata=Ek57P2t4MxvWoygd8n6JorCl6ODeBuKr3YNtcka6erY%3D&reserved=0)

State of California - Department of Industrial Relations Customer Receipt / Purchase Confirmation

noreply@salesforce.com <noreply@salesforce.com>

on behalf of

LWDA DO NOT REPLY <lwdadonotreply@dir.ca.gov>

Fri 8/4/2023 12:20 PM

To: **Service Email** <service@kingsleykingsley.com>

External Email!

Thank you for your payment.

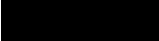
Order Information

Merchant: State of California - Department of Industrial Relations

Case Number: LWDA-CM-972931-23

Order Number: ORD-000245610

Total: \$75.00

Card Type: 

Date: 8/4/2023

Billing Information

Name: Eric Kingsley

Email: service@kingsleykingsley.com

Billing Address:

16133 Ventura Boulevard Suite 1200

Encino, California

91436

EXHIBIT "3"



16133 Ventura Boulevard, Suite 1200, 
Encino, California 91436
service@kingsleylawyers.com 
www.kingsleylawyers.com 
(818) 990-8300 

April 23, 2025

LABOR & WORKFORCE DEVELOPMENT AGENCY
Attn. PAGA Administrator
1515 Clay Street, Ste. 801
Oakland, CA 94612
Via Electronic Submission: <https://dir.tfaforms.net/308>

Lonnie D. Giamela (SBN 228435)
lgiamela@fisherphillips.com
Lirit A. King (SBN 252521)
lking@fisherphillips.com
FISHER & PHILLIPS LLP
444 South Flower Street, Suite 1500
Los Angeles, California, 90012
Attorneys for Defendant United Auto and Truck, Inc.

Re: Edgar Estrada v. United Auto and Truck, Inc.
California Labor Code § 2699 Penalties

Gentlepersons:

This office represents Edgar Estrada (“Plaintiff”) and a proposed group of current and former employees working for United Auto and Truck, Inc. (“Defendant”) in the State of California. The purpose of this letter is to comply with the Private Attorneys General Act of 2004, pursuant to California Labor Code § 2698, *et. seq.* This is an amended notice letter which shall serve to incorporate and supplemental the letter from our office on August 4, 2023. We herein set forth the facts and theories of California Labor Code violations which we allege Defendant engaged in with respect to Plaintiff and all of Defendant’s aggrieved employees.

Plaintiff wishes to bring a representative action on behalf of himself and the State of California as well as on behalf of a group of aggrieved employees defined as: All persons who are employed or have been employed as a non-exempt employee by United Auto and Truck, Inc., in the State of California since one (1) year prior to the date of this letter and continuing to the present. (“aggrieved employees”).

Plaintiff alleges that Defendant has violated Labor Code §§ 1118.12, 1184.2, 1194, 1197. 1197.1, 1198. These statutes require an employer to compensate its employees at the minimum wage rate for all hours worked and at a rate of no less than one and one-half times the regular rate of pay for any work in excess of eight hours in one workday and any work in excess of 40 hours in any one

LABOR & WORKFORCE DEVELOPMENT AGENCY

California Labor Code §2699 Penalties

April 23, 2025

Page 2 of 5

workweek. Plaintiff and the aggrieved employees worked in excess of 8 hours in a day and 40 hours in a week, and therefore, were entitled to receive certain wages for overtime compensation, but they were not paid for all overtime and double-time hours worked. Additionally, Plaintiff and other non-exempt employees earn nondiscretionary remuneration, including, but not limited to, shift and other differentials, non-discretionary bonuses, and performance pay. Defendant, on occasion, failed to include such nondiscretionary remuneration in the regular rate calculation, thereby underpaying Plaintiff and other aggrieved employees when they worked overtime or double-time.

Plaintiff alleges that Defendant failed to pay Plaintiff and other aggrieved employees at least the legal minimum wage and overtime wage for all hours worked (in violation of Labor Code sections 1182.12, 1184.2, 1194, 1197, 1197.1, and 1198) due to Defendant's policy and practice of requiring Plaintiff and aggrieved employees to work off-the-clock, failing to pay wages using the appropriate regular rate of pay or the required minimum wage, and/or failing to pay for all recorded time, among other reasons. Defendant failed to pay Plaintiff and other aggrieved employees all minimum, regular, and overtime wages for these hours.

Plaintiff alleges that Defendant willfully ignored California meal and rest break laws and instituted a policy where Plaintiff and aggrieved employees were not allowed lawful meal or rest breaks, or had meal or rest breaks interrupted.

Labor Code §§ 226.7 and 512 require an employer to pay an additional hour of compensation for each meal period the employer fails to provide. Employees are entitled to a first meal period of at least thirty (30) minutes for shifts over five (5) hours, to be provided within the first five (5) hours of the shift, and a second meal period of at least thirty (30) minutes for shifts over ten (10) hours. If an employee is entitled to a second meal period, it must be provided after no more than ten (10) hours of work. Defendant failed to maintain a policy informing Plaintiff and the aggrieved employees of these rights. Likewise, the Wage Orders (1-2001) state that: An employer may not employ an employee for a work period of more than ten (10) hours per day without providing the employee with a second meal period of not less than thirty (30) minutes, except that if the total hours worked is no more than twelve (12) hours, the second meal period may be waived by mutual consent of the employer and the employee only if the first meal period was not waived. Pursuant to Labor Code § 226.7(c), if an employer fails to provide an employee with a lawful meal period, the employer must pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that a thirty (30) minute uninterrupted meal period was not provided, was not provided in full, or was not provided in a timely manner.

Plaintiff alleges that Defendant failed to provide lawful meal periods and failed to maintain a policy informing Plaintiff and all aggrieved employees of their rights associated with meal periods. In addition, Defendant has had a consistent policy of: (1) failing to provide Plaintiff and all aggrieved employees uninterrupted meal periods; and (2) failing to pay such employees one (1) hour of pay at the employees' regular rate of compensation for each workday that the compliant

LABOR & WORKFORCE DEVELOPMENT AGENCY

California Labor Code §2699 Penalties

April 23, 2025

Page 3 of 5

meal period was not provided. As such, Plaintiff is an aggrieved employee and Defendant failed to provide compliant meal periods in violation of Labor Code §§ 226.6, 226.7 and 512.

Additionally, Defendant, on occasion, failed to include nondiscretionary remuneration, including, but not limited to, shift and other differentials, in the regular rate calculation, thereby underpaying Plaintiff and other aggrieved employees when they were paid meal period premiums.

Pursuant to Labor Code § 226.7 and Wage Order 1-2001, Defendant failed to provide Plaintiff and the aggrieved employees with rest breaks of not less than ten (10) minutes per four (4) hour work period, or major fraction thereof. Additionally, on a regular and consistent basis, Defendant failed to provide Plaintiff and the aggrieved employees with a second rest period despite regularly requiring Plaintiff and the aggrieved employees to work over six (6) hours. As Such, Defendant failed to provide Plaintiff and the aggrieved employees with compliant rest periods. Further, Plaintiff and the aggrieved employees were not compensated with one (1) hour of wages for each missed rest period as required by Labor Code § 226.7.

On July 15, 2021, in *Ferra v. Loews Hollywood Hotel, LLC*, (2021) 11 Cal. 5th 858, 863, the California Supreme Court set forth the formula for calculating the one extra hour of premium pay that employees are owed if an employer fails to provide a compliant meal period or rest break. Specifically, the Court held that those premium payments must include the hourly value of any nondiscretionary earnings (such as a nondiscretionary bonuses), and cannot simply be paid at an employee's base hourly rate. Plaintiff and all aggrieved employees were not compensated with one (1) hour of wages at the regular rate of compensation for each compliant rest period that was not provided as required by Labor Code § 226.7. *Ferra* requires the rest period premium payments must include the hourly value of any nondiscretionary earnings (such as a nondiscretionary bonuses), and cannot simply be paid at an employee's base hourly rate. Here, when rest premiums are provided, Defendant has had a consistent policy of paying rest period premiums at the base rate and not the blended rate in violation of Labor Code §§ 226.7

In addition, Labor Code § 2802 provides that an employer shall indemnify his or her employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer, even though unlawful, unless the employee, at the time of obeying the directions, believed them to be unlawful. Defendant has failed to reimburse Plaintiff and aggrieved employees the cost of using their personal tools for business related purposes. Defendant provided tools for Plaintiff and the aggrieved employees to perform their duties, however these tools were old and rusty, and prevented Plaintiff and the aggrieved employees from performing their job duties. As a result, Plaintiff and the aggrieved employees had to purchase tools/equipment that was necessary to perform their job duties. This tools/equipment were not provided by Defendant, and Defendant failed to reimburse Plaintiff and the aggrieved employees for the costs associated with using this personal tools/equipment.

LABOR & WORKFORCE DEVELOPMENT AGENCY

California Labor Code §2699 Penalties

April 23, 2025

Page 4 of 5

As a result of the claims alleged above, Defendant engaged in a practice of failing to provide accurate itemized wage statements in violation of Labor Code § 226(a) which requires that every employer shall, semimonthly or at the time of each payment of wages, furnish each of his or her employees, an accurate itemized statement in writing showing all applicable hourly rates in effect during the pay period, and the corresponding number of hours worked at each hourly rate by the employee.

Plaintiff alleges he and aggrieved employees were issued inaccurate wage statements, which failed to list premium pay. Plaintiff is informed and believes, and on that basis alleges, that Defendant failed to notify other employees of their premium pay for each payroll period. Labor Code §226(a)(2) requires that every employer shall semimonthly or at the time of each payment of wages, furnish each of his or her employees, an accurate itemized statement in writing showing the total hours worked by the employee. Plaintiff and the aggrieved employees are issued wage statements that do not include the total hours worked by the employee. As such, Plaintiff is an aggrieved employee within the meaning PAGA and Defendants has violated Labor Code §226(a) with respect to Plaintiff and all aggrieved employees.

Also, Defendant issued to Plaintiff and the aggrieved employees itemized wage statements that did not include all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee, in violation of Labor Code § 226(a)(9). The itemized wage statements provided to Plaintiff and the aggrieved employees did not include the hours worked at each hourly rate.

Plaintiff alleges he and aggrieved employees were not paid all wages due at termination. Labor Code § 203 provides that if “an employer willfully fails to pay...any wages of an employee who is discharged or who quits, the wages of the employee shall continue as a penalty from the due date thereof at the same rate until paid or until an action therefor is commenced; but the wages shall not continue for more than 30 days.” Here, Plaintiff and all aggrieved employees were not paid all wages due upon their separation from Defendant’s employ. As such, Plaintiff is an aggrieved employee and Defendant failed to pay Plaintiff and all aggrieved employees all wages due at the time of termination or within seventy-two (72) hours of their resignation, and have failed to pay those sums for thirty (30) days thereafter in violation of Labor Code §203. As such, Defendant failed to pay Plaintiff and all aggrieved employees all wages due at the time of termination or within seventy-two (72) hours of their resignation and have failed to pay those sums for thirty (30) days thereafter in violation of Labor Code §§201, 202, and 203. (See *Huff v. Securitas Security Services USA, Inc.* (2018) 23 Cal.App.5th 745, 754, reh’g denied (June 13, 2018), review denied (Aug. 8, 2018), allowing named Plaintiff to pursue PAGA penalties for violations not personally suffered.

Plaintiff also brings a claim on behalf of himself only for a violation of Labor Code §§ 226 and 1198.5. Plaintiff requested the right to review his personnel file and his pay records by sending a

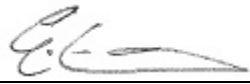
letter to Defendant. Defendant refused to provide the requested documentation in violation of these statutes. Thus, Plaintiff is an aggrieved employee within the meaning of PAGA and Defendant has violated Labor Code §§ 226 and 1198.5 with respect to Plaintiff only.

Further, under Labor Code § 2699.3(c)(2)(A), Defendant may cure the alleged violations within thirty-three (33) calendar days of the postmark date of this notice and within that period, give notice by certified mail if the alleged violation is cured, including a description of actions taken.

We are constrained to move forward with the filing of this complaint alleging causes of action pursuant to Labor Code §§ 201, 202, 203, 226, 226(a), 226.7, 512, 1118.12, 1184.2, 1194, 1197, 1197.5, 1198, 1198.5, and 2802 with or without the PAGA claim. Thus, any action by the LWDA would not resolve the entirety of the case, and the interest of judicial economy will be served by allowing the case to proceed as a cohesive whole.

Very truly yours,

KINGSLEY SZAMET EMPLOYMENT
LAWYERS

By: 
Eric B. Kingsley

[EBK/tg]