

LIDMAN LAW, APC
 Scott M. Lidman (SBN 199433)
slidman@lidmanlaw.com
 Elizabeth Nguyen (SBN 238571)
enguyen@lidmanlaw.com
 Milan Moore (SBN 308095)
mmoore@lidmanlaw.com
 2155 Campus Drive, Suite 150
 El Segundo, California 90245
 Tel: (424) 322-4772
 Fax: (424) 322-4775

Attorneys for Plaintiff
 VENANCIO CARRERA

[*ADDITIONAL COUNSEL ON NEXT PAGE*]

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF LOS ANGELES

VENANCIO CARRERA, as an individual
 and on behalf of all others similarly situated,

Plaintiffs,

vs.

TRAIL LINES, INC., a California
 corporation; and DOES 1 through 100,
 inclusive,

Defendants.

Case No.: 23STCV23347

**FIRST AMENDED CLASS AND
 REPRESENTATIVE ACTION
 COMPLAINT:**

- (1) **FAILURE TO PAY ALL MINIMUM
 WAGES OWED (LABOR CODE §§
 1194, 1194.2, 1197, 1197.1);**
- (2) **FAILURE TO PROVIDE
 ACCURATE, ITEMIZED WAGE
 STATEMENTS (LABOR CODE §
 226 *et seq.*);**
- (3) **FAILURE TO REIMBURSE
 NECESSARY BUSINESS
 EXPENSES (LABOR CODE § 2802);**
- (4) **UNLAWFUL DEDUCTIONS FROM
 WAGES (LABOR CODE § 221);**
- (5) **FAILURE TO PAY ALL WAGES
 OWED UPON TERMINATION
 (LABOR CODE §§ 201-203)and**
- (6) **UNFAIR COMPETITION (BUS &
 PROF CODE § 17200 *et seq.*)**

DEMAND FOR JURY TRIAL

UNLIMITED CIVIL CASE

1 **HAINES LAW GROUP, APC**

2 Paul K. Haines (SBN 248226)

3 phaines@haineslawgroup.com

4 2155 Campus Drive, Suite 180

5 El Segundo, California 90245

6 Tel: (424) 292-2350

7 Fax: (424) 292-2355

8 Attorneys for Plaintiff

9 VENANCIO CARRERA

1 Plaintiff Venancio Carrera (“Plaintiff”), on behalf of himself and all others similarly situated,
2 hereby brings this First Amended Class and Representative Action Complaint (“FAC”) against
3 Defendant TRAIL LINES, INC., a California corporation; and DOES 1 to 100, inclusive (collectively
4 “Defendants”), and on information and belief allege as follows:

5 **JURISDICTION**

6 1. Plaintiff, on behalf of himself and all others similarly situated, hereby brings this FAC
7 for recovery of unpaid wages and penalties under California Business & Professions Code § 17200 *et*
8 *seq.*, Labor Code §§ 201-204, 221, 226 *et seq.*, 226.8, 1194, 1194.2, 1197, 1197.1, 2698 *et seq.*, and
9 2802, and Industrial Welfare Commission Wage Order 9 (“Wage Order 9”), in addition to seeking
10 declaratory relief and restitution. This FAC is brought pursuant to California Code of Civil Procedure
11 § 382. This Court has jurisdiction over Defendants’ violations of the California Labor Code because
12 the amount in controversy exceeds this Court's jurisdictional minimum.

13 **VENUE**

14 2. Venue as to each Defendant is proper in this judicial district pursuant to Cal. Code of
15 Civ. Proc. §§ 395(a) and 395.5, as at least some of the acts and omissions complained of herein
16 occurred in the County of Los Angeles. Defendants own, maintain offices, transact business, have
17 agent(s) within the County of Los Angeles, and/or otherwise are found within the County of Los
18 Angeles, and Defendants are within the jurisdiction of this Court for purposes of service of process.

19 **PARTIES**

20 3. Plaintiff is an individual over the age of eighteen (18). At all relevant times herein,
21 Plaintiff was and currently is, a California resident. During the four years immediately preceding the
22 filing of the lawsuit in this action and within the statute of limitations periods applicable to each cause
23 of action pled herein, Plaintiff was employed by Defendants as a driver. Plaintiff was, and is, a victim
24 of Defendants’ policies and/or practices complained of herein, lost money and/or property, and has
25 been deprived of the rights guaranteed by Labor Code §§ 201-204, 221, 226 *et seq.*, 226.8, 1194,
26 1194.2, 1197, 1197.1, 2698 *et seq.*, and 2802; California Business & Professions Code § 17200 *et seq.*
27 (“Unfair Competition Law”); and Wage Order 9, which sets employment standards for occupations in
28 the transportation industry, which includes the industry in which Plaintiff work/worked for Defendants.

1 4. Plaintiff is informed and believes, and based thereon alleges, that during the four years
2 preceding the filing of the lawsuit and continuing to the present, Defendants did (and continue to do)
3 business by specializing in LTL and Truckload services from California to all points in the continental
4 United States and Canadian provinces. Established in 1994, its main focus is the transportation of fine
5 furnishings, commercial fixtures and general commodities, but it also handles sensitive, special care
6 goods such as electronics and other high value cargo. Defendants employed Plaintiff and other, non-
7 exempt employees within, among other counties, Los Angeles County and the state of California and,
8 therefore, were (and are) doing business in Los Angeles County and the State of California.

9 5. Plaintiff does not know the true names or capacities, whether individual, partner, or
10 corporate, of the defendants sued herein as DOES 1 to 100, inclusive, and for that reason, said
11 defendants are sued under such fictitious names, and Plaintiff will seek leave from this Court to amend
12 this FAC when such true names and capacities are discovered. Plaintiff is informed and believes, and
13 based thereon alleges, that each of said fictitious defendants, whether individual, partners, or corporate,
14 were responsible in some manner for the acts and omissions alleged herein, and proximately caused
15 Plaintiff and the Classes (as defined in Paragraph 17 below) to be subject to the unlawful employment
16 practices, wrongs, injuries and damages complained of herein.

17 6. Plaintiff is informed and believes, and thereon alleges, that at all times mentioned
18 herein, Defendants were and are the employers of Plaintiff and all members of the Classes.

19 7. At all times herein mentioned, each of said Defendants participated in the doing of the
20 acts hereinafter alleged to have been done by the named Defendants; and furthermore, the Defendants,
21 and each of them, were the agents, servants, and employees of each and every one of the other
22 Defendants, as well as the agents of all Defendants, and at all times herein mentioned were acting
23 within the course and scope of said agency and employment. Defendants, and each of them, approved
24 of, condoned, and/or otherwise ratified each and every one of the acts or omissions complained of
25 herein.

26 8. At all times mentioned herein, Defendants, and each of them, were members of and
27 engaged in a joint venture, partnership, and common enterprise, and acting within the course and scope
28 of and in pursuance of said joint venture, partnership, and common enterprise. Further, Plaintiff alleges

that all Defendants were joint employers for all purposes of Plaintiff and all members of the Classes.

GENERAL FACTUAL ALLEGATIONS

9. Plaintiff, a former employee, was employed by Defendants as a delivery driver from March 2021 until on or around May 18, 2022.

10. During his employment, Plaintiff was a delivery driver performing various job duties, including without limitation, transporting trailers full of furniture. During Plaintiff's employment, Defendants unlawfully and willfully misclassified him and other drivers as independent contractors. Thus, Defendants willfully and wrongfully denied Plaintiff and the members of the Classes of their rights to the protections afforded to employees under the California Labor Code and applicable Wage Order of the Industrial Welfare Commission. Indeed, Plaintiff is informed and believes, and based thereon alleges, that, during all relevant times herein mentioned, Defendants knew or should have known that it had a duty to properly classify Plaintiff and other delivery drivers as employees, and properly compensate them, and that Defendants had the financial ability to do so and pay such compensation, but willfully, knowingly, and intentionally failed to do so in order to increase their profits.

11. Plaintiff and the other similarly situated delivery drivers provide trucking/delivery services which are directly part of Defendants' regular business as a transportation/delivery company. The services they provide to Defendants are the kind of work typically done by an employee under the direction of an employer. Defendants maintain a yard in Santa Fe Springs, California, which serves as the base of operations for Plaintiff and other similarly situated drivers.

12. In connection with their employment with Defendants, Plaintiff and other similarly situated delivery drivers would be required to provide their own trucks and would deliver trailers. He would be required to unload the furniture being delivered. His trips could often take days at a time, and he would often be required to drive through different states. Defendants controlled and directed Plaintiff and the other delivery drivers in connection with the performance of their work, in terms of when and how to pick up the trailers, when and how to pick up and make deliveries, and how to otherwise perform their job duties.

13. While unlawfully and willfully misclassified by Defendants as independent contractors,

1 Plaintiff and the and other similarly situated delivery drivers were/are paid on a mileage and stop basis.
2 As a result, Plaintiff and the and other similarly situated delivery drivers were not separately
3 compensated for time spent working on tasks unrelated to driving, including, without limitation, time
4 spent on pre- and post-trip truck inspections, time spent fueling the trucks, time spent completing
5 paperwork and time spent maintaining/washing the trucks. As a result, Plaintiff and other similarly
6 situated drivers were not paid at least the minimum wage for all hours worked.

7 14. As a result of Defendants' failure to pay all minimum wages, Defendants maintained
8 inaccurate payroll records and issued inaccurate wage statements to Plaintiff and other similarly
9 situated drivers. Nevertheless, because Defendants misclassified Plaintiff and other similarly situated
10 drivers as independent contractors, they failed to provide Plaintiff with any accurate wage statements
11 as required by Labor Code section 226.

12 15. Defendants also failed to reimburse Plaintiff for necessary business expenses incurred
13 throughout the relevant time period. Defendants required their drivers who were misclassified as
14 independent contractors, including Plaintiff, to pay for, among other things, expenses related to the
15 purchase of Defendants' trucks, insurance fees/costs, equipment repair costs, maintenance, unloaded
16 mileage, tolls, licensing, fuel and taxes. Despite these requirements, Defendants did not reimburse
17 Plaintiff for incurring these necessary business expenses in violation of California law. Further,
18 Defendants illegally deducted such expenses from wages owed, in further violation of California law.

19 16. As a result of Defendants' failure to pay all minimum wages, Defendants failed to pay
20 all wages owed to Plaintiff upon separation of his employment with Defendants.

21 **CLASS ACTION ALLEGATIONS**

22 17. **Class Definitions:** Plaintiff brings this action on behalf of himself and the following
23 Classes pursuant to § 382 of the Code of Civil Procedure:

- 24 a. The Minimum Wage Class consists of all of Defendants' current and former California-
25 based delivery drivers whom they classified as independent contractors, during the four
26 years preceding the filing of the lawsuit through the present.
- 27 b. The Expense Reimbursement Class consists of all of Defendants' current and former
28 California-based delivery drivers whom they classified as independent contractors and

who incurred expenses in the discharge of their duties, during the four years immediately preceding the filing of the lawsuit through the present.

c. The Wage Statement Class consists of all members of the Minimum Wage Class, during the one year immediately preceding the filing of the lawsuit through the present.

d. The Unlawful Deductions From Wages Class consists of all of Defendants' current and former California-based delivery drivers whom they classified as independent contractors, during the four years preceding the filing of the lawsuit through the present.

e. The Waiting Time Penalty Class consists of all members of the: (i) Minimum Wage Class; and (ii) Unlawful Deduction From Wage Class, who separated their employment with Defendants during the three years immediately preceding the filing of the lawsuit through the present.

f. The UCL Class consists of members of the: (i) Minimum Wage Class; (ii) Expense Reimbursement Class; (iii) Wage Statement Class; (iv) Unlawful Deductions From Wages Class; and (v) Waiting Time Penalty Class, during the four years immediately preceding the filing of the lawsuit through the present.

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

19. **Numerosity/Ascertainability:** The members of the Classes are so numerous that joinder of all members would be unfeasible and not practicable. The membership of the Classes is unknown to Plaintiff at this time; however, it is estimated that the members of the Classes number greater than fifty (50) individuals. The identity of such membership is readily ascertainable via inspection of Defendants' business records.

20. **Common Questions of Law and Fact Predominate/Well Defined Community of Interest:** There are common questions of law and fact as to Plaintiff and all other similarly situated delivery drivers, which predominate over questions affecting only individual members. Those common questions include, without limitation:

i. Whether Defendants properly paid all minimum wages and/or paid for all hours worked

pursuant to Labor Code §§ 204, 1194, 1194.2, 1197, 1197.1 and 1198;

- ii. Whether it was necessary for members of the Expense Reimbursement Class to incur expenses to perform and discharge their job duties, and whether Defendants knew or should have known of said incurring of such business expenses;
- iii. Whether Defendants' policies and practices (or lack thereof) for reimbursing members of the Expense Reimbursement Class violated California law;
- iv. Whether Defendants' policies and practices for unlawfully deducting wages from members of the Unlawful Wage Deductions Class violated California law;
- v. Whether Defendants provided accurate, itemized wage statements to members of the Classes;
- vi. Whether Defendants paid all final wages owed to their terminated/separated employees at the time of said termination/separation pursuant to Labor Code §§ 201-203; and
- vii. Whether Defendants engaged in unlawful, unfair, illegal, and/or deceptive business practices by and through the wage and hour policies and practices described above, and whether as a result Defendants owe the classes restitution.

21. **Predominance of Common Questions:** Common questions of law and fact predominate over questions that affect only individual members of the Classes. The common questions of law set forth above are numerous and substantial and stem from Defendants' policies and/or practices applicable to each individual class member, such as Defendants' uniform timekeeping, minimum wage payment, wage deduction and reimbursement policies/practices. As such, the common questions predominate over individual questions concerning each individual class member's showing as to their eligibility for recovery or as to the amount of their damages.

22. **Typicality:** The claims of Plaintiff are typical of the claims of the Classes because Plaintiff was employed by Defendants as a delivery driver classified as independent contractors in California during the statute(s) of limitations period applicable to each cause of action pled in the lawsuit. As alleged herein, Plaintiff, like the members of the Classes, was not provided all legally required minimum wages, had wages unlawfully deducted, and was not properly reimbursed for all necessarily incurred business expenses, was not paid all wages upon the termination of his

employment, and was not provided with accurate, itemized wage statements.

23. **Adequacy of Representation:** Plaintiff is fully prepared to take all necessary steps to represent fairly and adequately the interests of the members of the Classes. Moreover, Plaintiff's attorneys are ready, willing and able to fully and adequately represent the members of the Classes and Plaintiff. Plaintiff's attorneys have prosecuted and defended numerous wage-and-hour class actions in state and federal courts in the past and are committed to vigorously prosecuting this action on behalf of the members of the Classes.

24. **Superiority:** The California Labor Code is broadly remedial in nature and serves an important public interest in establishing minimum working conditions and standards in California. These laws and labor standards protect the average working employee from exploitation by employers who have the responsibility to follow the laws and who may seek to take advantage of superior economic and bargaining power in setting onerous terms and conditions of employment. The nature of this action and the format of laws available to Plaintiff and members of the Classes make the class action format a particularly efficient and appropriate procedure to redress the violations alleged herein. If each employee were required to file an individual lawsuit, Defendants would necessarily gain an unconscionable advantage since they would be able to exploit and overwhelm the limited resources of each individual plaintiff with their vastly superior financial and legal resources. Moreover, requiring each member of the Classes to pursue an individual remedy would also discourage the assertion of lawful claims by employees who would be disinclined to file an action against their former and/or current employer for real and justifiable fear of retaliation and permanent damages to their careers at subsequent employment. Further, the prosecution of separate actions by the individual class members, even if possible, would create a substantial risk of inconsistent or varying verdicts or adjudications with respect to the individual class members against Defendants herein; and which would establish potentially incompatible standards of conduct for Defendants; and/or legal determinations with respect to individual class members which would, as a practical matter, be dispositive of the interest of the other class members not parties to adjudications or which would substantially impair or impede the ability of the class members to protect their interests. Further, the claims of the individual members of the Classes are not sufficiently large to warrant vigorous individual prosecution considering all of the

1 concomitant costs and expenses attending thereto. As such, the Classes identified in Paragraph 17
2 above are maintainable as a Class under § 382 of the Code of Civil Procedure.

3 **FIRST CAUSE OF ACTION**

4 **FAILURE TO PAY ALL MINIMUM WAGES OWED**

5 **(BY PLAINTIFF AGAINST ALL DEFENDANTS)**

6 25. Plaintiff re-alleges and incorporates by reference all previous paragraphs as though fully
7 set forth herein.

8 26. This cause of action is brought pursuant to Labor Code §§ 204, 510, 1194, 1197, 1197.1
9 and 1198 which provide that all non-exempt employees are entitled to all minimum wages for all hours
10 worked, and provide a private right of action for the failure to pay all minimum wage compensation
11 for all work performed.

12 27. At all times relevant herein, Defendants were required to properly compensate Plaintiff
13 and the members of the Minimum Wage Class for all hours worked pursuant to California Labor Code
14 §§ 1194, 1197 and 1198, and Wage Order 9. Wage Order 9, Section 4 requires an employer to pay to
15 every employee on the established payday for the period involved not less than the applicable minimum
16 wage for all hours worked in the payroll period. Defendants caused Plaintiff and the members of the
17 Minimum Wage Class to work hours in a workweek but did not properly compensate Plaintiff and the
18 members of the Minimum Wage Class at least minimum wages for such hours.

19 28. At all times relevant herein, Defendants lacked good faith and had no reasonable
20 grounds for believing that their practices in failing to pay all minimum wages owed at the applicable
21 rate was not a violation of any provision of the Labor Code relating to minimum wage, or an order of
22 the Industrial Welfare Commission. Defendants therefore, in addition to owing minimum wages to
23 Plaintiff and the members of the Minimum Wage Class, also owe liquidated damages in an amount
24 equal to the wages unlawfully unpaid, and interest thereon, pursuant to Labor Code § 1194.2.

25 29. The foregoing practices and policies are unlawful and create entitlement to recovery by
26 Plaintiff and the members of the Minimum Wage Class in a civil action for the unpaid amount of
27 minimum wages owing, including interest thereon, as well as statutory penalties, liquidated damages,
28 civil penalties, and attorneys' fees and costs of suit, pursuant to Labor Code §§ 204, 218.5, 218.6, 558,

1 1194, 1194.2, 1197, 1197.1 and 1198, Wage Order 9, California Code of Civil Procedure § 1021.5
2 California Code of Civil Procedure § 1021.5, and Civil Code §§ 3287(b) and 3289.

3 **SECOND CAUSE OF ACTION**

4 **FAILURE TO PROVIDE ACCURATE, ITEMIZED WAGE STATEMENTS**

5 **(BY PLAINTIFF AGAINST ALL DEFENDANTS)**

6 30. Plaintiff re-alleges and incorporates by reference all previous paragraphs as though fully
7 set forth herein.

8 31. Plaintiff is informed and believes, and based thereon alleges, that Defendants knowingly
9 and intentionally, as a matter of uniform practice and policy, failed to furnish Plaintiff and members of
10 the Wage Statement Class with accurate, itemized wage statements that included among other
11 requirements, accurate total gross wages earned, total hours worked, gross and net wages earned,
12 deductions, in violation of Labor Code § 226 *et seq.*

13 32. Defendants' failure to furnish Plaintiff and the members of the Wage Statement Class
14 with complete and accurate, itemized wage statements resulted in actual injury, in violation of Labor
15 Code § 226 *et seq.*

16 33. Defendants' failures created an entitlement to Plaintiff and members of the Wage
17 Statement Class in a civil action for damages and/or penalties pursuant to Labor Code § 226, including
18 statutory penalties, reasonable attorneys' fees, and costs according to suit pursuant to Labor Code §
19 226 *et seq.*

20 **THIRD CAUSE OF ACTION**

21 **FAILURE TO REIMBURSE BUSINESS EXPENSES**

22 **(BY PLAINTIFF AGAINST ALL DEFENDANTS)**

23 34. Plaintiff re-alleges and incorporates by reference all previous paragraphs as though fully
24 set forth herein.

25 35. It was necessary and at the obedience and/or direction of Defendants for Plaintiff and
26 members of the Expense Reimbursement Class to incur expenses in the direct discharge of their job
27 duties, including expenses related to the purchase of trucks, insurance fees/costs, equipment repair
28 costs, maintenance, unloaded mileage, tolls, licensing, fuel and taxes. It was also necessary for

members of the Expense Reimbursement Class to necessarily incur other business expenses in the direct discharge of their duties.

36. Defendants knew or should have known that Plaintiff and members of the Expense Reimbursement Class necessarily incurred expenses as part of the discharge of their duties at Defendants' direction, and also incurred other business expenses.

37. Although Plaintiff and members of the Expense Reimbursement Class incurred these expenses in the direct discharge of their job duties, Defendants did not reimburse these employees for such necessary work expenditures during the four years preceding the filing of the lawsuit.

38. At all relevant times herein, Defendants were subject to Labor Code § 2802, which states that "an employer shall indemnify his or her employees 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 obedience to the directions of the employer."

39. As a proximate result of Defendants' policies and/or practices in violation of Labor Code §§ 2802 and 2804, and Wage Order 9, Plaintiff and members of the Expense Reimbursement Class were damaged in sums, which will be shown according to proof.

40. Plaintiff and members of the Expense Reimbursement Class are entitled to attorneys' fees and costs of suit pursuant to Labor Code § 2802(c) for bringing this action.

41. Pursuant to Labor Code § 2802(b), any action brought for the reimbursement of necessary expenditures carries interest at the same rate as judgments in civil actions. Thus, Plaintiff and members of the Expense Reimbursement Class are entitled to interest, which shall accrue from the date on which they incurred the initial necessary expenditure.

FOURTH CAUSE OF ACTION

UNLAWFUL DEDUCTIONS FROM WAGES OWED

(BY PLAINTIFF AGAINST ALL DEFENDANTS)

42. Plaintiff re-alleges and incorporates by reference all previous paragraphs as though fully set forth herein.

43. This cause of action is brought pursuant to Labor Code § 221 which provide that "[i]t shall be unlawful for any employer to collect or receive from an employee any part of wages theretofore

1 paid by said employer to said employee.”

2 44. As a matter of practice and policy, Defendants regularly deducted from the wages owed
3 to Plaintiff and members of the Unlawful Deductions From Wages Class to cover various work-related
4 expenses incurred in the direct discharge of their job duties.

5 45. Defendants knew or should have known that it is unlawful to deduct from wages owed
6 to Plaintiff and members of the Unlawful Deductions From Wages Class.

7 46. As a proximate result of Defendants’ policies and/or practices in violation of Labor
8 Code § 221, Plaintiff and members of the Unlawful Deductions From Wages Class were damaged in
9 sums, which will be shown according to proof.

10 47. Plaintiff and members of the Unlawful Deductions From Wages Class are entitled to
11 attorneys’ fees and costs of suit, and interest and penalties for bringing this action.

12 **FIFTH CAUSE OF ACTION**

13 **FAILURE TO PAY ALL WAGES UPON TERMINATION**

14 **(BY PLAINTIFF AGAINST ALL DEFENDANTS)**

15 48. Plaintiff re-alleges and incorporates by reference all prior paragraphs as though fully set
16 forth herein.

17 49. This cause of action is brought pursuant to Labor Code §§ 201-203, which require an
18 employer to pay all wages immediately at the time of termination of employment in the event the
19 employer discharges the employee or the employee provides at least 72 hours of notice of his/her intent
20 to quit. In the event the employee provides less than 72 hours of notice of his/her intent to quit, said
21 employee’s wages become due and payable not later than 72 hours upon said employee’s last date of
22 employment.

23 50. Defendants failed to timely pay Plaintiff all of his final wages at the time of termination,
24 which include, among other things, underpaid minimum, overtime, double time wages and meal and
25 rest period premium wages. Further, Plaintiff is informed and believes, and based thereon alleges, that
26 as a matter of uniform policy and practice, Defendants continue to fail to pay members of the Waiting
27 Time Penalty Class all earned wages at the end of employment in a timely manner pursuant to the
28 requirements of Labor Code §§ 201-203. Defendants’ failure to pay all final wages was willful within

1 the meaning of Labor Code § 203.

2 51. Defendants' willful failure to timely pay Plaintiff and the members of the Waiting Time
3 Penalty Class their earned wages upon separation from employment results in a continued payment of
4 wages up to thirty (30) days from the time the wages were due. Therefore, Plaintiff and members of
5 the Waiting Time Penalty Class are entitled to compensation pursuant to Labor Code § 203, plus
6 reasonable attorneys' fees and costs of suit.

7 **SIXTH CAUSE OF ACTION**

8 **UNFAIR COMPETITION**

9 **(BY PLAINTIFF AGAINST ALL DEFENDANTS)**

10 52. Plaintiff re-alleges and incorporates by reference all previous paragraphs as though fully
11 set forth herein.

12 53. Defendants have engaged and continue to engage in unfair and/or unlawful business
13 practices in California in violation of California Business and Professions Code § 17200 *et seq.*, by
14 failing to properly pay all minimum wages, unlawfully deducting wages, failing to issue accurate,
15 itemized wage statements, and failing to reimburse all necessary business expenditures.

16 54. Defendants' utilization of these unfair and/or unlawful business practices deprived
17 Plaintiff and continues to deprive members of the Classes of compensation and reimbursement to which
18 they are legally entitled, constitutes unfair and/or unlawful competition, and provides an unfair
19 advantage over Defendants' competitors who have been and/or are currently employing workers and
20 attempting to do so in honest compliance with applicable wage and hour laws.

21 55. Because Plaintiff is a victim of Defendants' unfair and/or unlawful conduct alleged
22 herein, Plaintiff for himself and on behalf of the members of the Classes, seek full restitution of monies,
23 as necessary and according to proof, to restore any and all monies withheld, acquired and/or converted
24 by Defendants pursuant to Business and Professions Code §§ 17203 and 17208.

25 56. The acts complained of herein occurred within the last four years immediately preceding
26 the filing of the lawsuit in this action.

27 57. Plaintiff was compelled to retain the services of counsel to file this court action to
28 protect their interests and those of the Classes, to obtain restitution and injunctive relief on behalf of

Defendants' current drivers misclassified as independent contractors, and to enforce important rights affecting the public interest. Plaintiff has thereby incurred the financial burden of attorneys' fees and costs, which he is entitled to recover under Code of Civil Procedure § 1021.5.

SEVENTH CAUSE OF ACTION

LABOR CODE PRIVATE ATTORNEYS GENERAL ACT OF 2004

(AGAINST ALL DEFENDANTS)

58. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

59. Defendants have committed several Labor Code violations against Plaintiff and other Aggrieved Employees. Plaintiff, an "Aggrieved Employee" within the meaning of Labor Code § 2698 et seq., acting on behalf of himself and other Aggrieved Employees, brings this representative action against Defendants to recover the civil penalties due to Plaintiff, the other aggrieved employees, and the State of California according to proof pursuant to Labor Code § 2699 (a) and (f) including, but not limited to: (1) \$250.00 for each initial violation and \$1,000.00 for each subsequent violation pursuant to Labor Code § 226.3 per employee per pay period; and/or (2) \$100.00 for each initial violation and \$200.00 for each subsequent violation per employee per pay period for those violations of the Labor Code for which no civil penalty is specifically provided, based on the following Labor Code violations:

- a) Defendants violated Labor Code §226.8 by engaging in, and continuing to engage in, an unlawful practice of avoiding employee status for the aggrieved employees by voluntarily, knowingly and willfully misclassifying those individuals as independent contractors;
- b) Defendants violated Labor Code §226.8 by engaging, and continuing to engage in, an unlawful pattern and practice of charging unlawful fees and making unlawful deductions from the aggrieved employees' compensation, after voluntarily, knowingly and willfully misclassifying those individuals as independent contractors;
- c) Defendants violated Labor Code §§ 1194, 1194.2, and 1197 by failing to pay Plaintiff and other aggrieved employees the statutory minimum wage for all hours worked;
- d) Defendants violated Labor Code § 226 by failing to furnish Plaintiff and other aggrieved employees with accurate and compliant itemized wage statements;

- 1 e) Defendants violated Labor Code §§ 204 and 210 by failing to pay Plaintiff and other
2 aggrieved employees all earned wages at least twice during each calendar month;
3 f) Defendants violated Labor Code § 1174 by failing to maintain accurate records on
4 behalf of Plaintiff and other aggrieved employees;
5 g) Defendants violated Labor Code § 2802 by failing to reimburse Plaintiff and other
6 aggrieved employees for all necessary expenditures incurred;
7 h) Defendants violated Labor Code § 221 by unlawfully deducting from wages owed to
8 Plaintiff and other aggrieved employees for all certain work-related expenses; and
9 i) Defendants violated Labor Code §§ 201, 202 and 203 by failing to timely pay all final
10 wages due to Plaintiff and other aggrieved employees at the time of the separation of
11 their employment.

12 60. On September 26, 2023, Plaintiff notified Defendants via certified mail, and the
13 California Labor and Workforce Development Agency (“LWDA”) via e-mail, of Defendants’
14 violations of the California Labor Code and Plaintiff’s intent to bring a claim for civil penalties under
15 California Labor Code § 2698 et seq. with respect to violations of the California Labor Code identified
16 in Paragraph 59 (a)-(i). Attached hereto as **Exhibit 1** is a true and correct copy of the September 26,
17 2023 correspondence. Now that sixty-five days have passed from Plaintiff notifying Defendants of
18 these violations, Plaintiff has exhausted his administrative requirements for bringing a claim under the
19 Labor Code Private Attorneys General Act with respect to these violations.

20 61. Plaintiff was compelled to retain the services of counsel to file this court action to
21 protect his interests and the interests of other aggrieved employees, and to assess and collect the civil
22 penalties owed by Defendants. Plaintiff has thereby incurred attorneys’ fees and costs, which she is
23 entitled to recover under California Labor Code § 2699(g).

24 **PRAYER**

25 WHEREFORE, Plaintiff prays for judgment for themselves and for all others on whose behalf
26 this suit is brought against Defendants, as follows:

- 27 1. For an order certifying the proposed Classes;
28 2. For an order appointing Plaintiff as a representative of the Classes;

- 1 3. For an order appointing Counsel for Plaintiff as Counsel for the Classes;
- 2 4. Upon the First Cause of Action, for compensatory, consequential, general and special
3 damages according to proof pursuant to Labor Code §§ 204, 1194, 1194.2, 1197, 1197.1 and 1198;
- 4 5. Upon the Second Cause of Action, for statutory wage statement penalties pursuant to
5 Labor Code § 226 *et seq.*;
- 6 6. Upon the Third Cause of Action, for compensatory, consequential, general and special
7 damages according to proof pursuant to Labor Code § 2802;
- 8 7. Upon the Fourth Cause of Action, for compensatory, consequential, general and special
9 damages according to proof pursuant to Labor Code §§ 204, 221, 1194, 1194.2, 1197, 1197.1 and 1198;
- 10 8. Upon the Fifth Cause of Action, for statutory waiting time penalties pursuant to Labor
11 Code § 203;
- 12 9. Upon the Sixth Cause of Action, for restitution to Plaintiffs and members of the Classes
13 of all money and/or property unlawfully acquired by Defendants by means of any acts or practices
14 declared by this Court to be in violation of Business and Professions Code § 17200 *et seq.*;
- 15 10. Upon the Seventh Cause of Action, for civil penalties due to Plaintiff, other aggrieved
16 employees, and the State of California according to proof pursuant to Labor Code §§ 558 and 2699(a)
17 and (f) including, but not limited to: (1) \$100.00 for each initial violation for each failure to pay each
18 employee and \$200.00 for each subsequent violation or willful or intentional violation pursuant to
19 Labor Code § 210 for each failure to pay each employee, plus 25% of the amount unlawfully withheld;
20 (2) \$250.00 for each initial violation and \$1,000.00 for each subsequent violation pursuant to Labor
21 Code § 226.3 per employee per pay period; (3) \$50.00 for each initial violation and \$100.00 for each
22 subsequent violation pursuant to Labor Code § 558 per employee per pay period; (4) no less than
23 \$5,000.00 and up to \$25,000.00 for each violation pursuant to Labor Code § 226.8(b) and (c); and/or
24 (5) \$100.00 for each initial violation and \$200.00 for each subsequent violation per employee per pay
25 period for those violations of the Labor Code for which no civil penalty is specifically provided, based
26 on the Labor Code violations cited in Paragraph 59 (a)-(i) above.
- 27 11. Prejudgment interest on all due and unpaid wages pursuant to California Labor Code §
28 218.6 and Civil Code §§ 3287 and 3289;

1 12. On all causes of action, for attorneys' fees and costs as provided by Labor Code § 218.5
2 and Code of Civil Procedure § 1021.5 and all other applicable statutes; and

3 13. For such other and further relief the Court may deem just and proper.

4
5 Dated: December 4, 2023

Respectfully submitted,
LIDMAN LAW, APC

6
7 By:



8 Scott M. Lidman
9 Elizabeth Nguyen
10 Milan Moore
11 Attorneys for Plaintiff
12 VENANCIO CARRERA

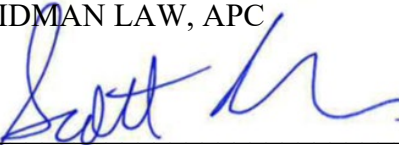
13
14 **DEMAND FOR JURY TRIAL**

15 Plaintiffs hereby demand a jury trial with respect to all issues triable by jury.

16
17 Dated: December 4, 2023

Respectfully submitted,
LIDMAN LAW, APC

18
19 By:



20 Scott M. Lidman
21 Elizabeth Nguyen
22 Milan Moore
23 Attorneys for Plaintiff
24 VENANCIO CARRERA
25
26
27
28

EXHIBIT 1

EXHIBIT 1

LIDMAN LAW

2155 CAMPUS DRIVE, SUITE 150, EL SEGUNDO, CA 90245

OFFICE: (424) 322-4772

FAX: (424) 322-4775

September 26, 2023

VIA LWDA WEBSITE

Labor and Workforce Development Agency
Attn: PAGA Administrator
1515 Clay Street, Suite 801
Oakland, CA 94612

**VIA U.S. CERTIFIED MAIL – RETURN
RECEIPT REQUESTED**

Trail Lines, Inc.
c/o Iris Bella Spivak, Agent for Service of
Process
24730 Calvert Street
Woodland Hills, CA 91367

**VIA U.S. CERTIFIED MAIL – RETURN
RECEIPT REQUESTED**

Trail Lines, Inc.
9415 Sorenson Ave.
Santa Fe Springs, CA 90670

Re: *Venancio Carrera v. Trail Lines, Inc.*

To Whom It May Concern:

Please be advised that this law firm represents Venancio Carrera (“Plaintiff”) in claims arising from his employment with Trail Lines, Inc., a California corporation (“Defendant”). Plaintiff is an “aggrieved employee” as defined by Labor Code sections 2699, *et seq.* due to Defendant’s numerous violations of the Labor Code as set forth below. The purpose of this letter is to comply with Labor Code section 2699.3, which requires aggrieved employees to notify their employer and the Labor and Workforce Development Agency (“LWDA”) of the specific provisions of the Labor Code allegedly violated. For purposes of this letter, an “aggrieved employee” should be considered to include all current and former drivers working for Defendant in California and whom Defendant classified as independent contractors, at least in part, during the one year immediately preceding the date of this letter through the present date, and continuing through a civil judgment if the LWDA takes no action and Plaintiff files a civil lawsuit seeking civil penalties.

Defendant did (and continue to do) business by specializing in LTL and Truckload services from California to all points in the continental United States and Canadian provinces. Established in 1994, its main focus is the transportation of fine furnishings, commercial fixtures and general commodities, but it also handles sensitive, special care goods such as electronics and other high value cargo.

Plaintiff, a former employee, was employed by Defendant as a delivery driver from March 2021 until on or around May 18, 2022. During his employment, Plaintiff was a delivery driver performing various job duties, including without limitation, transporting trailers full of furniture.

During his employment, Defendant unlawfully and willfully misclassified Plaintiff and the aggrieved employees as independent contractors. Thus, Defendant willfully and wrongfully denied Plaintiff and the aggrieved employees of their rights to the protections afforded to employees under the California Labor Code and applicable Wage Order of the Industrial Welfare Commission. Indeed,

Plaintiff is informed and believes, and based thereon alleges, that, during all relevant times herein mentioned, Defendant knew or should have known that it had a duty to properly classify Plaintiff and the aggrieved employees as employees, and properly compensate the aggrieved employees, and that Defendant had the financial ability to do so and pay such compensation, but willfully, knowingly, and intentionally failed to do so in order to increase its profits.

Plaintiff and the other aggrieved employees provide(d) trucking/delivery services which are directly part of Defendant's regular business as a transportation/delivery company. The services they provide to Defendant are the kind of work typically done by an employee under the direction of an employer. Defendant maintains a yard in Santa Fe Springs, California, which serves as the base of operations for Plaintiff and other aggrieved employees.

In connection with their employment with Defendant, Plaintiff and other aggrieved employees would be required to provide their own trucks and would deliver trailers. Plaintiff would be required to unload the furniture being delivered. His trips could often take days at a time, and he would often be required to drive through different states. Defendant controlled and directed Plaintiff and the other aggrieved employees in connection with the performance of their work, in terms of when and how to pick up the trailers, when and how to pick up and make deliveries, and how to otherwise perform their job duties.

While unlawfully and willfully misclassified by Defendant as independent contractors, Plaintiff and the and other aggrieved employees were/are paid on a mileage and stop basis. As a result, Plaintiff and the and other aggrieved employees were not separately compensated for time spent working on tasks unrelated to driving, including, without limitation, time spent on pre- and post-trip truck inspections, time spent fueling the trucks, time spent completing paperwork and time spent maintaining/washing the trucks. As a result, Plaintiff and other aggrieved employees were not paid at least the minimum wage for all hours worked.

As a result of Defendant's failure to pay all minimum wages, Defendant maintained inaccurate payroll records and issued inaccurate wage statements to Plaintiff. Nevertheless, because Defendant misclassified Plaintiff as an independent contractor, it failed to provide him with any accurate wage statements as required by Labor Code section 226.

Defendant also failed to reimburse Plaintiff for necessary business expenses incurred throughout the relevant time period. Defendant required their drivers who were misclassified as independent contractors, including Plaintiff, to pay for, among other things, expenses related to the purchase of Defendant's trucks, insurance fees/costs, equipment repair costs, maintenance, unloaded mileage, tolls, licensing, fuel and taxes. Despite these requirements, Defendant did not reimburse Plaintiff for incurring these necessary business expenses in violation of California law. Further, Defendant illegally deducted such expenses from wages owed, in further violation of California law.

As a further result of Defendant's failure to pay all minimum wages, Defendant failed to pay all wages owed to Plaintiff upon separation of his employment with Defendant.

As described above, Defendant committed the following violations of the Labor Code and Industrial Welfare Commission Wage Order No. 9 ("Wage Order 9"):

Willful Misclassification as Independent Contractors (Labor Code section 226.8)

Labor Code section 226.8(a)(1) makes it unlawful for any person or employer to engage in the willful misclassification of an individual as an independent contractor. Labor Code section 226.8(i)(4) defines “willful misclassification” as “avoiding employee status for an individual by voluntarily and knowingly misclassifying that individual as an independent contractor.”

Labor Code section 2750.3 provides the legal framework for determining whether a person providing labor or services for remuneration is an employee or independent contractor. Pursuant to Labor Code section 2750.3:

“...a person providing labor or services for remuneration shall be considered an employee rather than an independent contractor unless the hiring entity demonstrates that all of the following conditions are satisfied:

- (A) The person is free from the control and direction of the hiring entity in connection with the performance of the work, both under the contract for the performance of the work and in fact.
- (B) The person performs work that is outside the usual course of the hiring entity’s business.
- (C) The person is customarily engaged in an independently established trade, occupation, or business of the same nature as that involved in the work performed.” (Cal. Labor Code § 2750.3).”

As alleged herein, Defendant exercises a great amount of control over the aggrieved employees in the performance of their work. As a result, Defendant cannot demonstrate that the conditions set forth in Labor Code section 2750.3(A) are satisfied with respect to the employment of the aggrieved employees.

As alleged herein, the aggrieved employees perform work which is within the Defendant’s usual course of business. As a result, Defendant cannot demonstrate that the conditions set forth in Labor Code section 2750.3(B) are satisfied with respect to the employment of the aggrieved employees.

As alleged herein, the aggrieved employees are not customarily engaged in the business of providing delivery services. As a result, Defendant cannot demonstrate that the conditions set forth in Labor Code section 2750.3(C) are satisfied with respect to the employment of the aggrieved employees.

Because Defendant cannot demonstrate that any of the conditions set forth in Labor Code section 2750.3(A-C) are satisfied with respect to the employment of the aggrieved employees, the aggrieved employees should have been properly classified as employees entitled to the protections and benefits of the California Labor Code and applicable IWC Wage Orders.

Pursuant to Labor Code section 226.8(b):

“If the Labor and Workforce Development Agency or a court issues a determination that a person or employer has engaged in any of the enumerated violations of subdivision (a), the person or employer shall be subject to a civil penalty of not less than five thousand dollars (\$5,000) and not more than fifteen thousand dollars (\$15,000) for each violation, in addition to any other penalties or fines permitted by law.”

Pursuant to Labor Code section 226.8(c):

“If the Labor and Workforce Development Agency or a court issues a determination that a person or employer has engaged in any of the enumerated violations of subdivision (a) and the person or employer has engaged in or is engaging in a pattern or practice of these violations, the person or employer shall be subject to a civil penalty of not less than ten thousand dollars (\$10,000) and not more than twenty-five thousand dollars (\$25,000) for each violation, in addition to any other penalties or fines permitted by law.”

Defendant has engaged, and continues to engage in an unlawful pattern and practice of avoiding employee status for the aggrieved employees by voluntarily, knowingly, and willfully misclassifying those individuals as independent contractors, in violation of Labor Code section 226.8(a)(1).

Unlawful Fees and Deductions (Labor Code section 226.8)

Pursuant to Labor Code section 226.8(a)(2): “It is unlawful for any person or employer to engage in any of the following activities: ...

- (2) Charging an individual who has been willfully misclassified as an independent contractor a fee, or making any deductions from compensation, for any purpose, including for goods, materials, space rental, services, government licenses, repairs, equipment maintenance, or fines arising from the individual’s employment where any of the acts described in this paragraph would have violated the law if the individual had not been misclassified.” (Cal. Labor Code § 226.8(a)).”

Labor Code section 226.8(i)(4) defines “willful misclassification” as “avoiding employee status for an individual by voluntarily and knowingly misclassifying that individual as an independent contractor.”

As alleged herein, Defendant exercises a great amount of control over the aggrieved employees in the performance of their work. As a result, Defendant cannot demonstrate that the conditions set forth in Labor Code section 2750.3(A) are satisfied with respect to the employment of the aggrieved employees.

As alleged herein, the aggrieved employees perform work which is within the Defendant’s usual course of business. As a result, Defendant cannot demonstrate that the conditions set forth in Labor Code section 2750.3(B) are satisfied with respect to the employment of the aggrieved employees.

As alleged herein, the aggrieved employees are not customarily engaged in the business of providing delivery services. As a result, Defendant cannot demonstrate that the conditions set forth in Labor Code section 2750.3(C) are satisfied with respect to the employment of the aggrieved employees.

Because Defendant cannot demonstrate that any of the conditions set forth in Labor Code section 2750.3(A-C) are satisfied with respect to the employment of the aggrieved employees, the aggrieved employees should have been properly classified as employees entitled to the protections and benefits of the California Labor Code and applicable IWC Wage Orders.

Plaintiff is informed and believes, and based thereon alleges, that Defendant has a policy and practice of charging aggrieved employees unlawful fees and making unlawful deductions from their compensation, in violation of Labor Code section 226.8(a)(2).

Pursuant to Labor Code section 226.8(b):

“If the Labor and Workforce Development Agency or a court issues a determination that a person or employer has engaged in any of the enumerated violations of subdivision (a), the person or employer shall be subject to a civil penalty of not less than five thousand dollars (\$5,000) and not more than fifteen thousand dollars (\$15,000) for each violation, in addition to any other penalties or fines permitted by law.”

Pursuant to Labor Code section 226.8(c):

“If the Labor and Workforce Development Agency or a court issues a determination that a person or employer has engaged in any of the enumerated violations of subdivision (a) and the person or employer has engaged in or is engaging in a pattern or practice of these violations, the person or employer shall be subject to a civil penalty of not less than ten thousand dollars (\$10,000) and not more than twenty-five thousand dollars (\$25,000) for each violation, in addition to any other penalties or fines permitted by law.”

As alleged herein, Defendant has engaged, and continues to engage in an unlawful pattern and practice of charging unlawful fees and making unlawful deductions from the aggrieved employees' compensation, after voluntarily, knowingly, and willfully misclassifying those individuals as independent contractors, in violation of Labor Code section 226.8(a)(2).

Minimum Wage Violations

Defendant was required to pay Plaintiff and other aggrieved employees an hourly rate at least equal to the minimum wage for each hour actually worked. *See* Labor Code §§ 1194; 1194.2, 1197, 1197.1; The Wage Order 9, § 4. Plaintiff and other aggrieved employees were not paid for all hours worked due to Defendant's practice of paying their employees misclassified as independent contractors on a piece-rate basis, which deprive them of pay for all hours worked. As alleged above, Defendant caused Plaintiff and other aggrieved employees to work hours in a workweek but did not properly compensate them at least minimum wages for all such hours, due to Defendant's unlawful piece-rate compensation plan. These practices by Defendant resulted in Defendant not paying Plaintiff for all wages owed for the work he performed, including failing to pay him all required minimum wages.

Failure to Reimburse Business Expenses

Defendant failed to reimburse Plaintiff and other aggrieved employees for necessary work expenses, including, but not limited to, expenses related to the purchase of Defendant's trucks, insurance fees/costs, equipment repair costs, maintenance, unloaded mileage, tolls, licensing, fuel and taxes. Defendant's policy of not providing reimbursement for necessary work-related expenses is in violation of Wage Order 9 § 9, and Labor Code § 2802 (“An employer shall indemnify his or her employees 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.”) Plaintiff and other aggrieved employees are therefore entitled to reimbursement of such unpaid work expenses with interest.

Unlawful Deductions from Wages

Defendant unlawfully deducted from the wages rightfully and lawfully owed to Plaintiff and other aggrieved employees for various work expenses. Defendant's policy of deducting from wages owed for work-related expenses is in violation of Labor Code § 221. Plaintiffs and other aggrieved employees are therefore entitled to reimbursement of such unlawfully deducted wages.

Wage Statement Violations

Defendant knowingly and intentionally, as a matter of uniform practice and policy, failed to furnish Plaintiff and other aggrieved employees with accurate and complete, itemized wage statements that included, among other requirements, all minimum wages earned, total gross wages earned, total net wages earned, in violation of Labor Code § 226 *et seq.* Defendant's failure to furnish Plaintiff and other aggrieved employees with complete and accurate, itemized wage statements resulted in actual injury, as said failures led to, among other things, the non-payment of all minimum wages earned, and deprived them of the information necessary to identify discrepancies in Defendant's reported data.

Failure To Timely Pay All Wages During Employment

During Plaintiff's employment with Defendant, Defendant failed to timely pay wages in violation of Labor Code § 204. Defendant's policies and procedures failed to pay piece-rate pay among other wages earned twice during each calendar month. As a result, Defendant failed to timely pay Ms. De Jesus Hernandez and other aggrieved employees all wages earned in violation of Labor Code § 204.

Waiting Time Penalties

Labor Code §§ 201 and 202 require that employees receive all of their final wages at the time of their separation of employment. Defendant failed to timely pay Plaintiff and other aggrieved employees all of their final wages at the time of separation, which included, among other things, underpaid minimum wages.

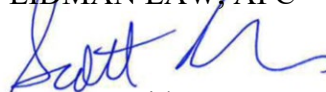
As an "aggrieved employee," Plaintiff will initiate a civil action on behalf of himself and other aggrieved employees to recover damages, statutory penalties, and civil penalties resulting from the wage and hour violations alleged herein. Based on Plaintiff's own investigation, and on information and belief, Defendant committed the following Labor Code violations:

- a) Defendant violated Labor Code §226.8 by engaging in, and continuing to engage in, an unlawful practice of avoiding employee status for the aggrieved employees by voluntarily, knowingly and willfully misclassifying those individuals as independent contractors;
- b) Defendant violated Labor Code §226.8 by engaging, and continuing to engage in, an unlawful pattern and practice of charging unlawful fees and making unlawful deductions from the aggrieved employees' compensation, after voluntarily, knowingly and willfully misclassifying those individuals as independent contractors;

- c) Defendant violated Labor Code §§ 1194, 1194.2, and 1197 by failing to pay Plaintiffs and other aggrieved employees the statutory minimum wage for all hours worked;
- d) Defendant violated Labor Code § 226 by failing to furnish Plaintiffs and other aggrieved employees with accurate and compliant itemized wage statements;
- e) Defendant violated Labor Code §§ 204 and 210 by failing to pay Plaintiffs and other aggrieved employees all earned wages at least twice during each calendar month;
- f) Defendant violated Labor Code § 1174 by failing to maintain accurate records on behalf of Plaintiffs and other aggrieved employees;
- g) Defendant violated Labor Code § 2802 by failing to reimburse Plaintiffs and other aggrieved employees for all necessary expenditures incurred;
- h) Defendant violated Labor Code § 221 by unlawfully deducting from wages owed to Plaintiffs and other aggrieved employees for all certain work-related expenses; and
- i) Defendant violated Labor Code §§ 201, 202 and 203 by failing to timely pay all final wages due to Plaintiff and other aggrieved employees at the time of the separation of their employment.

Pursuant to Labor Code section 2699.3(a)(2)(A), please notify us and Defendant if the LWDA intends to investigate these alleged violations of the Labor Code. Please contact me should you require additional information.

Very truly yours,
LIDMAN LAW, APC



Scott M. Lidman

PROOF OF SERVICE

STATE OF CALIFORNIA)
) ss.
COUNTY OF LOS ANGELES)

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action; my business address is 2155 Campus Drive, Suite 150, El Segundo, California 90245.

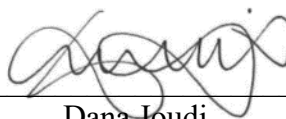
On December 4, 2023, I served the document(s) described as: **FIRST AMENDED CLASS AND REPRESENTATIVE ACTION COMPLAINT** on the interested party(ies) in this action as follows:

MILLER LAW PARTNERS, PC
LEE A. MILLER, State Bar No. 159021
lmiller@millerlawpartners.com
ILANA M. KAUFMAN, State Bar No. 285034
IKaufman@millerlawpartners.com
NATE LOAKES, State Bar No. 291742
NLoakes@millerlawpartners.com
21600 Oxnard Street, Suite 380
Woodland Hills, CA 91367
Telephone: (818) 279-6600
Facsimile: (818) 279-6601
Attorneys for Defendant TRAIL LINES, INC.

[X] (BY ELECTRONIC SERVICE) I caused a true and correct copy of the document(s) described above to be electronically served via Case Anywhere on counsel of record at the electronic service addresses listed above.

I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on December 4, 2023, at El Segundo, California.



Dana Joudi