

Private Attorneys General Act Notice

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Date: April 15, 2026

Employer: Best Buy Stores, L.P.

I was employed by Best Buy Stores, L.P. as a full-time, non-exempt Field Functionality Technician from June 7, 2023 to November 19, 2024 in California. My job required travel between Best Buy store locations and the use of Best Buy's TLC timekeeping system.

Best Buy maintained and enforced a practice of requiring me to record drive time based on Google Maps estimates instead of the actual time spent driving. On August 22, 2023, my manager [REDACTED] questioned whether my drive time was "actual time with traffic" and said we needed to review how travel time was calculated. On September 15, 2023, [REDACTED] told me I had to use "Google map time." On September 18 and 19, 2023, [REDACTED] and [REDACTED] directed that I "match drive time to Google time" and "fix drive time to Google time for TLC approval." Best Buy's own travel policy recognized that travel during the workday between sites is paid, but management still required shortened entries based on Google Maps rather than the actual time worked.

The September 11, 2023 Colma assignment is one concrete example. Actual traffic made the drive take about 1 hour 48 minutes, but management wanted the time reduced to about 40 minutes. I was also instructed to reverse-calculate drive time so that it would end about one minute before the store punch-in time. In addition, I was expected to come early, wait 20 to 30 minutes, and punch in at exactly 8:00 a.m. There were also occasions when I had to wait to log into a store computer before clocking in and wait for a host-manager to search my bag before leaving. This time was under Best Buy's control and was not always paid or accurately recorded. The one-minute-gap instruction and forced early wait also created an artificial break between drive time and store work, consistent with avoidance of split-shift premiums and with underrecording the true start of the workday.

These same off-the-clock start-time practices also distorted when the workday was shown to begin. Because actual work often started before the recorded punch-in time, recorded meal periods did not always reflect when work actually began, and Best Buy did not always provide or pay premiums for timely meal periods and rest periods.

Best Buy also failed to reimburse necessary business expenses. I was required to use my personal vehicle for work travel between assigned locations. My mileage expense report EXP4452635 for \$100.23, covering assignments including Colma #873 and Dublin #134, was rejected on September 21, 2023. Best Buy also required me to store and transport work tools after hours and not leave them in my car, which created additional uncompensated hauling time and unreimbursed costs. Best Buy also refused to provide or reimburse a necessary rolling toolbox for work. [REDACTED] July 14, 2023 toolbox cart totaled \$132.85 under requisition 2607602, and the request was later declined by management.

These practices affected me and other California non-exempt field employees who were required to travel between assigned locations, use personal vehicles or transport work tools, and enter or edit time through the same or similar TLC, payroll, scheduling, and expense-reporting systems. Best Buy can identify affected

employees from schedules, store assignments, travel records, TLC/timekeeping entries, payroll records, and expense reports.

By the time Best Buy ended my employment effective November 19, 2024, the unpaid wages and unreimbursed expenses described above had still not been fully paid.

Based on these facts, Best Buy violated Labor Code sections 510 and 558 by failing to pay all overtime owed for actual time worked, Labor Code section 1194 by failing to pay all wages owed for all time worked, Labor Code section 226(a) and 226.3 by issuing inaccurate wage statements, Labor Code section 226.7 by failing to provide compliant meal and rest periods and premium pay when off-the-clock start-time practices made meal periods untimely or incomplete, subdivision (d) of Labor Code section 1174 by failing to keep accurate daily time records, Labor Code section 2802 by failing to reimburse necessary business expenses and work-related costs, and Labor Code sections 201 and 203 by failing to pay all wages due at discharge and the resulting waiting-time penalties. I provide this notice under Labor Code section 2699.3 and seek civil penalties under the Private Attorneys General Act on behalf of myself and other aggrieved employees.