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Superior Court of California
County of Fresno
By: Taharea Navarro, Deputy

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF FRESNO**

MANUEL ROMERO, individually, and on
behalf of other members of the general public
similarly situated;

Plaintiff,

v.

RIGHT NOW COURIERS, LLC, a
California limited liability company; and
DOES 1 through 100, inclusive;

Defendants.

Case No.: 23CECG04388

Assigned for All Purposes to:
D. Tyler Tharpe
Department 501

**FIRST AMENDED CLASS ACTION
COMPLAINT FOR DAMAGES**

- (1) Violation of California Business &
Professions Code §§ 17200, *et seq.*;
- (2) Violation of California Labor Code
§ 2698, *et seq.* (Private Attorneys
General Act of 2004).

Complaint Filed: October 17, 2023
Jury Trial: None Set

DEMAND FOR JURY TRIAL

COMES NOW, Plaintiff MANUEL ROMERO (“Plaintiff”), individually, and on behalf of other members of the general public similarly situated, and alleges as follows:

JURISDICTION AND VENUE

1. This class action is brought pursuant to the California Code of Civil Procedure section 382. The monetary damages and restitution sought by Plaintiff exceed the minimal jurisdiction limits of the Superior Court and will be established according to proof at trial.

2. This Court has jurisdiction over this action pursuant to the California Constitution, Article VI, Section 10, which grants the superior court “original jurisdiction in all other causes” except those given by statute to other courts. The statutes under which this action is brought do not specify any other basis for jurisdiction.

3. This Court has jurisdiction over Defendants because, upon information and belief, Defendants are citizens of California, have sufficient minimum contacts in California, or otherwise intentionally avail themselves of the California market so as to render the exercise of jurisdiction over them by the California courts consistent with traditional notions of fair play and substantial justice.

4. Venue is proper in this Court because, upon information and belief, Defendants maintain offices, have agents, and/or transact business in the State of California, including the County of Fresno. The majority of the acts and omissions alleged herein relating to Plaintiff took place in the State of California, County of Fresno. Defendants employed Plaintiff within the State of California, County of Fresno.

PARTIES

5. Plaintiff MANUEL ROMERO is an individual residing in the State of California, County of Fresno.

6. Defendant RIGHT NOW COURIERS, LLC at all times herein mentioned, was and is, upon information and belief, a California limited liability company headquartered in the State of California, and at all times herein mentioned, was and is, an employer whose employees are engaged throughout the State of California, including the County of Fresno.

1 7. At all relevant times, Defendant RIGHT NOW COURIERS, LLC was the
2 “employer” of Plaintiff within the meaning of all applicable California laws and statutes.

3 8. At all times herein relevant, Defendant RIGHT NOW COURIERS, LLC and
4 DOES 1 through 100, and each of them, were the agents, partners, joint venturers, joint
5 employers, representatives, servants, employees, successors-in-interest, co-conspirators and
6 assigns, each of the other, and at all times relevant hereto were acting within the course and
7 scope of their authority as such agents, partners, joint venturers, joint employers,
8 representatives, servants, employees, successors-in-interest, co-conspirators and assigns, and
9 all acts or omissions alleged herein were duly committed with the ratification, knowledge,
10 permission, encouragement, authorization, and consent of each defendant designated herein.

11 9. The true names and capacities, whether corporate, associate, individual or
12 otherwise, of Defendants DOES 1 through 100, inclusive, are unknown to Plaintiff, who sues
13 said defendants by such fictitious names. Plaintiff is informed and believes, and based on that
14 information and belief alleges, that each of the Defendants designated as a DOE is legally
15 responsible for the events and happenings referred to in this Complaint, and unlawfully caused
16 the injuries and damages to Plaintiff and the other class members as alleged in this Complaint.
17 Plaintiff will seek leave of court to amend this Complaint to show the true names and
18 capacities when the same have been ascertained.

19 10. Defendant RIGHT NOW COURIERS, LLC and DOES 1 through 100 will
20 hereinafter collectively be referred to as “Defendants.”

21 11. Plaintiff further alleges that Defendants directly or indirectly controlled or
22 affected the working conditions, wages, working hours, and conditions of employment of
23 Plaintiff and the other class members so as to make each of said Defendants and employers
24 liable under the statutory provisions set forth herein.

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1 **CLASS ACTION ALLEGATIONS**

2 12. Plaintiff brings this action individually and on behalf of all other members of the
3 general public similarly situated, and, thus, seeks class certification under Code of Civil
4 Procedure section 382.

5 13. The proposed class is defined as follows:

6 All current and former hourly-paid or non-exempt employees of Defendants
7 within the State of California at any time during the period from four years
8 preceding the filing of this Complaint to final judgment.

9 14. Plaintiff reserves the right to establish subclasses as appropriate.

10 15. The class is ascertainable and there is a well-defined community of interest in
11 the litigation:

12 a. Numerosity: The class members are so numerous that joinder of all class
13 members is impracticable. The membership of the entire class is
14 unknown to Plaintiff at this time; however, the class is estimated to be
15 greater than fifty (50) individuals and the identity of such membership is
16 readily ascertainable by inspection of Defendants' employment records.

17 b. Typicality: Plaintiff's claims are typical of all other class members'
18 claims as demonstrated herein. Plaintiff will fairly and adequately protect
19 the interests of the other class members with whom Plaintiff has a well-
20 defined community of interest.

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1 c. Adequacy: Plaintiff will fairly and adequately protect the interests of
2 each class member, with whom Plaintiff has a well-defined community
3 of interest and typicality of claims, as demonstrated herein. Plaintiff has
4 no interest that is antagonistic to the other class members. Plaintiff's
5 attorneys, the proposed class counsel, are versed in the rules governing
6 class action discovery, certification, and settlement. Plaintiff has
7 incurred, and during the pendency of this action will continue to incur,
8 costs and attorneys' fees, that have been, are, and will be necessarily
9 expended for the prosecution of this action for the substantial benefit of
10 each class member.

11 d. Superiority: A class action is superior to other available methods for the
12 fair and efficient adjudication of this litigation because individual joinder
13 of all class members is impractical.

14 e. Public Policy Considerations: Certification of this lawsuit as a class
15 action will advance public policy objectives. Employers of this great
16 state violate employment and labor laws every day. Current employees
17 are often afraid to assert their rights out of fear of direct or indirect
18 retaliation. However, class actions provide the class members who are
19 not named in the complaint anonymity that allows for the vindication of
20 their rights.

21 16. There are common questions of law and fact as to the class members that
22 predominate over questions affecting only individual members. The following common
23 questions of law or fact, among others, exist as to the members of the class:

24 a. Whether Defendants' failure to pay wages, without abatement or
25 reduction, in accordance with the California Labor Code, was willful;

26 b. Whether Defendants failed to pay their hourly-paid or non-exempt
27 employees within the State of California for all hours worked;
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- 1 c. Whether Defendants required Plaintiff and the other class members to
2 work over eight (8) hours per day and/or over forty (40) hours per week
3 and failed to pay the legally required overtime compensation to Plaintiff
4 and the other class members;
- 5 d. Whether Defendants properly calculated the regular rate for Plaintiff and
6 the other class members who worked overtime and earned incentive pay;
- 7 e. Whether Defendants failed to provide Plaintiff and the other class
8 members legally mandated meal and/or rest periods and failed to
9 compensate them the related premium wages pursuant to California
10 Labor Code section 226.7(c);
- 11 f. Whether Defendants failed to pay minimum wages to Plaintiff and the
12 other class members for all hours worked;
- 13 g. Whether Defendants failed to pay all wages due to Plaintiff and the other
14 class members within the required time upon their discharge or
15 resignation;
- 16 h. Whether Defendants complied with wage reporting as required by the
17 California Labor Code, including, *inter alia*, section 226;
- 18 i. Whether Defendants failed to reimburse Plaintiff and the other class
19 members for necessary business-related expenses and costs;
- 20 j. Whether Defendants' conduct was willful or reckless;
- 21 k. Whether Defendants engaged in unfair business practices in violation of
22 California Business & Professions Code sections 17200, *et seq.*;
- 23 l. The appropriate amount of damages, restitution, and/or monetary
24 penalties resulting from Defendants' violation of California law; and
- 25 m. Whether Plaintiff and the other class members are entitled to
26 compensatory damages pursuant to the California Labor Code.

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1 26. Plaintiff is informed and believes, and based thereon alleges, that Defendants
2 failed to provide Plaintiff and the other class members the required meal and rest periods
3 during the relevant time period as required under the Industrial Welfare Commission (“IWC”)
4 Wage Orders and thus they are entitled to any and all applicable penalties.

5 27. Plaintiff is informed and believes, and based thereon alleges, that Defendants
6 knew or should have known that Plaintiff and the other class members were entitled to receive
7 all timely and complete meal periods or payment of one additional hour of pay at Plaintiff’s
8 and the other class members’ regular rate of pay when a meal period was missed, late or
9 interrupted, and that Plaintiff and the other class members did not receive all timely and proper
10 meal periods or payment of one additional hour of pay at their regular rate of pay when a meal
11 period was missed.

12 28. Plaintiff is informed and believes, and based thereon alleges, that Defendants
13 knew or should have known that Plaintiff and other class members were entitled to receive all
14 timely rest periods without interruption or payment of one additional hour of pay at Plaintiff’s
15 and the other class members’ regular rate of pay when a rest period was missed, late or
16 interrupted, and that Plaintiff and the other class members did not receive all rest periods or
17 payment of one additional hour of pay at their regular rate of pay when a rest period was
18 missed.

19 29. Plaintiff is informed and believes, and based thereon alleges, that Defendants
20 knew or should have known that Plaintiff and the other class members were entitled to receive
21 at least minimum wages for compensation and that Plaintiff and the other class members were
22 not receiving at least minimum wages for all hours worked.

23 30. Plaintiff is informed and believes, and based thereon alleges, that Defendants
24 knew or should have known that Plaintiff and the other class members were entitled to receive
25 the wages owed to them upon discharge or resignation, including overtime and minimum
26 wages and meal and rest period premiums, and that Plaintiff and the other class members did
27 not, in fact, receive such wages owed to them at the time of their discharge or resignation.
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1 31. Plaintiff is informed and believes, and based thereon alleges, that Defendants
2 knew or should have known that Plaintiff and the other class members were entitled to receive
3 complete and accurate wage statements in accordance with California law, but, in fact,
4 Plaintiff and the other class members did not receive complete and accurate wage statements
5 from Defendants. The deficiencies included, *inter alia*, the failure to include the total number
6 of hours worked by Plaintiff and the other class members.

7 32. Plaintiff is informed and believes, and based thereon alleges, that Defendants
8 knew or should have known that Plaintiff and the other class members were entitled to
9 reimbursement for necessary business-related expenses.

10 33. Plaintiff is informed and believes, and based thereon alleges, that Defendants
11 knew or should have known that they had a duty to compensate Plaintiff and the other class
12 members pursuant to California law, and that Defendants had the financial ability to pay such
13 compensation, but willfully, knowingly, and intentionally failed to do so, and falsely
14 represented to Plaintiff and the other class members that they were properly denied wages, all
15 in order to increase Defendants' profits.

16 34. During the relevant time period set forth herein, Defendants failed to pay
17 overtime wages to Plaintiff and the other class members for all hours worked. Plaintiff and
18 other class members were required to work more than eight (8) hours per day and/or more
19 than forty (40) hours per week without overtime compensation.

20 35. During the relevant time period set forth herein, Defendants failed to provide the
21 requisite uninterrupted and timely meal and rest periods to Plaintiff and the other class
22 members.

23 36. During the relevant time period set forth herein, Defendants failed to pay
24 Plaintiff and the other class members at least minimum wages for all hours worked.

25 37. During the relevant time period set forth herein, Defendants failed to pay
26 Plaintiff and the other class members the wages owed to them upon discharge or resignation.

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38. During the relevant time period set forth herein, Defendants failed to provide complete or accurate wage statements to Plaintiff and the other class members.

39. During the relevant time period set forth herein, Defendants failed to reimburse Plaintiff and the other class members for necessary business-related expenses.

40. During the relevant time period set forth herein, Defendants failed to properly compensate Plaintiff and the other class members pursuant to California law in order to increase Defendants' profits.

41. California Labor Code section 218 states that nothing in Article 1 of the Labor Code shall limit the right of any wage claimant to “sue directly . . . for any wages or penalty due to him [or her] under this article.”

FIRST CAUSE OF ACTION

(Violation of California Business & Professions Code §§ 17200, *et seq.*)

(Against RIGHT NOW COURIERS, LLC and DOES 1 through 100)

42. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 41, and each and every part thereof with the same force and effect as though fully set forth herein.

43. Defendants' conduct, as alleged herein, has been, and continues to be unfair, unlawful and harmful to Plaintiff, the other class members, the general public, and Defendants' competitors. Accordingly, Plaintiff seeks to enforce important rights affecting the public interest within the meaning of Code of Civil Procedure section 1021.5.

44. Defendants' activities as alleged herein are violations of California law, and constitute unlawful business acts and practices in violation of California Business & Professions Code sections 17200, *et seq.*

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45. A violation of California Business & Professions Code sections 17200, *et seq.* may be predicated on the violation of any state or federal law. In this instant case, Defendants' policy and practice of requiring Plaintiff and the other class members work overtime hours without paying them proper compensation violate California Labor Code sections 510 and 1198. Additionally, Defendants' policy and practice of requiring Plaintiff and the other class members to work through their meal and rest periods without paying them proper compensation violate California Labor Code sections 226.7 and 512(a). Moreover, Defendants' policy and practice of failing to timely pay wages to Plaintiff and the other class members violate California Labor Code sections 201 and 202. Defendants also violated California Labor Code sections 226(a), 1194, 1197, 2800 and 2802.

46. As a result of the herein described violations of California law, Defendants unlawfully gained an unfair advantage over other businesses.

47. Plaintiff and the other class members have been personally injured by Defendants' unlawful business acts and practices as alleged herein, including but not necessarily limited to the loss of money and/or property.

48. Pursuant to California Business & Professions Code sections 17200, *et seq.*, Plaintiff and the other class members are entitled to restitution of the wages withheld and retained by Defendants during a period that commences four years prior to the filing of this Complaint; an award of attorneys' fees pursuant to California Code of Civil procedure section 1021.5 and other applicable laws; and an award of costs.

SECOND CAUSE OF ACTION

(Violation of Labor Code § 2698, *et seq.* (“PAGA”))

(Against RIGHT NOW COURIERS, LLC and DOES 1 through 100)

49. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 48, and each and every part thereof with the same force and effect as though fully set forth herein.

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1 50. The Private Attorneys General Act of 2004 (“PAGA”) expressly establishes that
2 any provision of the California Labor Code which provides for a civil penalty to be assessed and
3 collected by the California Labor and Workforce Development Agency (“LWDA”), or any of
4 its departments, divisions, commissions, boards, agencies or employees for a violation of the
5 California Labor Code, may be recovered through a civil action brought by an aggrieved
6 employee on behalf of himself or herself, and other current or former employees.

7 51. On October 16, 2023, Plaintiff provided written notice to the LWDA and
8 Defendants of the specific provisions of the Labor Code he contends were violated, and the
9 theories supporting his contentions. Attached hereto as **Exhibit 1** and incorporated by reference
10 is a copy of the written notice to the LWDA. Plaintiff believes that on or about December 20,
11 2023, the sixty-five (65) days’ notice period expired as to all Defendants and the LWDA has
12 taken no action to investigate or prosecute this matter. Thus, Plaintiff exhausted his
13 administrative remedies.

14 52. Plaintiff and the other non-exempt employees are “aggrieved employees” as
15 defined by California Labor Code section 2699(c) in that they all are or were non-exempt
16 employees of Defendants employed in California at any time during the period from October
17 16, 2022, to the present, and one or more of the alleged violations was committed against
18 them.

19 **Failure to Produce Personnel File and Payroll Records**

20 53. In accordance with the mandates of Labor Code § 1198.5, Defendants were
21 required to provide every current and former employee with a copy of their personnel file
22 maintained by Defendants within thirty (30) calendar days of a written request for a copy or
23 right of inspection of the same.

24 54. In accordance with the mandates of Labor Code § 226(b) and (c), Defendants
25 were required to provide every current and former employee with a copy of their payroll records
26 maintained by Defendants within twenty-one (21) calendar days of a written or oral request for
27 a copy or right of inspection of the same.

1 55. Defendants failed to provide Plaintiff with a copy of his personnel file and payroll
2 records, or right to inspection of the same, within thirty (30) calendar days and twenty-one (21)
3 calendar days, respectively, of his September 6, 2023 written request for the same.

4 **Failure to Pay Minimum and Overtime Wages**

5 56. At all times relevant herein, Defendants were required to compensate their
6 non-exempt employees minimum wages for all hours worked and overtime wages for all
7 hours worked in excess of eight (8) hours in a day or forty (40) hours in a workweek,
8 pursuant to the mandate of Labor Code sections 510, 1194, 1197, and 1198.

9 57. As a policy and practice, Defendants failed to compensate Plaintiff and the other
10 aggrieved current and former employees for all hours worked, resulting in a failure to pay all
11 minimum wages and overtime wages, where applicable.

12 **Failure to Provide Meal Periods and Rest Breaks**

13 58. At all times relevant herein, Defendants were required to authorize and permit
14 their non-exempt employees to take a 10-minute rest break for every four (4) hours worked or
15 major fraction thereof and were further required to provide their non-exempt employees with
16 a 30-minute meal period for every five (5) hours worked, pursuant to the mandates of Labor
17 Code sections 226.7 and 512.

18 59. As a policy and practice, Defendants failed to provide Plaintiff and the other
19 aggrieved current and former employees with legally mandated meal periods and rest breaks
20 and failed to pay proper compensation for this failure.

21 **Failure to Timely Pay Wages During Employment**

22 60. At all times relevant herein, Defendants were required to pay their employees
23 within a specified time period pursuant to the mandate of Labor Code section 204.

24 61. As a policy and practice, Defendants failed to pay Plaintiff and the other aggrieved
25 current and former employees all wages due and owing them within the required time period.

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63. As a policy and practice, as a result of Defendants' Labor Code violations alleged above, Defendants failed to pay Plaintiff and the other aggrieved former employees their final wages, pursuant to the mandates of Labor Code sections 201 through 204. Accordingly, Defendants owe waiting time penalties pursuant to Labor Code section 203.

64. At all times relevant herein, Defendants were required to keep *accurate* records regarding their California employees, pursuant to the mandates of Labor Code sections 226 and 1174.

Failure to Reimburse Business Expenses

67. As a policy and practice, Defendants regularly failed to reimburse Plaintiff and the other aggrieved current and former employees for all business expenses incurred and owed to them within the required time period.

14

Penalties

68. Pursuant to California Labor Code section 2699, Plaintiff, individually, and on behalf of other current and former aggrieved employees, requests and is entitled to recover from Defendants, and each of them, civil penalties, interest, attorneys' fees and costs pursuant, including but not limited to:

- a. Penalties under California Labor Code section 2699 in the amount of one hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation, and two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent violation;
- b. Penalties under California Code of Regulations Title 8 section 11040 in the amount of fifty dollars (\$50) for each aggrieved employee per pay period for the initial violation, and one hundred dollars (\$100) for each aggrieved employee per pay period for each subsequent violation;
- c. Penalties under California Labor Code section 210 in addition to, and entirely independent and apart from, any other penalty provided in the California Labor Code in the amount of one hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation, and two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent violation;
- d. Penalties under Labor Code section 1197.1 in the amount of a hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation, and two hundred fifty dollars (\$250) for each aggrieved employee per pay period for each subsequent violation;
- e. Wages under California Labor Code section 558 in addition to, and entirely independent and apart from, any other penalty provided in the California Labor Code;

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1 f. Any and all additional penalties as provided by the Labor Code and/or
2 other statutes; and

3 g. Attorneys' fees and costs pursuant to Labor Code sections 210, 1194, and
4 2699, and any other applicable statute.

5 **DEMAND FOR JURY TRIAL**

6 Plaintiff, individually, and on behalf of other members of the general public similarly
7 situated, requests a trial by jury.

8 **PRAYER FOR RELIEF**

9 WHEREFORE, Plaintiff, individually and on behalf of all other members of the
10 general public similarly situated, prays for relief and judgment against Defendants, jointly and
11 severally, as follows:

12 **Class Certification**

- 13 1. That this action be certified as a class action;
14 2. That Plaintiff be appointed as representative of the Class;
15 3. That counsel for Plaintiff be appointed as Class Counsel; and
16 4. That Defendants provide to Class Counsel immediately the names and most
17 current contact information (address, e-mail and telephone numbers) of all class members.

18 **As to the First Cause of Action**

19 5. That the Court declare, adjudge and decree that Defendants violated California
20 Business & Professions Code sections 17200, *et seq.* by failing to provide Plaintiff and the
21 other class members all overtime compensation due to them, failing to provide all meal and
22 rest periods to Plaintiff and the other class members, failing to pay at least minimum wages to
23 Plaintiff and the other class members, failing to pay Plaintiff's and the other class members'
24 wages timely as required by California Labor Code sections 201 and 202.

25 6. For restitution of unpaid wages to Plaintiff and other class members and all pre-
26 judgment interest from the day such amounts were due and payable;

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1 7. For the appointment of a receiver to receive, manage and distribute any and all
2 funds disgorged from Defendants and determined to have been wrongfully acquired by
3 Defendants as a result of violation of California Business & Professions Code sections 17200,
4 *et seq.*;

5 8. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
6 California Code of Civil Procedure section 1021.5;

7 9. For injunctive relief to ensure compliance with this section, pursuant to
8 California Business & Professions Code sections 17200, *et seq.*; and

9 10. For such other and further relief as the court may deem just and proper.

10 **As to the Second Cause of Action**

11 11. That the Court declare, adjudge, and decree that Defendants violated California
12 Labor Code section 2698, *et seq.*, by failing to timely respond to requests for personnel and
13 payroll records, failing to pay minimum and overtime wages, failing to provide meal periods
14 and rest breaks, failing to timely pay wages during employment and upon termination,
15 failing to provide complete and accurate wage statements, and failing to reimburse expenses;

16 12. For civil penalties pursuant to Labor Code section 2699 *et seq.*, for Defendants'
17 violations of Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a), (b), and (c),
18 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198,
19 1198.5, 2800 and 2802;

20 13. For costs and attorneys' fees pursuant to Labor Code sections 210, 218.5, 1194,
21 2699, and any other applicable statute; and

22 14. For such other and further relief that the court may deem just and proper.

23
24 Dated: January 29, 2024

JUSTICE LAW CORPORATION

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26 By: _____

Douglas Han
Shunt Tatavos-Gharajeh
Shelby Miner
Attorneys for Plaintiff

EXHIBIT 1

October 16, 2023

BY U.S. MAIL/ELECTRONIC SUBMISSION

PAGAfilings@dir.ca.gov

State of California

Labor & Workforce Development Agency

800 Capitol Mall, MIC-55

Sacramento, California 95814

Re: Right Now Couriers, LLC

Dear Representative:

We have been retained to represent Manuel Romero against Right Now Couriers, LLC (including any and all affiliates, managers, members, subsidiaries, and parents, and their shareholders, officers, directors, and employees), any individual, owner, officer or managing agent acting on behalf of an "Employer" pursuant to California Labor Code section 558.1, and DOES 1-20¹ for violations of California wage-and-hour laws (hereinafter collectively referred to as "RNC").

Mr. Romero is pursuing his California Labor Code sections 2698, *et seq.*, the Private Attorneys General Act of 2004 ("PAGA") claim on a representative basis. Therefore, Mr. Romero may seek penalties for violations of the Labor Code on behalf of the State of California and aggrieved employees, which are recoverable under PAGA. This letter is sent in compliance with the reporting requirements of California Labor Code section 2699.3.

Right Now Couriers, LLC is a California limited liability company located at 96 S. West Ave., Fresno, California 93706.

RNC employed Mr. Romero as an hourly-paid non-exempt Courier Driver during the relevant time period in the State of California. RNC directly controlled the wages, hours and/or working conditions of Mr. Romero and other aggrieved employees' employment, including direction, retention, scheduling, supervision, and termination.

The "aggrieved employees" that Mr. Romero may seek penalties on behalf of are all current and former hourly-paid or non-exempt employees (whether hired directly or through a staffing agency) of RNC within the State of California.

¹ Mr. Romero does not know the true names or capacities, whether individual, partner or corporate, of DOES 1 through 20, inclusive, and for that reason, said DOES are designated under such fictitious names. Mr. Romero will amend this notice when the true names and capacities are known. Mr. Romero is informed and believes that each DOE was responsible in some way for the matters alleged herein and proximately caused Mr. Romero and other current and former aggrieved employees to be subject to the illegal employment practices, wrongs and injuries complained of herein.

RNC failed to properly pay its hourly-paid or non-exempt employees for all hours worked, failed to properly compensate minimum and overtime wages, failed to properly provide legally mandated meal and rest breaks or pay premium wages in lieu thereof, failed to issue compliant wage statements and failed to reimburse for all necessary business-related costs and expenses, thus resulting in Labor Code violations as stated below.

Pursuant to *Huff v. Securitas Security Services USA, Inc.* (2018) 23 Cal. App. 5th 745, 751, an employee who brings a representative action and was affected by at least one of the violations alleged in the complaint has standing to pursue penalties on behalf of the state not only for that violation, but for violations affecting other employees as well. Accordingly, Mr. Romero has standing to pursue penalties on behalf of the state for violations affecting all of the aggrieved employees at RNC, regardless of their classification, job title, location, or whether they were hired directly or through a staffing agency.

RNC has violated and/or continues to violate, among other provisions of the California Labor Code and applicable wage law, California Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a)-(c), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 1198.5, 2800, 2802, and the IWC Wage Orders.

California Labor Code sections 510, 1194, and 1198 require employers to pay time-and-a-half or double-time overtime wages and make it unlawful to work employees for hours longer than eight hours in one day and/or over forty hours in one week without paying the premium overtime rates. During the relevant time period, aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. RNC failed to compensate aggrieved employees for all hours worked and performing off-the-clock work, including pre- and post-shift, and during meal breaks. RNC also failed to include non-discretionary bonuses into aggrieved employees' regular rate of pay for purposes of overtime compensation. Therefore, aggrieved employees were entitled to receive certain wages for overtime compensation, but they were not paid for all overtime hours worked.

California Labor Code section 246 requires that employers provide employees with paid sick leave of not less than one hour per every 30 hours worked. California Labor Code section 246(l) also requires that paid sick leave be paid at a non-exempt employee's regular rate of pay for the workweek in which the employee uses paid sick time or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment. During the relevant time period, RNC failed to pay aggrieved employees paid sick leave that complied with California Labor Code section 246, by, for example, failing to pay paid sick leave at non-exempt employee's regular rate of pay or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment.

California Labor Code sections 226.7 and 512(a) require employers to pay an employee one additional hour of pay at the employee's regular rate for each workday that a meal or rest break is not provided. During the relevant time period, RNC routinely required aggrieved employees to work through, interrupt, cut short, and/or delay their meal and rest breaks to comply with RNC's policies and expectations and meet delivery deadlines. RNC failed to provide coverage to aggrieved employees so they may be relieved of all work duties and take legally mandated meal and rest breaks. Lastly, RNC failed to authorize and permit aggrieved employees to take the requisite number of meal and rest breaks, including second meal breaks and third rest breaks, when working shifts exceeding 10 hours in length. Despite these facts, RNC failed to compensate aggrieved employees all the premium wages they were owed, including failing to pay premium wages at aggrieved employees' regular rate of pay.

California Labor Code section 551 states "[e]very person employed in any occupation of labor is entitled to one day's rest therefrom in seven." Section 552 further states "[n]o employer of labor shall cause his employees to work more than six days in seven." RNC required aggrieved employees to work seven days in a row or more without one day's rest.

California Labor Code section 432.5 states "[n]o employer, or agent, manager, superintendent, or officer thereof, shall require any employee or applicant for employment to agree, in writing, to any term or condition which is known by such employer, or agent, manager, superintendent, or officer thereof to be prohibited by law." RNC required aggrieved employees to execute arbitration agreements as a condition of employment despite knowing that such agreements are prohibited under Labor Code section 432.6.

California Labor Code section 201 requires that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately. California Labor Code section 202 requires that if an employee not having a written contract for a definite period quits their employment, their wages shall become due and payable not later than 72 hours thereafter, unless the employee has given 72 hours' previous notice of their intention to quit, in which case the employee is entitled to their wages at the time of quitting. California Labor Code section 203 provides that if an employer willfully fails to pay, without abatement or reduction, in accordance with Labor Code sections 201, 201.3, 201.5, 201.6, 201.8, 201.9, 202, and 205.5, 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. During the relevant time period, RNC failed to pay aggrieved employees all wages, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks, due to them within any time period specified by California Labor Code sections 201 and 202 and therefore is liable under California Labor Code sections 203 and 210.

California Labor Code section 204 requires that all wages earned by any person in any employment between the 1st and the 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed, and that all wages earned by any person in any employment between the 16th and the last day, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 1st and the 10th day of the following month. California Labor Code section 204 also requires that all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period. During the relevant time period, RNC failed to pay aggrieved employees all wages due to them, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks within any time period specified by California Labor Code section 204, and is therefore liable under California Labor Code section 210.

California Labor Code section 226 requires employers to make, keep and provide complete and accurate itemized wage statements to their employees. During the relevant time period, RNC did not provide aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from RNC were in violation of California Labor Code section 226(a). The violations include, but are not limited to, the failure to include (1) gross wages earned by aggrieved employees, (2) total hours worked by aggrieved employees, (3) the number of piece-rate units earned and any applicable piece rate by aggrieved employees, (4) all deductions for aggrieved employees, (5) net wages earned by aggrieved employees, (6) the inclusive dates of the period for which aggrieved employees are paid, (7) the name of the aggrieved employee and only the last four digits of their social security number or an employee identification number other than a social security number, (8) the name and address of the legal entity that is the employer and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by aggrieved employees.

California Labor Code sections 226(b) and 226(c) require an employer to produce an employee's payroll records upon request within 21 calendar days. California Labor Code section 1198.5 requires an employer to produce an employee's personnel file upon request within 30 calendar days. On September 6, 2023, Mr. Romero requested his payroll records and personnel file from RNC. RNC's deadlines to produce the requested documents were September 27, 2023, and October 6, 2023, respectively. To date, RNC has yet to produce Mr. Romero's requested payroll records or personnel file.

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California Labor Code section 558 allows recovery of penalties. Pursuant to the code, (a) Any employer or other person acting on behalf of an employer who violates, or causes to be violated, a section of this chapter or any provision regulating hours and days of work in any order of the Industrial Welfare Commission shall be subject to a civil penalty as follows: (1) For any initial violation, fifty dollars (\$50) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (2) For each subsequent violation, one hundred dollars (\$100) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (3) Wages recovered pursuant to this section shall be paid to the affected employee. Aggrieved employees have been denied their wages and premium wages and, therefore, are entitled to penalties.

California Labor Code section 1174(d) requires an employer to keep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept with rules established for this purpose by the commission, but in any case, shall be kept on file for not less than three years. During the relevant time period, RNC failed to keep accurate and complete payroll records showing the hours worked daily by and the wages paid to aggrieved employees.

California Labor Code sections 1194, 1197 and 1197.1 provide the minimum wage to be paid to employees, and the payment of a lesser wage than the minimum so fixed is unlawful. During the relevant time period, RNC did not provide aggrieved employees with the minimum wages to which they were entitled despite constructive and actual knowledge of off-the-clock work, including pre- and post-shift, and during meal breaks.

California Labor Code sections 2800 and 2802 require an employer to reimburse its employee for all necessary expenditures incurred by the employee in direct consequence of the discharge of their job duties or in direct consequence of their obedience to the directions of the employer. During their employment, aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by RNC, including for purchasing equipment they were required to use while working and for using their personal vehicles for work-related purposes.

We believe that Mr. Romero and other current and former California-based hourly-paid or non-exempt employees are entitled to penalties as allowed under California Labor Code sections 2698, *et seq.* for violations of Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a)-(c), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 1198.5, 2800, 2802, and the IWC Wage Orders.

California Labor Code section 2699.3 requires that a claimant send a certified letter to the employer in question and the California Labor & Workforce Development Agency setting forth the claims, and the basis for the claims, thereby giving the California Labor & Workforce Development Agency an opportunity to investigate the claims and/or take any action it deems appropriate.

The purpose of this letter is to satisfy the requirement created by California Labor Code section 2699 prior to seeking penalties allowed by law for the aforementioned statutory violations. We look forward to determining whether the California Labor & Workforce Development Agency intends to take any action in reference to these claims. We kindly request that you respond to this notice according to the time frame contemplated by the California Labor Code.

Mr. Romero will seek these penalties on his own behalf and on behalf of other similarly situated California-based hourly-paid or non-exempt employees of RNC within one year of the date of this letter, as allowed by law.

If you have any questions or require additional information, please do not hesitate to contact us. Thank you for your attention to this matter and the noble cause you advance each and every day.

Very truly yours,

JUSTICE LAW CORPORATION

A handwritten signature in black ink, appearing to read "D. Han", with a long horizontal flourish extending to the right.

Douglas Han, Esq.

CC: (By Certified U.S. Mail Only):

Legal Department
c/o Right Now Couriers, LLC
4025 N. Fresno St.
Fresno, California 93726
Agent for Service of Process for Right Now Couriers, LLC

**PROOF OF SERVICE
1013A(3) CCP**

STATE OF CALIFORNIA, 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 751 N. Fair Oaks Ave., Ste. 101 Pasadena, California 91103.

On January 29, 2024, I served the foregoing document described as

FIRST AMENDED CLASS ACTION COMPLAINT FOR DAMAGES

on interested parties in this action by placing a true and correct copy thereof enclosed in a sealed envelope addressed as follows:

Michael S. Helsley (mhelsley@wjhattorneys.com)
Giulio A. Sanchez (gsanchez@wjhattorneys.com)
Belinda Ordway (bordway@wjhattorneys.com)
Kimberley Dodd (kdodd@wjhattorneys.com)

WANGER JONES HELSLEY PC
265 E. River Park Circle, Suite 310
Fresno, California 93720

Attorney(s) for Defendant Right Now Couriers, LLC

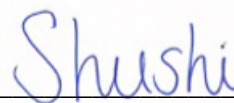
[X] BY U.S. MAIL

As follows: I am "readily familiar" with the firm's practice of collection and processing correspondence for mailing. Under that practice, it would be deposited with the U.S. Postal Service on that day with postage thereon fully prepaid at Pasadena, California in the ordinary course of business. I am aware that on motion of the party served, service is presumed invalid if the postal cancellation date or postage meter date is more than one day after the date of deposit for mailing an affidavit.

[X] STATE

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

Executed on January 29, 2024, at Pasadena, California.



Sophia Hanneyan

**PROOF OF SERVICE
1013A(3) CCP**

STATE OF CALIFORNIA, 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 751 N. Fair Oaks Avenue, Suite 101, Pasadena, CA 91103 and my electronic service address is shanneyan@justicelawcorp.com

On January 31, 2024, I served the foregoing document described as

FIRST AMENDED CLASS ACTION COMPLAINT FOR DAMAGES

for the following case: **Romero v. Right Now Couriers, LLC**
LWDA/Court Case No.: **LWDA Case No.: CM-988011-23**
Court Case No.: 23CECG04388
Fresno County Superior Court

on interested parties in this action by electronically submitting as follows:

State of California
Labor & Workforce Development Agency
800 Capitol Mall, MIC-55
Sacramento, California 95814

[X] BY ELECTRONIC SUBMISSION

Pursuant to California Senate Bill No. 836, I caused the documents described above to be electronically submitted by and through the procedure stated on the website of the State of California Labor and Workforce Development Agency.

[X] STATE

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

Executed on January 31, 2024, at Pasadena, California.



Sophia Hanneyan