

SETAREH LAW GROUP

Wage-and-Hour and Consumer Class Actions and Complex Litigation

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July 30, 2026

BY ELECTRONIC SUBMISSION

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Renew Financial Group LLC
c/o Adam Saldana
555 Capitol Mall, Suite 1150
Sacramento, CA 95814

Re: BRANDON TROMBINO, ROSS ROWE, and JACOB GRUBB v. RENEW FINANCIAL GROUP LLC

To Whom It May Concern:

Pursuant to the Labor Code Private Attorneys General Act of 2004 (Lab. Code §§ 2698, *et seq.*), BRANDON TROMBINO, ROSS ROWE, and JACOB GRUBB, hereinafter Plaintiffs (“Plaintiffs”) hereby provides notice on behalf of himself and on behalf of all other current and former non-exempt employees in California (the “aggrieved employees”) who were employed by RENEW FINANCIAL GROUP LLC directly or indirectly whether through any staffing agencies and/or any other third parties (collectively referred to as “Defendants”) who worked in hourly, non-exempt positions for alleged violations of Labor Code sections 204, 223, 226, 226.7, 510, 512, 1194, 1197, 1197.1, 1198, 1199 and 2802.

Plaintiff BRANDON TROMBINO is an individual who was employed by Defendants as misclassified as exempt and should have been treated as hourly/non-exempt employee who was an Inside Sales Representative from approximately 2024 through the present. At all relevant times, Defendants employed persons, conducted business in, and engaged in illegal labor and payroll practices and policies in California.

Plaintiff JACOB GRUBB is an individual who was employed by Defendants as misclassified as

exempt and should have been treated as hourly/non-exempt employee who was an Account Executive from approximately May 2024 through the present. At all relevant times, Defendants employed persons, conducted business in, and engaged in illegal labor and payroll practices and policies in California.

Plaintiff ROSS ROWE is an individual who was employed by Defendants as misclassified as exempt and should have been treated as hourly/non-exempt employee who was an Account Executive from approximately May 2024 through the present. At all relevant times, Defendants employed persons, conducted business in, and engaged in illegal labor and payroll practices and policies in California.

Plaintiffs and aggrieved employees are “employees” within the meaning of Section 2 of the applicable Industrial Welfare Commission Wage Order (the “Wage Order”) and “aggrieved employees” within the meaning of Labor Code section 2699(c). At all relevant times, Plaintiffs and aggrieved employees have been non-exempt employees entitled to the full protections of both the Labor Code and the Wage Order. Plaintiffs’ representation of “aggrieved employees” is brought with the information and belief that the labor code violations discussed in this notice are systematic, ongoing, repeated, and will continue.

As set forth below, Defendants failed to comply with the Labor Code sections as described herein below. Accordingly, Plaintiffs now seek civil penalties for Defendants’ alleged violations of the Labor Code.

MISCLASSIFICATION AS EXEMPT

(Lab. Code §§ 204, 223, 510, 1194, 1197, 1198; IWC Wage Order 4 § 3(D))

Section 3(D) of the IWC Wage Order 4 provides a limited exemption from overtime requirements for certain commissioned employees, stating, in relevant part:

The provisions of this section are not applicable to employees whose earnings exceed one and one-half (1½) times the minimum wage if more than half of that employee's compensation represents commissions.

To qualify for this exemption, an employer must establish both elements: (1) the employee's earnings in the applicable pay period exceeded one and one-half times the minimum wage, and (2) more than half of the employee's total compensation in that same pay period consisted of commission wages. Both elements must be satisfied for each individual pay period in which the exemption is claimed. (Peabody v. Time Warner Cable, Inc., 59 Cal. 4th 662, 673 (2014).)

At all relevant times, Defendants classified Plaintiffs and similarly situated Inside Sales Representatives as exempt from overtime and other non-exempt employee protections under this exemption. However, although Plaintiffs’ earnings may have exceeded one and one-half times the minimum wage in some or all pay periods, it did not exceed two times the minimum wage,

and the majority of Plaintiffs' compensation did not consist of commission wages. Upon information and belief, Plaintiffs and the aggrieved employees were compensated primarily through a fixed salary or base wage, with commission wages, if any, constituting less than half of their total compensation in the applicable pay periods.

Because Defendants failed to satisfy the "more than half" commission requirement of the exemption, Plaintiffs and the aggrieved employees were misclassified as exempt and were, at all relevant times, entitled to the full protections of the Labor Code and the applicable Wage Order afforded to non-exempt employees, including but not limited to the payment of overtime wages for all hours worked in excess of eight hours per day or forty hours per week, and the provision of meal and rest periods as described herein.

As a direct result of this misclassification, Plaintiffs and the aggrieved employees, who routinely worked in excess of forty hours per week, were denied overtime compensation to which they were legally entitled, and were denied compliant meal and rest periods, as Defendants did not administer or track these protections for employees classified as exempt.

Accordingly, Plaintiffs now seeks civil penalties for these Labor Code violations that Defendants have committed against him and aggrieved employees as follows:

- (1) For all initial violations of Labor Code sections 510 and 1198, arising from Defendants' misclassification of Plaintiffs and the aggrieved employees as exempt, \$100 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 2699(f)(2));
- (2) For all subsequent violations of Labor Code sections 510 and 1198, \$200 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 2699(f)(2));
- (3) For all initial violations of Labor Code section 1194, \$100 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 2699(f)(2));
- (4) For all subsequent violations of Labor Code section 1194, \$200 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 2699(f)(2)).

FAILURE TO PROVIDE MEAL PERIODS
(Lab. Code §§ 204, 223, 226.7, 512 and 1198)

Labor Code section 204 provides that all wages (except as provided under Labor Code sections 201, 201.3, 202, 204.1 and 204.2) earned by any person in any employment become due and payable twice during each calendar month, on days designated in advance by the employer as the regular paydays, except that 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.

Labor Code section 223 states:

Where any statute or contract requires an employer to maintain the designated wage scale, it shall be unlawful to secretly pay a lower wage while purporting to pay the wage designated by statute or by contract.

Section 2 of the Wage Order states:

“Hours worked” means the time during which an employee is subject to the control of an employer, and includes all the time the employee is suffered or permitted to work, whether or not required to do so.

Labor Code section 1198 states:

The maximum hours of work and the standard conditions of labor fixed by the commission shall be the maximum hours of work and that standard conditions of labor for employees. The employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the order is unlawful.

Labor Code section 512 states:

An employer may not employ an employee for a work period of more than five hours per day without providing the employee with a meal period of not less than 30 minutes, except that if the total work period per day of the employee is no more than six hours, the meal period may be waived by mutual consent of both the employer and employee. An employer may not employ an employee for a work period of more than 10 hours per day without providing the employee with a second meal period of not less than 30 minutes, except that if the total hours worked is no more than 12 hours, the second meal period may be waived by mutual consent of the employer and the employee only if the first meal period was not waived.

Section 11 of the Wage Order states:

- (A) No employer shall employ any person for a work period of more than five (5) hours without a meal period of not less than 30 minutes, except that when a work period of not more than six (6) hours will complete the day’s work the meal period may be waived by mutual consent of the employer and the employee. Unless the employee is relieved of all duty during a 30 minute meal period, the meal period shall be considered an “on duty” meal period and counted as time worked. An “on duty” meal period shall be permitted only when the nature of the work prevents an employee from being relieved of all duty and when by written agreement between the parties an on-the-job paid meal period is agreed to. The written agreement shall state that the employee may, in writing, revoke the agreement at any

time.

- (B) If an employer fails to provide an employee a meal period in accordance with the applicable provisions of this order, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that the meal period is not provided.

In addition, Labor Code section 226.7 states:

(b) An employer shall not require an employee to work during a meal or rest or recovery period mandated pursuant to an applicable statute, or applicable regulation, standard, or order of the Industrial Welfare Commission, the Occupational Safety and Health Standards Board, or the Division of Occupational Safety and Health.

(c) If an employer fails to provide an employee a meal or rest or recovery period in accordance with a state law, including, but not limited to, an applicable statute or applicable regulation, standard, or order of the Industrial Welfare Commission, the Occupational Safety and Health Standards Board, or the Division of Occupational Safety and Health, the employer shall pay the employee one additional hour of pay at the employee's regular rate of compensation for each workday that the meal or rest or recovery period is not provided.

At all relevant times, Defendants treated Plaintiffs and the aggrieved employees as exempt employees and thus not allowing them to have the requisite meal or rest periods. Notably, Plaintiffs and the aggrieved employees had to work through any breaks to complete their assignments and were not allowed to take rest and meal breaks.

Defendants' written policies failed to advise Plaintiffs and the aggrieved employees of their legal rights to take meal periods in accordance with California law. Specifically, Defendants have a policy and/or practice of requiring Plaintiffs and the aggrieved employees to not take their meal periods. Accordingly, Plaintiffs and the aggrieved employees were not provided with legally mandated uninterrupted meal periods of at least thirty minutes pursuant to California law.

In addition, Plaintiffs and the aggrieved employees did not execute valid on-duty meal period waivers that complied with California law. Therefore, Plaintiffs and the aggrieved employees were not provided with an uninterrupted, duty-free meal period of at least thirty minutes.

Defendants also failed to advise Plaintiffs and the aggrieved employees of their legal right to take a second meal period when they worked shifts of ten hours or more.

In addition, at time when Plaintiffs and the aggrieved employees were not timely provided with a meal period, Defendants failed to pay them legally required premium wages. These failures

result, in part, from policies and practices that lack adequate safeguards to ensure that employees are relieved of all duty for meal periods and are paid additional wages when meal periods are not provided.

Plaintiffs and the aggrieved employees were not subject to valid on-duty meal period agreements with Defendants. California law requires that meal period waivers be documented in a written agreement that is voluntarily signed by both the employee and employer. The written agreement must state that the employee may, in writing, revoke the agreement at any time. (8 Cal. Code Regs. § 11040). Plaintiffs and the aggrieved employees did not execute lawful meal period waivers in accordance with California law.

Accordingly, Plaintiffs now seeks civil penalties for these Labor Code violations that Defendants have committed against him and aggrieved employees as follows:

- (1) For all initial violation of Labor Code section 204, \$100 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 210);
- (2) For all subsequent violation of Labor Code section 204, \$200 for each aggrieved employee, plus 25% of the amount unlawfully withheld from each aggrieved employee, per pay period for each violation (penalties set by Labor Code section 210);
- (3) For all initial violations of Labor Code section 223, that are deemed to be neither willful nor intentional, \$100 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 225.5);
- (4) For all initial violation of Labor Code section 223 that are deemed to be either willful or intentional, \$200 for each aggrieved employee, plus 25% of the amount unlawfully withheld from each aggrieved employee, per pay period for each violation (penalties set by Labor Code section 225.5);
- (5) For all subsequent violations of Labor Code section 223, regardless of whether the initial violation of Labor Code section 223 is deemed to be either willful or intentional, \$200 for each aggrieved employee, plus 25% of the amount unlawfully withheld from each aggrieved employee, per pay period for each violation (penalties set by Labor Code section 225.5);
- (6) For all initial violations of Labor Code sections 226.7 and 1198, \$100 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 2699(f)(2));
- (7) For all subsequent violations of Labor Code sections 226.7 and 1198, \$200 for each aggrieved employee per pay period for each violation (penalties set by Labor

Code section 2699(f)(2));

- (8) For all initial violations of Labor Code section 512, \$50 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 558(a)(1));
- (9) For all subsequent violations of Labor Code section 512, \$100 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 558(a)(2)).

FAILURE TO PROVIDE REST PERIODS
(Lab. Code §§ 204, 223, 226.7 and 1198)

Labor Code section 204 provides that all wages (except as provided for under Labor Code sections 201 and 202) earned by any person in any employment become due and payable twice during each calendar month, on days designated in advance by the employer as the regular paydays, except that 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.

Labor Code section 223 states:

Where any statute or contract requires an employer to maintain the designated wage scale, it shall be unlawful to secretly pay a lower wage while purporting to pay the wage designated by statute or by contract.

Section 2 of the applicable Wage Order states:

“‘Hours worked’ means the time during which an employee is subject to the control of the employer, and includes all the time the employee is suffered or permitted to work, whether or not required to do so.

Labor Code section 1198 states:

The maximum hours of work and the standard conditions of labor fixed by the commission shall be the maximum hours of work and the standard conditions of labor for employees. The employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the order is unlawful.

Section 12 of the applicable Wage Order states:

- (A) Every employer shall authorize and permit all employees to take rest periods, which insofar as practicable shall be in the middle of each work period. The authorized rest period time shall be based on the total hours worked daily at the rate of ten (10) minutes net rest time per four (4) hours or major fraction thereof. However, a rest

period need not be authorized for employees whose total daily work time is less than three and one-half (3 ½) hours. Authorized rest period time shall be counted as hours worked for which there shall be no deduction from wages.

- (B) If an employer fails to provide an employee a rest period in accordance with the applicable provision of this order, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that the rest period is not provided."

In addition, Labor Code section 226.7 states:

(b) An employer shall not require an employee to work during a meal or rest or recovery period mandated pursuant to an applicable statute, or applicable regulation, standard, or order of the Industrial Welfare Commission, the Occupational Safety and Health Standards Board, or the Division of Occupational Safety and Health.

(c) If an employer fails to provide an employee a meal or rest or recovery period in accordance with a state law, including, but not limited to, an applicable statute or applicable regulation, standard, or order of the Industrial Welfare Commission, the Occupational Safety and Health Standards Board, or the Division of Occupational Safety and Health, the employer shall pay the employee one additional hour of pay at the employee's regular rate of compensation for each workday that the meal or rest or recovery period is not provided.

On many occasions, rest breaks were missed or not allowed because of management required Plaintiffs and the aggrieved employees to prioritize work and not allow any rest breaks.

Defendants' written policies failed to advise Plaintiffs and the aggrieved employees of their legal right to take rest period in accordance with California law.

Accordingly, Plaintiffs and the aggrieved employees were not provided with legally mandated rest periods of at least ten minutes for every four hours worked or major fraction thereof.

As a result of these policies and practices, Defendants failed to provide Plaintiffs and the aggrieved employees with net rest periods of at least ten minutes for each four hour work period, or major fraction thereof, and have failed to pay them premium wages at their regular rates of pay on workdays they failed to provide them with required rest periods. Defendants' policies and practices lack adequate safeguards to ensure that employees are relieved of their duties for all required rest periods and are paid additional wages when rest periods are not provided.

Accordingly, Plaintiffs now seeks civil penalties for these Labor Code violations that Defendants have committed against him and aggrieved employees as follows:

- (1) For all initial violation of Labor Code section 204, \$100 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 210);
- (2) For all subsequent violation of Labor Code section 204, \$200 for each aggrieved employee, plus 25% of the amount unlawfully withheld from each aggrieved employee, per pay period for each violation (penalties set by Labor Code section 210);
- (3) For all initial violations of Labor Code section 223, that are deemed to be neither willful nor intentional, \$100 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 225.5);
- (4) For all initial violation of Labor Code section 223 that are deemed to be either willful or intentional, \$200 for each aggrieved employee, plus 25% of the amount unlawfully withheld from each aggrieved employee, per pay period for each violation (penalties set by Labor Code section 225.5);
- (5) For all subsequent violations of Labor Code section 223, regardless of whether he initial violation of Labor Code section 223 is deemed to be either willful or intentional, \$200 for each aggrieved employee, plus 25% of the amount unlawfully withheld from each aggrieved employee, per pay period for each violation (penalties set by Labor Code section 225.5);
- (6) For all initial violations of Labor Code sections 226.7 and 1198, \$100 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 2699(f)(2));
- (7) For all subsequent violations of Labor Code sections 226.7 and 1198, \$200 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 2699(f)(2)).

FAILURE TO PAY HOURLY AND OVERTIME WAGES
(Lab. Code §§ 204, 223, 510, 1194, 1197 and 1198)

Labor Code section 204 provides that all wages (except as provided for under Labor Code sections 201 and 202) earned by any person in any employment become due and payable twice during each calendar month, on days designated in advance by the employer as the regular paydays, except that 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.

Labor Code section 223 states:

Where any statute or contract requires an employer to maintain the designated wage scale, it shall be unlawful to secretly pay a lower wage while purporting to pay the wage designated by statute or by contract.

Section 2 of the applicable Wage Order states:

“Hours worked” means the time during which an employee is subject to the control of the employer, and includes all the time the employee is suffered or permitted to work, whether or not required to do so.

Section 4 of the applicable Wage Order states:

(A) Every employer shall pay to each employee wages not less than the following:

(1) Any employer who employs 26 or more employees shall pay to each employee wages not less than the following:

(a) Twelve dollars (\$12.00) per hour for all hours worked, effective January 1, 2019; and

(b) Thirteen dollars (\$13.00) per hour for all hours worked, effective January 1, 2020;

(2) Any employer who employs 25 or fewer employees shall pay to each employee wages not less than the following:

(a) Eleven dollars (\$11.00) per hour for all hours worked, effective January 1, 2019.

(b) Twelve dollars (\$12.00) per hour for all hours worked, effective January 1, 2020.

(B) Every employer shall pay to each employee, on the established payday for the period involved, not less than the applicable minimum wage for all hours worked in the payroll period, whether the remuneration is measured by time, place, commission, or otherwise.

Labor Code section 1194 states, in relevant part:

(a) Notwithstanding any agreement to work for a lesser wage, any employee receiving less than the legal minimum wage or the legal overtime compensation applicable to the employee is entitled to recover in a civil action the unpaid balance of the full amount of this minimum wage or overtime compensation,

including interest thereon, reasonable attorney's fees, and costs of suit.

Labor Code section 1197 states, in relevant part:

The minimum wage for employees fixed by the commission or by any applicable state or local law, is the minimum wage to be paid to employees, and the payment of a lower wage than the minimum so fixed is unlawful. This section does not change the applicability of local minimum wage laws to any entity.

Labor Code section 1198 states, in relevant part:

The maximum hours of work and the standard conditions of labor fixed by the commission shall be the maximum hours of work and the standard conditions of labor for employees. The employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the order is unlawful.

Section 3 of the applicable Wage Order states, in relevant part:

(A) Daily Overtime – General Provisions

- (1) The following overtime provisions are applicable to employees 18 years of age or over and to employees 16 or 17 years of age who are not required by law to attend school and are not otherwise prohibited by law from engaging in the subject work. Such employees shall not be employed more than eight (8) hours in any workday or more than 40 hours in any workweek unless the employee receives one and one-half (1 ½) times such employee's regular rate of pay for all hours worked over 40 in the workweek. Eight (8) hours of labor constitutes a day's work. Employment beyond eight (8) hours in any workday or more than six (6) days in any workweek is permissible provided the employee is compensated for such overtime at not less than:
 - (a) One and one-half (1 ½) times the employee's regular rate of pay for all hours worked in excess of eight (8) hours up to and including 12 hours in any workday, and for the first eight (8) hours worked on the seventh (7th) consecutive day of work in a workweek; and
 - (b) Double the employee's regular rate of pay for all hours worked in excess of 12 hours in any workday and for all hours worked in excess of eight (8) hours on the seventh (7th) consecutive day of work in a workweek.

- (c) The overtime rate of compensation required to be paid to a nonexempt full-time salaried employee shall be computed by using the employee's regular hourly salary as one-fortieth (1/40) of the employee's weekly salary."

In conjunction, these provisions of the Labor Code require employers to pay non-exempt employees no less than their agreed-upon or statutorily mandated wage rates for all hours worked, including hours spent working "off-the-clock" (before punching in or after punching out on a time clock) when the employer knows or reasonably should know that employees are working during those hours. *Morillion v. Royal Packing Co.*, 22 Cal. 4th 575, 585 (2000).

Meal Periods

As a result of their failures to provide meal periods in accordance with California law and to accurately record the starting and stopping times of all work periods, Defendants failed to compensate Plaintiffs and the aggrieved employees with all hourly and overtime wages for time spent working during unpaid meal periods.

At all relevant times during the applicable limitations period, Defendants maintained a policy or practice of requiring Plaintiffs and the aggrieved employees not be given meal breaks under the guise of being classified as exempt.

Off-the-Clock Work

During the applicable limitations period, Plaintiffs and the aggrieved employees had to work off-the-clock because they were not paid for all hours worked including, but not limited to, Defendants failing to pay them for travel time, working more than eight hours per day to complete work, and the Defendants only paying Plaintiffs and the aggrieved employees for forty hours worked per week.

Accordingly, Plaintiffs now seeks civil penalties for these Labor Code violations that Defendants have committed against him and aggrieved employees as follows:

- (1) For all initial violation of Labor Code section 204, \$100 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 210);
- (2) For all subsequent violation of Labor Code section 204, \$200 for each aggrieved employee, plus 25% of the amount unlawfully withheld from each aggrieved employee, per pay period for each violation (penalties set by Labor Code section 210);
- (3) For all initial violations of Labor Code section 223, that are deemed to be neither

willful nor intentional, \$100 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 225.5);

- (4) For all initial violation of Labor Code section 223 that are deemed to be either willful or intentional, \$200 for each aggrieved employee, plus 25% of the amount unlawfully withheld from each aggrieved employee, per pay period for each violation (penalties set by Labor Code section 225.5);
- (5) For all subsequent violations of Labor Code section 223, regardless of whether he initial violation of Labor Code section 223 is deemed to be either willful or intentional, \$200 for each aggrieved employee, plus 25% of the amount unlawfully withheld from each aggrieved employee, per pay period for each violation (penalties set by Labor Code section 225.5);
- (6) For all initial violations of Labor Code section 510, \$50 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 558(a)(1));
- (7) For all subsequent violations of Labor Code section 510, \$100 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 558(a)(2));
- (8) For all initial violations of Labor Code sections 1194 and 1198, \$100 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 2699(f)(2));
- (9) For all subsequent violations of Labor Code sections 1194 and 1198, \$200 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 2699(f)(2));
- (10) For all initial violations of Labor Code section 1197 deemed to be intentional, \$100 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 1197.1(a)(1));
- (11) For all subsequent violations of Labor Code section 1197, regardless of whether the initial violation is deemed to be intentional, \$250 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 1197.1(a)(2)).

FAILURE TO REIMBURSE FOR EXPENSES
(Lab. Code § 2802)

Labor Code section 2802(a) states:

- (a) An employer shall indemnify his or her employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer, even though unlawful, unless the employee, at the time of obeying the directions, believed them to be unlawful.

At all relevant times during the applicable limitations period, Defendants required Plaintiffs and the aggrieved employees to incur expenses which Defendants failed and/or refused to reimburse them for including, but not limited to, gas and mileage, personal cellphone usage, and home office equipment and expenses such as Wireless Internet.

FAILURE TO PROVIDE ACCURATE WRITTEN WAGE STATEMENTS
(Lab. Code § 226)

Labor Code section 226(a) states, in pertinent part:

- (a) An employer, semimonthly or at the time of each payment of wages, shall furnish to his or her employee either as a detachable part of the check, draft, or voucher paying the employee's wages, or separately if wages are paid by personal check or cash, an accurate itemized statement in writing showing (1) gross wages earned, (2) total hours worked by the employee, except as provided in subdivision (j), (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and only the last four digits of his or her 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, if the employer is a farm labor contractor, as defined in subdivision (b) of Section 1682, the name and address of the legal entity that secured the services of 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 the employee and, beginning July 1, 2013, if the employer is a temporary services employer as defined in Section 201.3, the rate of pay and the total hours worked for each temporary services assignment. The deductions made from payment of wages shall be recorded in ink or other indelible form, properly dated, showing the month, day, and year, and a copy of the statement and the record of the deductions shall be kept on file by the employer for at least three years at the place of employment or at a central location within the State of California. For purposes of this subdivision, "copy" includes a duplicate of the itemized statement provided to

an employee or a computer-generated record that accurately shows all of the information required by this subdivision.

At all relevant times during the applicable limitations period, Defendants failed to provide accurate itemized wage statements that shows:

- (1) gross wages earned;
- (2) total hours worked by the employee, except for any employee whose compensation is solely based on a salary and who is exempt from payment of overtime under subdivision (a) of Section 515 or any applicable order of the Industrial Welfare Commission;
- (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis;
- (4) all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item;
- (5) net wages earned;
- (6) the inclusive dates of the period for which the employee is paid;
- (7) the name of the employee and only the last four digits of his or her 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, if the employer is a farm labor contractor, as defined in subdivision (b) of Section 1682, the name and address of the legal entity that secured the services of the employer;
- (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee and, beginning July 1, 2013, if the employer is a temporary services employer as defined in Section 201.3, the rate of pay and the total hours worked for each temporary services assignment.

By failing to accurately record all hours worked, including “off-the-clock” work described above, by failing to pay employees meal and rest period premiums in accordance with California law, by subjecting vested vacation pay to unlawful forfeiture, and by failing to reimburse employees for all necessary business expenses, Defendants have failed to provide Plaintiffs and the aggrieved employees with written wage statements that comply with the requirements of Labor Code section 226(a). The wage statements of Plaintiffs and the aggrieved employees have not accurately reflected their applicable rates of pay, hours worked, and the amounts of their gross and net wages.

Accordingly, Plaintiffs now seeks civil penalties for Defendants' violations of the Labor Code as follows:

- (1) For all violations of Labor Code section 226(a) if a civil action filed in accordance with the procedures set forth in Labor Code section 2699.3 results in an initial citation or its equivalent, \$250 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 226.3);
- (2) For all violations of Labor Code section 226(a) if a civil action filed in accordance with the procedures set forth in Labor Code section 2699.3 results in a subsequent citation or its equivalent, \$1000 for each aggrieved employee per pay period for each violation (penalties set by Labor Code section 226.3).

VIOLATIONS OF LABOR CODE SECTION 1199

Labor Code section 1199 states:

Every employer or other person acting either individually or as an officer, agent, or employee of another person is guilty of a misdemeanor and is punishable by a fine of not less than one hundred dollars (\$100) or by imprisonment for not less than 30 days, or by both, who does any of the following:

- (a) Requires or causes any employee to work for longer hours than those fixed, or under conditions of labor prohibited by an order of the commission.
- (b) Pays or causes to be paid to any employee a wage less than the minimum fixed by an order of the commission.
- (c) Violates or refuses or neglects to comply with any provision of this chapter or any order or ruling of the commission.

By failing to timely furnish Plaintiffs and aggrieved employees with unpaid wages, including, but not limited to, all earned and unpaid hourly, overtime, and/or premium wages at the regular rate of pay, Defendants criminal conduct has violated Labor Code section 1199.

Accordingly, for all violations of Labor Code section 1199, Defendants are liable for a misdemeanor and are punishable by a fine of \$100 or by imprisonment for not less than thirty days or by both.

CONCLUSION

As noted above, this letter constitutes the required notice under the Private Attorneys General Act of 2004 (Lab. Code §§ 2698 *et seq.*). Insofar as this letter is directed to Defendants, please be advised that Plaintiffs will seek both reasonable attorneys' fees and costs under Labor Code section 2699(g)(1) in a civil action should the Labor and Workforce Development Agency decline to pursue this matter.

Very truly yours,

SETAREH LAW GROUP

/s/ Shaun Setareh

Shaun Setareh, Esq.