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David W. Slayton,
Executive Officer/Clerk of Court,
By M. Ceballos, Deputy Clerk

Attorneys for Plaintiff Rodolfo Gonzalez

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF LOS ANGELES**

RODOLFO GONZALEZ, individually
and on behalf of all others similarly
situated,

Plaintiff,

v.

JOB PRO STAFFING, INC DBA
SOLVIS EMPLOYMENT SERVICES, a
corporation; MONTAGE
FULFILLMENT, LLC, a limited liability
Company; and DOES 1-20, inclusive,

Case No.: **24NWCV00969**

**COMPLAINT FOR DAMAGES AND PENALTIES
UNDER PAGA:**

1. Failure to Pay Minimum Wage (Labor §§ 558, 1194 *et seq.*, 1197, 1197.1, 1198, IWC Wage Order)
2. Failure to Pay Overtime Wages (Labor Code §§ 510, 558, 1194 *et seq.*, 1197.1, 1198, IWC Wage Order);
3. Failure to Provide Meal Periods (California Labor Code §§ 226.7 and 512(a));
4. Failure to Furnish Accurate Wage Statements (California Labor Code § 226);
5. Waiting Time Penalties (California Labor Code §§ 201-203);
6. Failure to Reimburse for Business Expenditures and Losses (Violation of Labor Code § 2802); and
7. Civil Penalties Under the Private Attorneys General Act (California Labor Code §§ 2698, *et seq.*).

JURY TRIAL REQUESTED

Plaintiff Rodolfo Gonzalez (“Plaintiff”) brings this action individually and on behalf of the State of California and on behalf of aggrieved employees pursuant to the California Private Attorneys General Act (“PAGA”), and alleges the following:

I. INTRODUCTION

1. Plaintiff brings this action to remedy wage-and-hour violations by Defendant Job Pro Staffing, Inc. dba Solvis Employment Services, Montage Fulfillment, LLC and Does 1 through 20 (collectively, “Defendants”). For at least four years prior to the filing of this Complaint and through the present, Defendants have engaged in a uniform policy and systematic scheme of wage abuse against Plaintiff in violation of applicable California laws, including, without limitation, failing to provide meal and rest breaks, failing to pay minimum and overtime wages, failing to provide accurate wage statements, and failing to pay all earned wages upon separation of employment.

II. THE PARTIES

2. Defendant Job Pro Staffing, Inc dba Solvis Employment Services is a staffing agency that employs, trains, develops, and compensates employers in different organizations and has its headquarters in Santa Ana, California. It conducted and continues to conduct substantial business in the state of California. At all times mentioned herein, Defendant was and is an employer covered by the California Labor Code and the California Industrial Welfare Commission Wage Order.

3. Defendant Montage Fulfillment, LLC is a fulfillment company offering proactive management and logistics, inventory, and supply chain operations and has its headquarters in Santa Fe Springs, California. It conducted and continues to conduct substantial business in the state of California. At all times mentioned herein, Defendant Alta Vista was and is an employer covered by the California Labor Code and the California Industrial Welfare Commission Wage Order.

4. Plaintiff is unaware and ignorant of the true names and capacities of Defendants sued herein as **Does 1 through 20**, inclusive, and for that reason sues said Defendants by such fictitious names (the “Doe Defendants”).

5. At all times herein relevant, Defendants Job Pro Staffing, Inc dba Solvis Employment Services, Montage Fulfillment, LLC, and the Doe Defendants, and each of them, were the agents,

1 partners, joint-venturers, joint employers, alter-egos, representatives, servants, employees,
2 successors-in-interest, co-conspirators and assigns, each of the other, and at times relevant hereto
3 were acting with the course and cope of theirs authority as such agents, partners, joint-venturers,
4 joint employers, alter-egos, representatives, servants, employees, successors-in-interest, co-
5 conspirators and assigns, and all acts or omissions alleges herein were duly committed with the
6 ratification, knowledge, permission, encouragement, authorization, and consent of each defendant
7 designated herein. Plaintiff is informed and believes, and based thereon alleges that the acts of
8 each Defendant are legally attributable to the other Defendants.

9 6. Plaintiff is informed and believes, and based thereon alleges that each of the Doe
10 Defendants are legally responsible for the events and happenings referred to in this Complaint,
11 and unlawfully caused the injuries and damages to Plaintiff as alleged in this Complaint. Plaintiff
12 will file and serve an amendment to this Complaint alleging the true names and capacities of the
13 Doe Defendants when such true names, capacities, and involvement is ascertained.

14 7. **Plaintiff Rodolfo Gonzalez** was employed by Defendants as a forklift driver from
15 approximately 2008 to September 29, 2023 and is paid in whole or in part on an hourly basis.
16 Plaintiff Rodolfo Gonzalez is an individual residing in the County of Los Angeles, California.

17 8. At all times relevant to this Complaint, Defendants exercised control over the wages,
18 hours, and working conditions of Plaintiff; suffered and permitted Plaintiff to work; and otherwise
19 engaged Plaintiff to work, so as to create an employer-employee relationship between Defendants
20 and Plaintiff. At all relevant times, Defendants were “employers” of Plaintiff within the meaning of
21 all applicable California state laws.

22 **III. JURISDICTION AND VENUE**

23 9. The monetary damages and restitution sought by Plaintiff exceed the minimal
24 jurisdiction limits of the Superior Court and will be established according to proof at trial.

25 10. This Court has jurisdiction over this action under the California Constitution, Article
26 VI, Section 10, which grants the Superior Court original jurisdiction in all causes except those
27 given by statute to other courts. The statutes under which this action is brought do not specifically
28 grant jurisdiction to any other court, and the issues are based solely on California statutes and law,

1 including the California Labor Code, California Industrial Welfare Commission (“IWC”) Wage
2 Orders, California Code of Civil Procedure, California Civil Code, and the California Business
3 and Professions Code.

4 11. The California Superior Court has jurisdiction over Defendants, because they are
5 citizens of California, have sufficient minimum contacts in California, and otherwise intentionally
6 avail themselves to the California market, including establishing its principal place of business and
7 transacting business in California.

8 12. Venue is proper in this Court, because the Defendants own and operate and
9 otherwise transact business in the County of Los Angeles. And during all relevant time periods,
10 Plaintiff was employed by Defendants in the County of Los Angeles.

11 **IV. FACTUAL BACKGROUND**

12 13. At all relevant times set forth in this Complaint, Defendants employed Plaintiff as an
13 hourly, non-exempt employees.

14 14. Plaintiff was covered under one or more IWC Wage Orders, California Labor Code
15 provisions relating to wage-and-hour laws, and other applicable wage orders, regulations, and
16 statutes, which imposed an obligation on the part of Defendants, among other things, to provide
17 uninterrupted meal and rest periods, to pay overtime wages, to pay wages for all hours worked, to
18 pay all wages due at separation of employment, and to provide accurate wage statements.

19 15. Plaintiff is informed and believes, and based thereon alleges that Defendants engaged
20 in a uniform policy and systematic scheme of wage abuse against Plaintiff, including, without
21 limitation, depriving Plaintiff of uninterrupted thirty-minute meal periods for work periods of at
22 least five hours; depriving Plaintiff of ten-minute rest periods for work periods of four hours or
23 major fractions; failing to compensate Plaintiff for all hours worked, including overtime wages;
24 failing to provide timely, accurate itemized wage statements; and failing to pay, within the time
25 constraints imposed by applicable laws, all earned compensation at separation of employment.

26 16. Plaintiff is informed and believes, and based thereon alleges that Defendants failed to
27 provide Plaintiff the required meal periods or payment of one additional hour of pay at Plaintiff’s
28 regular rate of pay when a meal break was missed during the relevant time period. This was a

1 result of Defendants' uniform policy and practice of failing to relieve Plaintiff from his job duties.
2 As a result of Defendants' demanding deadlines, Plaintiff was required to perform work as ordered
3 by Defendants for more than five hours during a shift without receiving a meal break. Specifically,
4 Defendants regularly and systematically schedule Plaintiff's meal breaks after his fifth hour of
5 work. Defendants had no policy, procedure, or practice for Plaintiff to report missed meal periods
6 or recover lost wages, and Defendants had no policy, procedure, or practice to provide one hour
7 of additional wages for each workday that the meal break was not provided.

8 17. Plaintiff is informed and believes, and based thereon alleges that Defendants failed to
9 provide Plaintiff wages, including overtime wages, for all hours worked, meaning the time during
10 which Plaintiff was subject to the control of Defendants, including all the time she was suffered or
11 permitted to work. This was a result of Defendants' uniform policy and practice of requiring
12 Plaintiff to work off-the-clock without paying him for all the time she was under Defendants'
13 control. Plaintiff was entitled to receive compensation for all hours worked, and she did not
14 receive compensation for all hours worked. Plaintiff worked over eight hours in a day, and/or forty
15 hours in a week during his employment with Defendants and Defendants failed to pay overtime
16 wages to Plaintiff for all hours worked more than eight hours in a day and/or forty hours per week.

17 18. Plaintiff is informed and believes, and based thereon alleges that Defendants have
18 unlawfully failed to provide timely, accurate, itemized wage statements to Plaintiff.

19 19. Plaintiff is informed and believes, and based thereon alleges that Defendants have
20 failed to pay all compensation due and owing to Plaintiff upon separation.

21 **VI. PAGA REPRESENTATIVE ACTION ALLEGATIONS**

22 20. At all relevant times, PAGA was applicable to Plaintiff and his employment with
23 Defendants. PAGA provides for a civil penalty to be assessed and collected by the Labor and
24 Workforce Development Agency ("LWDA") for violations of the California Labor Code. As an
25 alternative, these civil penalties may be recovered through a civil action brought by an aggrieved
26 employee on behalf of himself and other current or former employees.

27 21. Plaintiff and other employees of Defendants are "aggrieved employees" as defined by
28 PAGA, because they are all current or former employees of Defendants, and one or more of the

1 alleged violations were committed against them.

2 22. On or about December 14, 2023, Plaintiff gave written notice of Defendants' violations
3 of various provisions of the California Labor Code and the applicable IWC Wage Order to (a) the
4 LWDA by filing with the LWDA through the LWDA website and (b) to Defendants by certified
5 mail.

6 23. The LWDA did not provide notice of its intention to investigate Defendants' violations
7 within 65 calendar days of the December 14, 2023 notice.

8 24. In doing so, Plaintiff has satisfied the administrative prerequisites under PAGA to
9 recover civil penalties against Defendants, in addition to the other remedies, for violations of
10 California Labor Code §§ 201-203, 226.7, 227.3, 510, 512, 551, 552, 1194 *et seq.*, 1197, and
11 1198.

12 **V. CAUSES OF ACTION**

13 **FIRST CAUSE OF ACTION**

14 **Failure to Pay Minimum Wage**

15 (Violation of Labor Code §§ 558, 1194 *et seq.*, 1197, 1197.1, 1198, IWC Wage Order)
16 (By Plaintiff Against Each Defendant)

17 25. Plaintiff incorporates by reference and re-alleges the paragraphs set forth above as
18 though set forth fully herein.

19 26. California Labor Code § 204, the IWC Wage Orders, and other applicable laws and
20 regulations, provide that an employer must timely pay its employees for all hours worked.

21 27. California Labor Code § 1197 further provides, "The minimum wage for employees
22 fixed by the commission or by any applicable state or local law, is the minimum wage to be paid to
23 employees, and the payment of a lower wage than the minimum so fixed is unlawful."

24 28. California Labor Code § 1194 establishes an employee's right to recover unpaid
25 wages, including interest, and the cost of suit. California Labor Code § 1198 further provides that
26 the employment of an employee for longer than those fixed by the IWC Wage Orders is unlawful.

27 29. Defendants maintained and enforced policies and practices of refusing to pay Plaintiff
28 for all hours worked. Defendants required Plaintiff to work without compensating him for all
hours worked as required by the California Labor Code and the applicable IWC Wage Order.

30. Defendants thus required Plaintiff to work under conditions prohibited by order of the IWC, in violation of those orders.

31. Defendants deprived Plaintiff of his rightfully earned minimum wage compensation, as a direct and proximate result of Defendants' failure to pay said compensation. Under California Labor Code § 1194, Plaintiff is entitled to recover such amounts, plus interest thereon, reasonable attorneys' fees, and costs. In addition, under California Labor Code § 1194.2, Plaintiff is entitled to recover liquidated damages in an amount equal to the minimum wages unlawfully unpaid, and interest thereon. Plaintiff is further entitled to attorneys' fees and costs pursuant to California Code of Civil Procedure § 1021.5, and pursuant to Labor Code §§ 218.5, 1194, and 2699(g)(1).

32. Furthermore, California Labor Code § 1197.1 provides for a civil penalty to be assessed against any employer or other person acting on behalf of an employer who fails to pay a wage less than the minimum fixed by law.

33. At all times relevant herein, Defendants routine and systematic practice of failing to pay Plaintiff a fixed sum of \$50.00 per day resulted in a failure to pay employee wages at the minimum fixed by law.

34. As a result of Defendants' failure to pay minimum wage, Plaintiff is entitled to recover a penalty of \$100.00 for the initial violation for each underpaid employee for each pay period for which each employee was underpaid and \$250 for each subsequent violation for each underpaid employee for each pay period for which each employee was underpaid.

SECOND CAUSE OF ACTION

Failure to Pay Overtime Wages

(Violation of Labor Code §§ 510, 558, 1194 et seq., 1197.1, 1198, IWC Wage Order)
(By Plaintiff Against Each Defendant)

35. Plaintiff incorporates by reference and re-alleges the paragraphs set forth above as though set forth fully herein.

36. California Labor Code § 204, the IWC Wage Orders, and other applicable laws and regulations, provide that an employer must timely pay its employees for all hours worked.

37. California Labor Code § 510 further provides that employees in California shall be employed more than eight hours per workday unless they receive additional compensation beyond

1 their regular wages in amounts specified by law.

2 38. California Labor Code § 1194 establishes an employee's right to recover unpaid wages,
3 including overtime compensation and interest, and the cost of suit. California Labor Code § 1198
4 further provides that the employment of an employee for longer than those fixed by the IWC
5 Wage Orders is unlawful.

6 39. Defendants maintained and enforced policies and practices of refusing to pay Plaintiff
7 for all hours worked. Defendants employed Plaintiff for more than eight hours per day and more
8 than 40 hours per workweek during the operative timeframe, but Defendants failed to pay Plaintiff
9 the correct applicable overtime rate for the number of overtime hours she worked as required by
10 the California Labor Code and the applicable IWC Wage Order.

11 40. Defendants thus required Plaintiff to work under conditions prohibited by order of the
12 IWC, in violation of those orders.

13 41. Defendants deprived Plaintiff of his rightfully earned minimum wage compensation,
14 including overtime compensation, as a direct and proximate result of Defendants' failure to pay
15 said compensation. Under California Labor Code § 1194, Plaintiff is entitled to recover such
16 amounts, plus interest thereon, reasonable attorneys' fees, and costs.

17 42. Defendants owe Plaintiff overtime wages, has failed and refused, and continues to fail
18 and refuse, to pay the overtime wages owed. Additionally, Defendants did not include all the
19 required compensation in calculating the overtime rate of Plaintiff.

20 43. Defendants' failure to pay Plaintiff such premium overtime compensation and their
21 miscalculation of the regular rate of pay violates the provisions of California Labor Code § 510 and
22 § 1198, and the applicable IWC Wage Order and is therefore unlawful. Pursuant to California
23 Labor Code § 1194, Plaintiff is entitled to recover unpaid overtime compensation, as well as
24 interest, costs, and attorneys' fees. In addition, under California Labor Code § 1194.2, Plaintiff is
25 entitled to recover liquidated damages in an amount equal to the minimum wages unlawfully
26 unpaid, and interest thereon. Plaintiff is further entitled to attorneys' fees and costs pursuant to
27 California Code of Civil Procedure § 1021.5, and pursuant to Labor Code §§ 218.5, 1194, and
28 2699(g)(1).

44. Pursuant to Labor Code § 558, Plaintiff is entitled to recover a penalty of \$50.00 for the initial failure to compensate employees at the statutory overtime rate for any work in excess of eight hours in one day or any work in excess of 40 hours in any workweek and/or failure to compensate employees at the statutory double time rates for any work in excess of twelve hours in one day or any work in excess of 8 hours on the seventh day of a workweek in addition to any underpaid wages; and \$100.00 for each subsequent failure to compensate employees at the statutory overtime rate for any work in excess of eight hours in one day or any work in excess of 40 hours in any workweek and/or failure to compensate employees at the statutory double time rates for any work in excess of twelve hours in one day or any work in excess of 8 hours on the seventh day of a workweek in addition to any underpaid wages.

45. As a proximate result of Defendants' failure to pay overtime and/or double-time wages as alleged above, Plaintiff is entitled to recover from Defendants penalties pursuant to section 558 in an amount as may be established according to proof at trial.

THIRD CAUSE OF ACTION

Failure to Provide Meal Periods

(Violation of Labor Code §§ 226.7, 512, IWC Wage Order)

(By Plaintiff Against Each Defendant)

46. Plaintiff incorporates by reference and re-alleges the paragraphs set forth above as though set forth fully herein.

47. Plaintiff regularly worked greater than five hours and on occasion greater than ten hours per day. Pursuant to California Labor Code § 512, an employer may not employ someone for a shift of more than five hours without providing him or his with a meal period of not less than thirty minutes or for more than ten hours without providing him or his with a second meal period of not less than thirty minutes.

48. Despite the requirements of the applicable IWC Wage Order and California Labor Code §§ 512 and 226.7, Defendants have had a policy and practice of not providing Plaintiff with timely, uninterrupted first meal periods, and was similarly not provided with a second meal period to the extent such should have been provided.

49. Defendants failed to provide Plaintiff with all required meal breaks of not less than 30

1 minutes pursuant to the applicable IWC Wage Order.

2 50. Pursuant to California Labor Code § 226.7, Plaintiff is entitled to recover one hour of
3 premium pay for each day in which a lawful meal period was not provided.

4 51. Additionally, as a proximate result of Defendants' failure to provide meal breaks,
5 Plaintiff is entitled to recover from Defendants penalties pursuant to California Labor Code § 558
6 in an amount as may be established according to proof at trial. Plaintiff is further entitled to
7 attorneys' fees and costs pursuant to California Code of Civil Procedure § 1021.5, and pursuant to
8 Labor Code §§ 218.5 and 2699(g)(1).

9 **FOURTH CAUSE OF ACTION**

10 **Failure to Furnish Accurate Wage Statements**

11 (Violation of California Labor Code §§ 226 & 226.3, IWC Wage Order)

12 (By Plaintiff Against Each Defendant)

13 52. Plaintiff incorporates by reference and re-alleges the paragraphs set forth above as
14 though set forth fully herein.

15 53. California Labor Code § 226(a) and the applicable IWC Wage Order require
16 employers semimonthly or at the time of each payment of wages to furnish each employee with a
17 statement itemizing, among other things, all applicable hourly rates. Labor Code § 226(b) provides
18 that if an employer knowingly and intentionally fails to provide a statement itemizing, among other
19 things, all applicable hourly rates, then the employee is entitled to recover the greater of all actual
20 damages or fifty dollars for the initial violation and one hundred dollars for each subsequent
21 violation, up to four thousand dollars.

22 54. Defendants knowingly and intentionally failed to furnish Plaintiff with timely, itemized
23 statements as required by California Labor Code § 226(a) and the applicable IWC Wage Order.
24 As a result, Defendants are liable to Plaintiff in the amounts provided by Labor Code § 226(b) and
25 for penalties. Plaintiff is further entitled to attorneys' fees pursuant to California Code of Civil
26 Procedure § 1021.5, and pursuant to Labor Code §§ 218.5 and 226.

27 **FIFTH CAUSE OF ACTION**

28 **Failure to Pay Wages When Due and Waiting Time Penalties**

(Violation of Labor Code §§ 200-203, IWC Wage Order)

(By Plaintiff Against Each Defendant)

1 even though unlawful, unless the employee, at the time of obeying the directions, believed them to
2 be unlawful.”

3 61. As a pattern and practice, Defendants regularly failed to reimburse and indemnify
4 Plaintiff for business expenses, including without limitation, cell phone charges.

5 62. Pursuant to California Labor Code § 2802, Plaintiff is entitled to recover unreimbursed
6 business expenses. As a proximate result of these violations, Plaintiff has been damaged in an
7 amount according to proof at time of trial. Pursuant to California Labor Code § 2802(c), Plaintiff
8 is also entitled to recover interest, costs, and attorneys’ fees. Plaintiff is further entitled to
9 attorneys’ fees and costs pursuant to California Code of Civil Procedure § 1021.5, and pursuant to
10 Labor Code §§ 218.5, 2802, and 2699(g)(1).

11 **SEVENTH CAUSE OF ACTION**

12 **Private Attorney General Act**

13 (California Labor Code §§ 2698, *et seq.* [PAGA])

14 (By Plaintiff and Other Aggrieved Employees Against Defendants)

15 63. Plaintiff incorporates by reference and re-alleges paragraphs set forth above as though
16 set forth fully herein.

17 64. PAGA authorizes an aggrieved employee, on behalf of himself or other current or former
18 employees, to bring a civil action to recover civil penalties against his or her employer pursuant to
19 the procedures specified in California Labor Code § 2699.3. Plaintiff is an aggrieved employee
20 within the meaning of PAGA, and pursuant to PAGA, Plaintiff is entitled to recover civil penalties
21 on behalf of himself and other similarly aggrieved persons who are, or were employed, by
22 Defendants and against whom one or more of the alleged violations were committed. If the
23 employee prevails as private attorney general, the employer may be subject to civil penalties, of which
24 the aggrieved employee is entitled to 25 percent.

25 65. Plaintiff has complied with the procedures for bringing suit under PAGA. Specifically,
26 on or about December 14, 2023 Plaintiff gave written notice of Defendants’ violations – including
27 the facts and theories to support the violations – of various provisions of the California Labor
28

Code and the applicable IWC Wage Order to (a) the LWDA by filing with the LWDA through the LWDA website and (b) to Defendants by certified mail.

66. Pursuant to California Labor Code § 2699.3, the LWDA must give written notice by certified mail to the parties that it intends to investigate the alleged violations of the California Labor Code within 60 days of the date of the complainant's written notice and more than 65 days have passed since the notice and the LWDA did not provide the parties notice that it intended to investigate her claims.

67. During the applicable time period preceding the filing of Plaintiff's notice to the LWDA, Defendants violated California Labor Code §§ 201-203, 226, 226.7, 512(a), 1194, 1198, and 2802, and the applicable IWC Wage Order provisions, as alleged in more detail above.

68. Pursuant to California Labor Code §§ 2699(a) and (f), and 2699.5, and 2699(g)(1), Plaintiff and similarly aggrieved employees are entitled to an award of reasonable attorneys' fees and costs. To that end, Plaintiff seeks all relief entitled under PAGA for any penalties assessed against Defendants as a result of Defendants' California Labor Code violations, plus attorneys' fees and costs.

VI. PRAYER FOR RELIEF

Wherefore, Plaintiff prays for an award and judgment against Defendants jointly and severally, as follows:

1. For compensatory damages;
2. For general damages;
3. For applicable penalties;
4. For injunctive relief on applicable causes of action;
5. For an award of interest, including prejudgment interest, at the legal rate;
6. For an award of attorneys' fees on the applicable causes of action;
7. For costs of suit incurred; and
8. For such other and further relief as the Court deems appropriate.

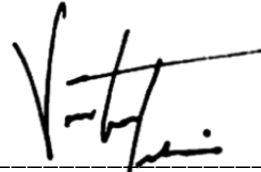
DEMAND FOR JURY TRIAL

Plaintiff hereby demand a jury trial in this matter on all matters triable to a jury.

Dated: March 29, 2024

KJT LAW GROUP, LLP

By:



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Christopher A. Adams, Esq.
Attorneys for Plaintiff Rodolfo Gonzalez