

California Labor code 1197 (<https://law.justia.com/codes/california/2022/code-lab/division-2/part-4/chapter-1/section-1197/>)

This aforementioned labor code dictates that no employee should be paid less than minimum wage for any hours worked. This PAGA claim is based on sales employees within a funeral home/cemetery in California, and when they are required to report to a job location.

These sales employees must be paid at least minimum wage for those hours. The cemetery gets away with not paying salespeople the applicable wage salary because they misclassify them as outside salespeople yet still require them to report to a jobsite location called "Park Duty" and answer phone calls/ meet customers.