

Joseph Lavi, Esq. (SBN 209776)
Vincent C. Granberry, Esq. (SBN 276483)
Elizabeth Harrier, Esq. (SBN 319550)
LAVI & EBRAHIMIAN, LLP
8889 W. Olympic Boulevard, Suite 200
Beverly Hills, California 90211
Telephone: (310) 432-0000
Facsimile: (310) 432-0001
Email: jlavi@lelawfirm.com
vgranberry@lelawfirm.com
eharrier@lelawfirm.com

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Attorneys for Plaintiff MICHAEL SCHREINER,
on behalf of himself and current and former aggrieved employees

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES- CENTRAL DIVISION**

MICHAEL SCHREINER, on behalf of himself
and current and former aggrieved employees

Plaintiff,

vs.

ILEAD CALIFORNIA CHARTERS 1; and
DOES 1 to 100, inclusive,

Defendants.

Case No.: **24STCV13873**

PAGA ACTION

**PLAINTIFF MICHAEL
SCHREINER'S COMPLAINT FOR:**

- CIVIL PENALTIES PURSUANT
TO THE PRIVATE ATTORNEYS
GENERAL ACT OF 2004
("PAGA"), LABOR CODE
SECTIONS 2698, ET SEQ.**

COMES NOW Plaintiff MICHAEL SCHREINER ("Plaintiff"), who alleges and
complains against Defendants ILEAD CALIFORNIA CHARTERS 1; and DOES 1 to 100,
inclusive (collectively "Defendants") as follows:

I. INTRODUCTION

1. This is a Private Attorneys General Act of 2004, Labor Code §§ 2698, *et seq.*
("PAGA") representative action brought by Plaintiff on behalf of the State of California, himself
and other current and former aggrieved employees of Defendants who worked as hourly non-
exempt employees in California during the relevant time period seeking civil penalties associated
with Defendants' violation of the Labor Code based on Defendants' failure to pay overtime wages
at the proper overtime rate of pay; failure to authorize or permit all legally required and/or

1 compliant meal periods or pay meal period premium wages; failure to pay wages for accrued paid
2 sick time at the regular rate of pay; indemnification for all necessary expenditures or losses
3 incurred by employees in direct consequence of discharging their duties; statutory penalties for
4 failure to timely pay earned wages during employment; statutory penalties for failure to provide
5 accurate wage statements; statutory waiting time penalties in the form of continuation wages for
6 failure to timely pay employees all wages due upon separation of employment. Plaintiff seeks on a
7 representative basis, following notice to the Labor and Workforce Development Agency, civil
8 penalties, reasonable attorneys' fees pursuant to Labor Code section 2699(g)(1) and costs brought
9 on behalf of Plaintiff, the State of California, and others aggrieved.

10 **II. JURISDICTION AND VENUE**

11 2. This Court has jurisdiction over the claims of Plaintiff and all other current and
12 former aggrieved California-based hourly non-exempt employees because Plaintiff's lawsuit seeks
13 civil penalties on behalf of herself, all other current and former aggrieved California-based hourly
14 non-exempt employees, and the State of California in excess of twenty-five thousand dollars
15 (\$25,000); Defendants employed Plaintiff and all other current and former aggrieved California-
16 based hourly non-exempt employees; and the injuries to Plaintiff and all other current and former
17 aggrieved California-based hourly non-exempt employees occurred in locations throughout
18 California, including but not limited to Los Angeles County, at 29477 The Old Road, Castaic, CA
19 91384.

20 **III. PARTIES**

21 1. Plaintiff brings this action as a representative of the Labor and Workforce
22 Development Agency on behalf of himself and other current and former employees subject to
23 violations of the Labor Code. The named Plaintiff and the persons on whose behalf this action is
24 filed include current, former and/or future employees of Defendants who work, worked, or will
25 work for Defendants as direct employees as well as temporary employees employed through temp
26 agencies as hourly non-exempt employees in California. At all times mentioned herein, the
27 currently named Plaintiff is and was domiciled and a resident and citizen of California and was
28 employed by Defendants in an hourly position at Defendants' location in Los Angeles County

1 from in or around July 2018, until on or about November 3, 2023.

2 2. Plaintiff is informed and believes and thereon alleges that Defendant ILEAD CA
3 CHARTERS 1 is authorized to do business within the State of California and is doing business in
4 the State of California and/or that Defendants DOES 1-50 are, and at all times relevant hereto
5 were persons acting on behalf of Defendant ILEAD CA CHARTERS 1 in the establishment of, or
6 ratification of, the aforementioned illegal wage and hour practices or policies. Defendant ILEAD
7 CA CHARTERS 1 operates in Los Angeles County and employed Plaintiff and aggrieved
8 employees in Los Angeles County, including but not limited to, at 29477 The Old Road, Castaic,
9 CA 91384.

10 3. Plaintiff is informed and believes and thereon alleges that Defendants DOES 1
11 through 50 are corporations, or are other business entities or organizations of a nature unknown to
12 Plaintiff that employed Plaintiff and aggrieved California non-exempt employees, permitted
13 Plaintiff and aggrieved employees to work, and exercised control over the wages, hours and
14 working conditions of employment of Plaintiff and aggrieved employees.

15 4. Plaintiff is informed and believes and thereon alleges that Defendants DOES 51
16 through 100 are individuals unknown to Plaintiff. Each of the individual defendants is sued
17 individually and in his or her capacity as an agent, shareholder, owner, representative, manager,
18 supervisor, independent contractor and/or employee of each defendant who violated or caused to
19 be violated the minimum wage and overtime provisions of the Labor Code and/or any provision of
20 the Industrial Welfare Commission's wage orders regulating hours and days of work.

21 5. Plaintiff is unaware of the true names of Defendants DOES 1 through 100. Plaintiff
22 sues said defendants by said fictitious names, and will amend this complaint when the true names
23 and capacities are ascertained or when such facts pertaining to liability are ascertained, or as
24 permitted by law or by the Court. Plaintiff is informed and believes that each of the fictitiously
25 named defendants is in some manner responsible for the events and allegations set forth in this
26 complaint.

27 6. Plaintiff makes the allegations in this complaint without any admission that, as to
28 any particular allegation, Plaintiff bears the burden of pleading, proving, or persuading and

1 Plaintiff reserves all of Plaintiff's right to plead in the alternative.

2 **FIRST CAUSE OF ACTION**

3 **CIVIL PENALTIES PURSUANT TO THE PRIVATE ATTORNEYS GENERAL ACT OF**
4 **2004, LABOR CODE SECTIONS 2698, ET SEQ.**

5 **(Against all Defendants by Plaintiff on behalf of Themselves, the State of California, and**
6 **Other Current and Former Aggrieved Employees)**

7 7. Plaintiff incorporates all paragraphs above as though fully set forth herein.

8 8. During Plaintiff's employment and continuing through the present, Plaintiff alleges
9 Defendants violated Labor Code sections 201, 202, 203, 204, 223, 226, 226.7, 246, 510, 512,
10 1194, 2802, and the applicable Wage Orders.

11 9. Specifically, Defendants have committed the following violations of California
12 Labor Code:

13 10. **Failure to pay wages for overtime hours worked at the regular rate of pay:**
14 Defendants employed many of their employees, including Plaintiff, as hourly non-exempt
15 employees. In California, an employer is required to pay hourly employees for all "hours worked,"
16 which includes all time that an employee is under control of the employer and all time the
17 employee is suffered and permitted to work. This includes the time an employee spends, either
18 directly or indirectly, performing services that inure to the benefit of the employer.'

19 11. Labor Code sections 510 and 1194 require an employer to compensate employees a
20 higher rate of pay for hours worked in excess of eight (8) hours in a workday, in excess of forty
21 (40) hours in a workweek, and on any seventh consecutive day of work in a workweek:

22 Any work in excess of eight (8) hours in one workday, any work in excess of forty (40)
23 hours in any one (1) workweek, and the first eight (8) hours worked on the seventh day of
24 work in any one (1) workweek, shall be compensated at the rate of no less than one-and-
25 one-half (1.5) times the regular rate of pay for an employee. Any work in excess of twelve
26 (12) hours in one (1) day shall be compensated at the rate of no less than twice the regular
27 rate of pay for an employee. In addition, any work in excess of eight (8) hours on any
28 seventh day of a workweek shall be compensated at the rate of no less than twice the
regular rate of pay of an employee.

27 Labor Code section 510.

28 12. In this case, Defendants failed to pay Plaintiff and other current and former

1 aggrieved California-based hourly non-exempt employees overtime wages for all overtime hours
2 worked due to Defendants' policies, practices, and/or procedures.

3 13. Furthermore, overtime is based upon an employee's regular rate of pay. "The
4 regular rate at which an employee is employed shall be deemed to include all remuneration for
5 employment paid to, or on behalf, of the employee." See Division of Labor Standards
6 Enforcement – Enforcement Policies and Interpretations Manual, Section 49.1.2.

7 14. In this case, Plaintiff alleges that when he and other current and former aggrieved
8 California-based hourly non-exempt employees earned overtime wages, Defendants failed to pay
9 them overtime wages at the proper overtime rate of pay due to Defendants' failure to include all
10 remuneration when calculating the overtime rate of pay. Specifically, Defendants maintained a
11 policy, practice, and/or procedure of failing to include all remuneration such as "retention bonus",
12 for example, when calculating Plaintiff's and other current and former aggrieved California-based
13 hourly non-exempt employees' regular rate of pay for the purpose of paying overtime.

14 15. The foregoing policies, practices, and/or procedures resulted in time during each
15 workday that Plaintiff and other current and former aggrieved California-based hourly non-exempt
16 employees were under the control of Defendants but were not compensated. To the extent that the
17 foregoing uncompensated time occurred when Plaintiff and other current and former aggrieved
18 California-based hourly non-exempt employees worked more than eight (8) hours in a workday,
19 more than forty (40) hours in a workweek, and/or seven (7) days in a workweek, Defendants failed
20 to pay them at their overtime rate of pay for overtime hours worked, in violation of Labor Code
21 sections 510, 1194 and 1198, and the applicable Wage Order.

22 16. **Failure to authorize or permit all legally required and compliant meal periods**
23 **and/or failure to pay meal period premium wages at the regular rate of pay:** Plaintiff and
24 other current and former aggrieved California-based hourly non-exempt employees regularly
25 worked shifts of more than five (5) hours in length and shifts of more than ten (10) hours in
26 length.

27 17. California law requires an employer to authorize or permit an employee an
28 uninterrupted meal period of no less than thirty (30) minutes in which the employee is relieved of

1 all duties and the employer relinquishes control over the employee's activities prior to the
2 employee's sixth hour of work. Labor Code sections 226.7, 512, and 1198; Wage Order 4 at §11;
3 *Brinker Rest. Corp. v. Super Ct. (Hohnbaum)* (2012) 53 Cal.4th 1004. An employer may not
4 employ an employee for a work period of more than ten (10) hours per day without providing the
5 employee with a second such meal period of not less than thirty (30) minutes prior to the start of
6 the eleventh hour of work. *Id.* If the employee is not relieved of all duty during a meal period, the
7 meal period shall be considered an "on duty" meal period and counted as time worked. A paid "on
8 duty" meal period is only permitted when: (1) the nature of the work prevents an employee from
9 being relieved of all duty; and (2) the parties have a written agreement agreeing to on-duty meal
10 periods.

11 18. If an employer fails to provide an employee a meal period in accordance with the
12 law, the employer must pay the employee one (1) hour of pay at the employee's regular rate of pay
13 for each workday that a legally required and compliant meal period was not provided. Labor Code
14 sections 226.7 and 1198; Wage Order 4 at §11.

15 19. In this case, Defendants failed to authorize or permit legally required and compliant
16 meal periods to Plaintiff and other current and former aggrieved California-based hourly non-
17 exempt employees due to Defendants' policies, practices, and/or procedures.

18 20. Additionally, Plaintiff alleges that Defendants maintained a policy, practice, and/or
19 procedure of failing to compensate Plaintiff and other current and former aggrieved California-
20 based hourly non-exempt employees one (1) hour of pay at their regular rate of pay for each
21 workday that Plaintiff and other current and former aggrieved California-based hourly non-exempt
22 employees did not receive legally required and compliant meal periods, in violation of Labor Code
23 section 226.7.

24 21. Finally, on occasions when Defendants paid Plaintiff and other current and former
25 aggrieved California-based hourly non-exempt employees a "premium" wage for late, missed,
26 short, on-premise, on-duty, and/or interrupted meal periods, Defendants failed to pay the one (1)
27 additional hour of pay at Plaintiff's and other current and former aggrieved California-based
28 hourly non-exempt employees' regular rate of compensation. Specifically, Defendants maintained

1 a policy, practice, and/or procedure of failing to include all remuneration such as “retention
2 bonus”, for example, when calculating Plaintiff’s and other current and former aggrieved
3 California-based hourly non-exempt employees’ regular rate of pay for the purpose of paying meal
4 period premium wages.

5 22. Defendants’ foregoing policies, practices, and/or procedures resulted in Plaintiff
6 and other current and former aggrieved California-based hourly non-exempt employees not
7 receiving wages to compensate them for workdays during which Defendants did not provide them
8 with meal periods in compliance with California law.

9 23. **Failure to Indemnify for Losses and Expenditures Incurred as Part of**
10 **Employment:** California law requires that every employer must indemnify its employees for all
11 necessary expenditures or losses incurred by the employee in discharge of his or her duties or at
12 the obedience of the directions of the employer. Moreover, an employer is prohibited from passing
13 the ordinary business expenses and losses of the employer onto the employee. (Lab. Code, §
14 2802.)

15 24. Defendants have violated Labor Code Section 2802 by failing to indemnify
16 Plaintiff and other current and former aggrieved California-based non-exempt hourly employees’
17 necessary expenditures they incurred in the discharge of their duties. Specifically, Defendants
18 employed policies, practices, and/or procedures included, but not limited to:

19 (a) Requiring Plaintiff and other current and former aggrieved California-based hourly
20 non-exempt employees to purchase their own tool and/or resources in order to work for
21 Defendants, including but not limited to requiring Plaintiff and other current and former aggrieved
22 California-based hourly non-exempt employees to use their own cellphone data, home internet and
23 failing to reimburse mileage.

24 25. Moreover, Defendants employed policies and procedures which ensured Plaintiff
25 and aggrieved employees would not receive indemnification for their employment related
26 expenses. This practice resulted in Plaintiff and aggrieved employees not receiving such
27 indemnification in compliance with California law.

28 26. Therefore, Defendants are liable to Plaintiff and aggrieved employees for their

1 employment related expenses, including but not limited to costs related to use of their personal
2 cell phones and costs associated with their uniforms pursuant to Labor Code section 2802.

3 **27. Failure to pay wages for accrued paid sick days at the regular rate of pay:**
4 Defendants had a policy and/or procedure where Plaintiff and other current and former aggrieved
5 California-based hourly non-exempt employees accrued paid sick time.

6 28. Labor Code section 246, subdivision (a), states in relevant part “[a]n employee
7 who...works in California for the same employer for 30 or more days within a year from the
8 commencement of employment is entitled to paid sick days.” Additionally, an employee accrues
9 paid sick days at the rate of no-less-than one (1) hour per every thirty (30) hours worked,
10 beginning at the commencement of employment. Labor Code section 246(b).

11 29. Here, Plaintiff and other current and former aggrieved California-based hourly non-
12 exempt employees were employed by Defendants for 30 or more days and were entitled to paid
13 sick days. Defendants, however, lacked a policy, practice, and/or procedure whereby Plaintiffs and
14 other current and former aggrieved California-based hourly non-exempt employees who were
15 employed by Defendants for 30 days or more could accrue paid sick days at the rate of no-less-
16 than one (1) hour per every thirty (30) hours worked, beginning at the commencement of
17 employment as required by Labor Code section 246(b).

18 30. In this case, Plaintiff alleges that when he and other current and former aggrieved
19 California-based hourly non-exempt employees elected to use paid sick time, Defendants failed to
20 pay them sick time wages at the proper sick time rate of pay due to Defendants’ failure to include
21 all remuneration when calculating the sick time rate of pay. Specifically, Defendants maintained a
22 policy, practice, and/or procedure of failing to include all remuneration including but not limited
23 to “retention bonus” for example, when calculating Plaintiff and other current and former
24 aggrieved California-based hourly non-exempt employees’ regular rate of pay for the purpose of
25 paying sick time.

26 31. Defendants’ foregoing policy, practice, and/or procedure resulted in Defendants
27 failing to provide Plaintiff and other current and former aggrieved California-based hourly non-
28 exempt employees at their sick time regular rate of pay for all sick time accrued, in violation of

1 Labor Code section 246.

2 **32. Failure to timely pay earned wages during employment:** In California, wages
3 must be paid at least twice during each calendar month on days designated in advance by the
4 employer as regular paydays, subject to some exceptions. Labor Code section 204(a). Wages
5 earned between the 1st and 15th days, inclusive, of any calendar month must be paid between the
6 16th and the 26th day of that month and wages earned between the 16th and the last day,
7 inclusive, of any calendar month must be paid between the 1st and 10th day of the following
8 month. *Id.* Other payroll periods such as those that are weekly, biweekly, or semimonthly, must be
9 paid within seven (7) calendar days following the close of the payroll period in which wages were
10 earned. Labor Code section 204(d).

11 **33.** As a derivative of Plaintiff's claims above, Plaintiff alleges that Defendants failed
12 to timely pay Plaintiff's and other current and former aggrieved California-based hourly non-
13 exempt employees' earned wages (including overtime wages, and/or meal period premium
14 wages), in violation of Labor Code section 204. Defendants' aforementioned policies, practices,
15 and/or procedures resulted in their failure to pay Plaintiff's and other current and former aggrieved
16 California-based hourly non-exempt employees' their earned wages within the applicable time
17 frames outlined in Labor Code section 204.

18 **34. Secret payment of lower wages than designated by statute:** Labor Code section
19 223 provides that, where any statute or contract requires an employer to maintain the designated
20 wage scale, it shall be unlawful to secretly pay a lower wage while purporting to pay the wage
21 designated by statute or contract. By engaging in the unlawful conduct alleged herein, including
22 by failing to: pay overtime wages at the applicable legal overtime rate, meal break premiums and
23 lawful sick pay at the employees' regular rate of pay, as established by Labor Code sections 226.7,
24 246, 510, 1194 and sections 11 and 12 of the applicable IWC Wage Orders, as incorporated by
25 Labor Code section 1198, the Defendant secretly paid a lower wage than designated by statute
26 while purporting to pay the wages designated by statute, in violation of Labor Code section 223.

27 **35. Failure to provide complete and accurate wage statements:** Labor Code section
28 226, subdivision (a). Labor Code section 226(a) provides, *inter alia*, that, upon paying an

1 employee his or her wages, the employer must “furnish each of his or her employees ... an
2 itemized statement in writing showing (1) gross wages earned, (2) total hours worked by the
3 employee, except for any employee whose compensation is solely based on a salary and who is
4 exempt from payment of overtime under subdivision (a) of Section 515 or any applicable order of
5 the Industrial Welfare Commission, (3) the number of piece-rate units earned and any applicable
6 piece rate if the employee is paid on a piece-rate basis, (4) all deductions, provided, that all
7 deductions made on written orders of the employee may be aggregated and shown as one item, (5)
8 net wages earned, (6) the inclusive dates of the pay period for which the employee is paid, (7) the
9 name of the employee and his or her social security number, (8) the name and address of the legal
10 entity that is the employer, and (9) all applicable hourly rates in effect during the pay period and
11 the corresponding number of hours worked at each hourly rate by the employee.”

12 36. As a derivative of Plaintiff’s allegations above, Defendants’ failure to pay Plaintiff
13 and other current and former aggrieved California-based hourly non-exempt employees all wages
14 earned (including overtime wages, and/or meal period premium wages) rendered Plaintiff’s and
15 other current and former aggrieved California-based hourly non-exempt employees’ wage
16 statements inaccurate, in violation of Labor Code section 226(a)(1, 2, 5 & 9).

17 37. **Failure to pay employees all wages due at time of termination/resignation:** An
18 employer is required to pay all unpaid wages timely after an employee’s employment ends. The
19 wages are due immediately upon termination (Labor Code section 201) or within seventy-two (72)
20 hours of resignation (Labor Code section 202).

21 38. As a derivative of Plaintiff’s allegations above, because Defendants failed to pay
22 Plaintiff and other current and former aggrieved California-based hourly non-exempt employees
23 all their earned wages (including overtime wages and/or meal period premium wages), Defendants
24 failed to pay those employees timely after each employee’s termination and/or resignation, in
25 violation of Labor Code sections 201, 202, and 203.

26 39. Labor Code sections 2699, subdivisions (a) and (g) authorize an aggrieved
27 employee, on behalf of himself or herself and other current or former employees, to bring a civil
28 action to recover civil penalties against all Defendants pursuant to the procedures specified in

1 Labor Code section 2699.3.

2 40. Plaintiff has complied with the procedures for bringing suit specified in Labor
3 Code section 2699.3. On March 27, 2024, Plaintiff filed a PAGA Claim Notice with the LWDA
4 and provided notice to Defendants by certified mail which provided notice of the specific
5 provisions of the Labor Code alleged to have been violated, including the facts and theories to
6 support the violations alleged.

7 41. Pursuant to Labor Code section 2699.3, the LWDA must give written notice by
8 certified mail to the parties that it intends to investigate the alleged violations of the Labor Code
9 within 60 days of the date of the complainant's written notice. The LWDA failed to provide the
10 parties notice within 60 days of the date of Plaintiff's PAGA Claim Notice that the LWDA intends
11 to investigate Plaintiff's claims.

12 42. Pursuant to Labor Code sections 2699(a) and (f), Plaintiff is entitled to recover civil
13 penalties for Defendants' violations of Labor Code sections 201, 202, 203, 204, 223, 226(a),
14 226.7, 246, 510, 512, and 1194, During Plaintiff's employment and continuing through the
15 present, preceding Plaintiff sending the initial PAGA Claim Notice to the LWDA to the present, in
16 the following amounts:

17 a. For violations of Labor Code sections 201, 202, 203, 226(a), 226.7, and
18 2802; one hundred dollars (\$100) for each aggrieved employee per pay period for the initial
19 violation and two hundred dollars (\$200) for each aggrieved employee per pay period for each
20 subsequent violation [penalty amounts established by Labor Code section 2699(f)(2)].

21 b. For violations of Labor Code section 226(a), alternatively, two hundred
22 fifty dollars (\$250) for each employee for each pay period for the initial violation, and for each
23 subsequent violation, one thousand dollars (\$1000) for each underpaid employee for each pay
24 period [penalty amounts established by Labor Code section 226.3].

25 c. For violations of Labor Code section 510 and 512, fifty dollars (\$50) for
26 each employee for each pay period for the initial violation, and for each subsequent violation, one
27 hundred dollars (\$100) for each underpaid employee for each pay period [penalty amounts
28 established by Labor Code section 558].

d. For violations of Labor Code section 204, one hundred dollars (\$100) for each failure to pay each employee in any initial violation, and for each subsequent violation, or any willful or intentional violation, two hundred dollars (\$200) for each failure to pay each employee, plus 25 percent of the amount unlawfully withheld [penalty amounts established by Labor Code section 210].

e. For violations of Labor Code section 223, one hundred dollars (\$100) for each failure to pay each employee in any initial violation, and for each subsequent violation, or any willful or intentional violation, two hundred dollars (\$200) for each failure to pay each employee, plus 25 percent of the amount unlawfully withheld [penalty amounts established by Labor Code section 225.5].

43. Pursuant to Labor Code section 2699(g), Plaintiff is entitled to an award of reasonable attorneys' fees and costs in connection with his claims for civil penalties.

PRAYER FOR RELIEF

WHEREFORE, PLAINTIFF, ON BEHALF OF HIMSELF AND ON OTHER AGGRIEVED EMPLOYEES, PRAYS AS FOLLOWS:

ON THE FIRST CAUSE OF ACTION:

1. That Defendants be found to have violated the provisions of the Labor Code and the IWC Wages Orders as to the Plaintiff and aggrieved employees;

2. For any and all legally applicable penalties during the relevant statute of limitations subject to any permissible tolling, including but not limited to those recoverable under the California Labor Code, including but not limited to sections 210, 225.5, 226.3, 558, 2699(f);

3. For attorneys' fees and costs of suit, including but not limited to those recoverable under California Labor Code section 2699(g); and

4. For such and other further relief, in law and/or equity, as the Court deems just or appropriate.

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Dated: June 4, 2024

Respectfully submitted,
LAVI & EBRAHIMIAN, LLP

By: 

Joseph Lavi, Esq.
Vincent C. Granberry, Esq.
Elizabeth Harrier, Esq.
Attorneys for Plaintiff
MICHAEL SCHREINER
on behalf of himself and current and former
aggrieved employees