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Clerk of the Superior Court
By C. Drakes ,Deputy Clerk

Attorneys for Plaintiffs Martin Aldrete and Omar Salazar

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN DIEGO**

MARTIN ALDRETE and OMAR SALAZAR,
on behalf of other similarly situated employees
and the State of California under the Private
Attorneys General Act,

Plaintiffs,

vs.

JAL EQUITY CORP., DBA
MARKETING.COM; SOUTHLAND
ENVELOPE, LLC; and DOES 1 through 50,
inclusive,

Defendants.

Case No. 24CU003448C

*Hon. Wendy M. Behan
Dept. 66*

CLASS ACTION

**SECOND AMENDED CLASS AND
REPRESENTATIVE ACTION
COMPLAINT**

1. Minimum Wage Violations
2. Failure to Pay All Overtime Wages
3. Meal Period Violations
4. Rest Period Violations
5. Paid Sick Leave Violations
6. Untimely Payment of Wages
7. Wage Statement Violations
8. Waiting Time Penalties
9. Unfair Competition
10. Failure to Provide Records
11. Civil Penalties under the Private Attorneys
General Act (Labor Code §§ 2698 *et seq.*)

1 Plaintiffs MARTIN ALDRETE and OMAR SALAZAR, on behalf of all other similarly
2 situated employees and the State of California under the Private Attorneys General Act (“Plaintiffs”)
3 brings this SECOND AMENDED CLASS AND REPRESENTATIVE ACTION COMPLAINT
4 against Defendants JAL EQUITY CORP., DBA MARKETING.COM; SOUTHLAND ENVELOPE,
5 LLC; and DOES 1 through 50, inclusive (collectively “Defendants”), alleging as follows:

6 **INTRODUCTION**

7 1. Plaintiffs bring the instant class action on behalf of themselves and similarly situated
8 current and former employees of Defendants for a series of systematic violations of the California
9 Labor Code and IWC Wage Orders.

10 2. Defendants failed to pay Plaintiffs and the class members all minimum and overtime
11 wages due to unlawful policies and practices of unlawful time editing.

12 3. Defendants failed to provide, authorize, and/or permit Plaintiffs and the class members
13 to take compliant meal and rest periods to which they were entitled. However, Defendants did not pay
14 Plaintiff and the class members meal or rest period premiums.

15 4. Defendants’ employment policies, practices, and payroll administration systems
16 enabled and facilitated these violations on a company-wide basis with respect to the class members.

17 5. Defendants are further liable for derivative claims for wage statements, untimely
18 payment, and other associated violations.

19 6. Plaintiffs seek to recover the underpaid damages, plus associated penalties, interests,
20 attorney’s fees and costs.

21 **JURISDICTION & VENUE**

22 7. Jurisdiction of this action is proper in this Court under Article VI, Section 10 of the
23 California Constitution as the causes of action are premised upon violations of California law.

24 8. The monetary damages and restitution sought exceed the minimal jurisdiction limits of
25 the Superior Court.

26 9. This Court has jurisdiction over Defendants because, upon information and belief,
27 Defendants have sufficient minimum contacts in California, or otherwise intentionally avail
28

1 themselves to the California economy so as to render the exercise of jurisdiction over them by the
2 California courts consistent with traditional notions of fair play and substantial justice.

3 10. Venue is proper in this Court under Code of Civil Procedure sections 393(a), 395,
4 and/or 395.5 because, upon information and belief, Defendants conducted business and committed
5 some of the alleged violations in this County.

6 **PARTIES**

7 **A. Plaintiffs**

8 11. Plaintiff Aldrete is an individual over 18 years of age who worked for Defendants in
9 California as a non-exempt employee from about June 2002 to Present. Plaintiff Aldrete worked as a
10 Printshop Lead.

11 12. Plaintiff Salazar is an individual over 18 years of age who worked for Defendants in
12 California as a non-exempt employee from about June 2024 to November 2024. Plaintiff Salazar
13 worked as an Envelope Machine Adjuster Trainee.

14 13. The State of California, via the Labor and Workforce Development Agency
15 (“LWDA”), is the real party in interest in this action. (*Kim v. Reins Int’l California, Inc.* (2020) 9
16 Cal. 5th 73, 81 [The “government entity on whose behalf the plaintiff files suit is always the real party
17 in interest.”]) To the extent permitted by law, including pursuant *Balderas v. Fresh Start Harvesting,*
18 *Inc.*, Court of Appeals Case No. B326759 (2nd App. Dist.) ____ Cal. App. 5th ____ (Mar. 20, 2024,
19 *as modified* Apr. 18, 2024), the PAGA claim is brought exclusively as a representative action and does
20 not include arbitrable claims.

21 **B. Defendants**

22 14. Defendant JAL Equity Corp., dba Marketing.com is a Missouri corporation that
23 maintains operations and conducts business throughout the State of California, including in this
24 county.

25 15. Defendant Southland Envelope, LLC is a California limited liability company that
26 maintains operations and conducts business throughout the State of California, including in this
27 county.
28

16. The true names and capacities, whether individual, corporate, or otherwise, of the parties sued as DOES 1 through 50, are presently unknown, unascertainable, or uncertain, and are sued by such fictitious names under Code of Civil Procedure section 474. Upon information and belief, each of DOES 1 through 50 constitutes a legal employer or is otherwise legally responsible in some manner for the acts and omissions alleged herein. This Complaint may be amended to reflect their true names and capacities once ascertained.

17. Upon information and belief, Defendants in this action are employers, co-employers, joint employers, and/or part of an integrated employer enterprise, as each of the Defendants exercised control over the wages, hours, and working conditions of the employees, suffered and permitted them to work, and otherwise engaged them as employees under California law.

18. Upon information and belief, at least some of the Defendants have common ownership, common management, interrelationship of operations, and centralized control over labor relations and are therefore part of an integrated enterprise and thus jointly and severally responsible for the acts and omissions alleged herein, including pursuant to Labor Code sections 558, 558.1, and 1197.1.

19. Upon information and belief, Defendants acted in all respects pertinent to this action as an alter-ego, agent, servant, joint employer, joint venturer, co-conspirator, partner, in an integrated enterprise, or in some other capacity on behalf of all other co-defendants, such that the acts and omissions of each defendant may be legally attributable to all others.

CLASS ALLEGATIONS

20. This action is brought individually and on behalf of the following class pursuant to Code of Civil Procedure section 382:

a. All current and former non-exempt employees who worked for Defendants in California at any time from four years (plus the additional 178-day statutory tolling period under Emergency Rule 9) prior to the filing of this action through date of class certification.

21. Plaintiffs reserves the right to establish various subclass definitions as appropriate at the class certification stage, according to proof.

1 22. The class is ascertainable and shares a well-defined community of interest in this
2 litigation:

3 a. Numerosity: The class is estimated to exceed 50 individuals, although the
4 precise membership of the entire class is unknown at this time. The class is so
5 numerous that joinder of all class members is impracticable. The identities of
6 class members are ascertainable by inspection of Defendants' employment and
7 payroll records.

8 b. Typicality: Plaintiffs' claims are typical of the claims of the other class
9 members. They were subject to the same policies and practices of Defendants,
10 which resulted in losses to the class. Proof of common unlawful business
11 practices, which Plaintiffs experienced, will establish the right of the class to
12 recover on the causes of action alleged herein.

13 c. Adequacy: Plaintiffs are adequate class representatives; will take all necessary
14 steps to protect the class members' interests adequately and fairly; has no
15 interest antagonistic to other class members; and are represented by attorneys
16 who have substantial experience prosecuting, defending, resolving, and
17 litigating wage and hour class, collective, and representative actions in
18 California state and federal courts.

19 d. Superiority: A class action is superior to other means for adjudicating this
20 dispute. Individual joinder is impractical. Class treatment will allow for
21 common issues to be resolved in a single forum, simultaneously, and without
22 duplication of effort and expense.

23 e. Public Policy Considerations: Certification of this lawsuit as a class action
24 advances the State of California's strong public interest in ensuring its
25 approximately millions of employed residents are properly paid the wages they
26 earned for the hours they worked. Class actions provide a mechanism for
27 enforcement of labor laws and allow for vindication of employee rights by
28 unnamed class members.

23. Common questions of law and fact as to the class members predominate over questions affecting only individual members. The common questions of law and fact exist as to whether the employment policies and practices formulated by Defendants and applied to the class members constitute violations of California law.

GENERAL ALLEGATIONS

24. Plaintiffs and class members worked for Defendants as non-exempt employees and were compensated on an hourly basis.

25. Defendants failed to pay Plaintiffs and the class members at the lawful minimum wage rate for all hours worked, resulting in unpaid minimum wages.

26. First, Defendants engaged in the unlawful policy and practice of time editing. Specifically, Defendants employed an unlawful timekeeping system that would round time worked to the closest quarter of an hour.

27. An illustrative example of Defendant's unlawful time rounding is found on Plaintiff Aldrete's Timecard Report for the dates of February 1, 2023, to February 3, 2023. Here, when Plaintiff Aldrete clocked in at 12:00 p.m. and clocked out at 5:07 p.m., the timekeeping system reported Plaintiff Aldrete's time worked as 5 hours instead of 5 hour and 7 minutes. Upon reviewing his time records, Plaintiff Aldrete discovered the unlawful rounding of his time and alleges that this unlawful practice occurred with respect to other class members.

28. Due to this unlawful time rounding practice, all hours worked were not directly compensated, resulting in the underpayment of regular (and overtime) wages, as well as rounded meal periods, to Plaintiffs and other class members.

29. As described above, Defendants engaged in an unlawful policy and practice of time rounding or otherwise remove hours worked. When these unlawful practices resulted in unpaid hours worked over eight (8) hours in a day or forty (40) hours in a week, this resulted in unpaid overtime wages (or at other overtime eligible hours).

30. Defendants failed to comply with California's paid sick leave laws with respect to the class members.

1 31. Due to Defendant's unlawful time rounding system, Defendants failed to provide
2 Plaintiffs and the class members with all sick leave accrued. Therefore, Plaintiffs and the class
3 members were underpaid sick pay whenever Defendant's timekeeping system would round up their
4 hours worked.

5 32. Defendants failed to provide Plaintiffs and the class members with compliant meal
6 periods and failed to pay meal period premiums.

7 33. First, Plaintiffs and the class members routinely experienced missed, late, short, and/or
8 interrupted meal periods in order to keep up with the high demand of the job. Plaintiffs and the class
9 members were required to stay and complete the job they were working on before taking a meal period.

10 34. For example, Plaintiff Aldrete's time records reveal several violations where Plaintiff
11 Aldrete worked over 6 hours without a compliant meal period before the fifth (5th) hour. An illustrative
12 example can be shown in Plaintiff Aldrete's Timecard Report from March 20, 2023, to March 28,
13 2023. Here, Plaintiff Aldrete worked 4 shifts over 6 hours without taking a compliant meal period
14 before the fifth hour. Thus, Plaintiff Aldrete was owed 4 meal period premiums during this pay period.
15 Plaintiff Aldrete's wage statement for the pay period between March 16, 2023, to March 31, 2023,
16 confirms Plaintiff Aldrete was not paid any meal premiums.

17 35. Each time Plaintiffs and the class members experienced non-compliant meal periods,
18 they were owed a meal period premium. As a matter of policy and practice, Defendants failed to pay
19 all owed meal period premiums.

20 36. Similarly, as a matter of common policy and practice, Defendants failed to provide all
21 rest periods to which Plaintiffs and the class members were entitled. As mentioned above, due to the
22 nature of the work and pressure to keep up when working in a high demand printing facility, Plaintiffs
23 and the class members were not authorized or permitted to take their rest periods.

24 37. As a matter of common policy and practice, Defendants failed to pay Plaintiffs and the
25 class members rest period premiums when they were unable to take compliant rest periods. When
26 Plaintiffs and other class members experienced these missed, late, short, and/or interrupted rest
27 periods, Defendants failed to pay rest period premiums at the regular rate as required by Labor Code
28 section 226.7.

1 38. Defendants failed to provide accurate itemized wage statements to the class members
2 each pay period as a result of the policies and practices set forth in the PAGA notice. Defendants
3 violated Labor Code section 226(a)(1) and (5) by not listing the correct “gross wages earned” or “net
4 wages earned,” as the employees earned wages and premiums that were not paid, resulting in
5 inaccurate reflection, and recording of “gross wages earned” on those wage statements.

6 39. Likewise, in violation of Labor Code section 226(a)(9), Defendants failed to state on
7 employee wage statements each pay period the applicable hourly rates in effect and that number of
8 hours worked at that rate, as Defendants failed to pay all wages and premiums owed to employees.
9 The amounts stated are instead depreciated and underpaid, resulting in an inaccurate reflection on the
10 pay stub.

11 40. Defendants violated Labor Code section 226(a)(2) by failing to accurately list
12 employees’ “total hours worked,” as the wage statements did not accurately include the
13 uncompensated time Plaintiffs and other class members worked due to Defendants policy and practice
14 of time rounding.

15 41. Because of the policies and practices set forth in the PAGA notice, including the failure
16 to accurately account for wages earned or hours worked, Defendants failed to accurately maintain
17 records in accordance with Labor Code section 1174 and the IWC Wage Orders.

18 42. Defendants had a common policy and practice of paying Plaintiffs and the class
19 members more than seven calendar days after the close of the pay period. An illustrative example of
20 this can be found in Plaintiffs’ Pay Summaries. Defendants violated Labor Code sections 204 and
21 204b by failing to pay all wages and premiums owed on the regular pay days scheduled each pay
22 period within seven calendar days of the close of the payroll period, as a result of the policies and
23 practices set forth in the PAGA notice. Indeed, Defendants failed to pay all overtime, premiums, sick
24 leave, and other earnings on time each pay period.

1 **FIRST CAUSE OF ACTION**

2 **MINIMUM WAGE VIOLATIONS**

3 **Violation of Labor Code §§ 1194, 1194.2 and 1197**

4 **(All Claims Alleged by Plaintiffs and Class Members Against All Defendants)**

5 43. All outside paragraphs of this Complaint are incorporated into this section.

6 44. This cause of action is brought pursuant to the IWC Wage Orders and Labor Code
7 §§ 1182.12, 1194, 1194.2, 1197, 1197.1 and 1198 and the IWC Wage Orders (the “Hours and Days
8 of Work” and “Minimum Wages” sections of the applicable orders), which require non-exempt
9 employees be timely paid at least the state or local minimum wage (if higher) for each hour of work,
10 and further provide a private right of action for an employer’s failure to pay all minimum wages (plus
11 liquidated damages).

12 45. Defendants willfully failed in their affirmative obligation to pay Plaintiffs and class
13 members at least the lawful minimum wage for each hour worked in violation of Labor Code sections
14 1182.12, 1194, 1194.2, 1197, 1197.1 and 1198 and the IWC Wage Orders (the “Hours and Days of
15 Work” and “Minimum Wages” sections of the applicable orders), including payment at the lawful
16 local and county minimum wage ordinances in effect. As a result, Defendants are liable for all
17 associated damages, including liquidated damages for the minimum wage violations pursuant to Labor
18 Code § 1194.2.

19 46. Defendants’ unlawful acts and omissions deprived Plaintiffs and class members of
20 minimum, regular and overtime wages in amounts to be determined at trial. Plaintiffs and class
21 members are entitled to recover the full amount of the unpaid wages, plus liquidated damages in an
22 amount equal to the wages unlawfully unpaid (and interest thereon), in addition to interest, attorneys’
23 fees, and costs to the extent permitted by law, including under Labor Code sections 1194 and 1194.2.

24 **SECOND CAUSE OF ACTION**

25 **FAILURE TO PAY ALL OVERTIME WAGES**

26 **Violation of Labor Code §§ 510 and 1194**

27 47. All outside paragraphs of this Complaint are incorporated into this section.

1 48. This cause of action is brought pursuant to the IWC Wage Orders and Labor Code
2 §§ 204, 510, 558, 1194, and 1198, which require non-exempt employees be timely paid overtime
3 wages all overtime hours worked, and which further provide a private right of action for an employer's
4 failure to pay all overtime compensation for overtime hours worked.

5 49. Defendants failed in their affirmative obligation to pay Plaintiffs and class members no
6 less than one and one-half times their respective "regular rate of pay" for all hours worked in excess
7 of eight hours in one day, 40 hours in one week, or the first eight hours worked on the seventh day of
8 work in any one workweek, and no less than twice their respective "regular rate of pay" for all hours
9 over 12 hours in one day and any work in excess of eight hours on any seventh day of a workweek for
10 such hours worked, in violation of Labor Code sections 204, 510, 558, 1194, and 1198 and the IWC
11 Wage Orders (the "Hours and Days of Work" sections of the applicable orders).

12 50. Plaintiffs and class members are entitled to recover the full amount of the unpaid
13 overtime, in addition to interest, statutory and civil penalties, and attorneys' fees, and costs to the
14 extent permitted by law.

15 **THIRD CAUSE OF ACTION**

16 **MEAL PERIOD VIOLATIONS**

17 **Violation of Labor Code §§ 226.7 and 512**

18 51. All outside paragraphs of this Complaint are incorporated into this section.

19 52. This cause of action is brought pursuant to the IWC Wage Orders and Labor Code
20 §§ 226.7, 558 and 512, which require non-exempt employees be provided complaint meal periods (or
21 meal period premiums in lieu thereof), and which further provide a private right of action for an
22 employer's failure to lawfully provide all meal periods and/or pay meal period premiums at the lawful
23 regular rate of compensation.

24 53. Defendants willfully failed in their affirmative obligation to consistently provide
25 Plaintiffs and class members compliant, duty-free meal periods of not less than 30 minutes beginning
26 before the fifth hour of hour for each work period of more than five hours per day and a second duty-
27 free meal period of not less than 30 minutes beginning before the tenth hour of hour of work in
28

violation of Labor Code sections 226.7, 512, 558, 1198 and the IWC Wage Orders (the “Meal Periods” sections of the applicable orders).

54. Further, Defendants willfully failed in their affirmative obligation to consistently pay Plaintiffs and class members one additional hour of pay at the respective regular rate of compensation for each workday that a fully compliant meal period was not provided, in violation of Labor Code sections 226.7, 512, 558, and 1198 and the IWC Wage Orders (the “Meal Periods” sections of the applicable orders).

55. Plaintiffs and class members are entitled to recover the full amount of the meal period premiums owed, in addition to interest, statutory and civil penalties, and attorneys’ fees, and costs to the extent permitted by law.

FOURTH CAUSE OF ACTION

REST PERIOD VIOLATIONS

Violation of Labor Code §§ 226.7 and 516

56. All outside paragraphs of this Complaint are incorporated into this section.

57. This cause of action is brought pursuant to the IWC Wage Orders and Labor Code §§ 226.7 and 516, which require non-exempt employees be authorized to take complaint rest periods (or rest period premiums in lieu thereof), and which further provide a private right of action for an employer’s failure to lawfully provide all rest periods and/or pay rest period premiums at the lawful regular rate of compensation.

58. Defendants willfully failed in their affirmative obligation to consistently authorize and permit Plaintiffs and class members to receive compliant, duty-free rest periods of not less than ten (10) minutes for every four hours worked (or major fraction thereof) in violation of Labor Code sections 226.7, 516, 558, and 1198 and the IWC Wage Orders (the “Rest Periods” sections of the applicable orders).

59. Further, Defendants willfully failed in their affirmative obligation to consistently pay Plaintiffs and class members one additional hour of pay at the respective regular rate of compensation for each workday that a fully compliant rest period was not provided, in violation of Labor Code sections 226.7, 516, 558, and 1198 and the IWC Wage Orders.

1 **FIFTH CAUSE OF ACTION**

2 **FAILURE TO PAY ALL PAID SICK LEAVE WAGES**

3 **Violation of Labor Code §§ 200, 218, 246 *et seq.***

4 60. All outside paragraphs of this Complaint are incorporated into this section.

5 61. Defendants knowingly and intentionally failed in their affirmative obligation to pay
6 sick leave wages to Plaintiffs and a paid sick leave subclass in violation of Labor Code section 246
7 *et seq.* Paid sick leave earnings constitute wages for purposes of California wage and hour law.
8 (*Murphy v. Kenneth Cole Productions, Inc.* (2007) 40 Cal.4th 1094, 1103 [“Courts have recognized
9 that ‘wages’ also include those benefits to which an employee is entitled as a part of his or her
10 compensation, including money, room, board, clothing, vacation pay, and sick pay”].)

11 62. Labor Code section 246(l), in conjunction with Labor Code section 248 *et seq.*, 248.1,
12 248.2, and 248.6, in addition to the applicable County sick pay ordinances in locales worked by class
13 members, govern how Defendants were required to calculate paid sick leave.

14 63. Defendants failed to pay Plaintiffs and class members their paid sick leave wages at
15 one of the lawful rates set forth in the statute or ordinance because Defendants failed to include in
16 their sick leave calculation the additional remuneration received by Plaintiffs and class members (i.e.,
17 at the regular rate of pay and/or calculated based on total wages earned).

18 64. Furthermore, to the extent the paid sick leave paid constitutes Covid-related paid sick
19 leave, Defendants knowingly and intentionally failed in their affirmative obligation to pay Covid-19
20 Supplemental Sick Leave wages to class members at the correct accrual rate or hourly pay rate in
21 violation of Labor Code sections 246, 248.1, 248.2, and 248 *et seq.*

22 65. As a result, Defendants violated the Labor Code and are liable to Plaintiffs and class
23 members for underpaid sick leave wages, in addition to interest, attorneys’ fees, and costs.

24 **SIXTH CAUSE OF ACTION**

25 **UNTIMELY PAYMENT OF WAGES**

26 **Violation of Labor Code §§ 204, 210, 218**

27 66. All outside paragraphs of this Complaint are incorporated into this section.
28

67. This cause of action is brought pursuant to the IWC Wage Orders and Labor Code §§ 204, 204b, and 210 which require non-exempt employees be timely paid all wages owed each pay period, and which further provide a private right of action for an employer's failure to comply with this obligation. Labor Code § 218 authorizes individuals to sue directly for wages and penalties due under these sections, including Labor Code § 210(c)'s statutory late payment penalties.

68. Defendants willfully failed in their affirmative obligation to timely pay all wages, including paid sick leave and meal and rest premiums, earned by Plaintiffs and class members twice during each calendar month on days designated in advance by the employer as regular paydays (for employees paid on a non-weekly basis) and on the regularly-scheduled weekly payday for weekly employees, if any, in violation of Labor Code sections 204 and 204b and the IWC Wage Orders (the “Minimum Wages” sections of the applicable orders).

69. Plaintiffs and class members are entitled to recover the full amount of the unpaid wages, in addition to a statutory penalty in the amount of \$100 for the initial violation for each failure to pay each employee and \$200 for all subsequent violations and for all willful or intentional violations for each failure to pay each employee, plus 25 percent of the amount unlawfully withheld under provided in Labor Code § 210, in addition to interest, attorneys' fees, and costs to the extent permitted by law.

SEVENTH CAUSE OF ACTION

WAGE STATEMENT VIOLATIONS

Violation of Labor Code § 226

70. All outside paragraphs of this Complaint are incorporated into this section.

71. This cause of action is brought by a wage statement subclass pursuant to Labor Code § 226(a) which requires non-exempt employees be provided accurate itemized wage statements each pay period, and which further provide a private right of action for an employer's failure to comply with this obligation.

72. Defendants knowingly and intentionally failed in their affirmative obligation to provide accurate itemized wage statements to Plaintiffs and class members resulting in injury to Plaintiffs and class members. Specifically, the wage statements issued to Plaintiffs and class members did not accurately state each pay period all of the information required by Labor Code § 226(a)(1)-(9).

73. Defendants' unlawful acts and omissions deprived Plaintiffs and class members of accurate itemized wage statements, causing confusion and concealing wage and premium underpayments.

74. As a result, Plaintiffs and class members are entitled to recover the statutory penalty of \$50 per employee for the initial pay period in which a violation occurred and \$100 per employee for each violation in a subsequent pay period, up to an aggregate penalty of \$4,000 per employee, in addition to interest, attorneys' fees, and costs to the extent permitted by law, including under Labor Code section 226(e).

EIGHTH CAUSE OF ACTION

WAITING TIME PENALTIES

Violation of Labor Code §§ 201 *et seq.*

75. All outside paragraphs of this Complaint are incorporated into this section.

76. This cause of action is brought by a waiting time subclass pursuant to Labor Code §§ 201 through 203, which require an employer to timely pay all wages earned upon termination of employment, and which further provide a private right of action to recover statutory waiting time penalties each day an employer fails to comply with this obligation, up to a maximum of 30 days wages.

77. Defendants willfully failed and continue to fail in their affirmative obligation to pay all wages earned and unpaid to Plaintiffs and class members immediately upon termination of employment or within 72 hours thereafter for employees who did not provide at least 72 hours prior notice of his or her intention to quit, and further failed to pay those sums for 30 days thereafter in violation of Labor Code sections 201 through 203 and the IWC Wage Orders.

78. Plaintiffs and class members are entitled to recover a waiting time penalty for a period of up to 30 days, in addition to interest, attorneys' fees, and costs to the extent permitted by law.

NINTH CAUSE OF ACTION

UNFAIR COMPETITION

Violation of Business and Professions Code §§ 17200 *et seq.*

79. All outside paragraphs of this Complaint are incorporated into this section.

1 87. Labor Code section 432 states that [i]f an employee. . . signs any instrument relating to
2 the obtaining or holding of employment, he shall be given a copy of the instrument upon request.”

3 88. Labor Code section 226(b) grants employees the right to inspect or receive “a copy of
4 records pertaining to their employment.” Labor Code section 226(f) authorizes a penalty of \$750 for
5 an employer’s failure to comply with a request for records made under section 226.

6 89. Labor Code section 1198.5 requires employers to provide an employee’s “personnel
7 records” within 30 days of receipt of the request. Section 1198.5(k) authorizes a penalty of \$750 for
8 an employer’s failure to provide a copy of or permit inspection of personnel records. Section 1198.5(l)
9 allows an employee to seek injunctive relief to obtain an employer’s compliance with this section and
10 authorizes the recovery of attorneys’ fees and costs.

11 90. Section 7 (Records) of the IWC Wage Orders, which may be enforced through Labor
12 Code section 1198, requires that employers maintain time records of when an employee begins and
13 ends each work period and when the employee takes meal periods, among other required employment
14 and payroll records. Section 7(C) states that “[a]n employee’s records shall be made available for
15 inspection by the employee upon reasonable request.”

16 91. Plaintiff Salazar requested from Defendants all records due under the IWC Wage
17 Orders (including the Records sections) and Labor Code sections 226, 432, and 1198.5. Defendants
18 failed to provide all records upon Plaintiff Salazar’s request. Defendants have failed to provide time
19 records for Plaintiff Salazar for the duration of his employment. As a result, Defendants have worked
20 to obscure facial meal and rest break violations as well as the likely time rounding apparent on other
21 aggrieved employees time records. At the time of filing his PAGA Notice the records have not been
22 provided to Plaintiff Salazar.

23 92. Defendants’ unlawful acts and omissions deprived Plaintiff Salazar of the ability
24 review the documents they received during their employment and to inspect and reconcile their actual
25 time worked with the ultimate pay they received on their wage statements. Plaintiff Salazar is entitled
26 to recover the penalties and injunctive relief, in addition to interest, attorneys’ fees, and costs to the
27 extent permitted by law, including under Code of Civil Procedure section 1021.5, and Labor Code
28 sections 226 and 1198.5.

1
2 **ELEVENTH CAUSE OF ACTION**

3 **CIVIL PENALTIES UNDER THE PRIVATE ATTORNEYS GENERAL ACT**

4 **Violation of Labor Code §§ 2698 *et seq.***

5 **(By Plaintiffs on Behalf of the State and the Aggrieved Employees Against All Defendants)**

6 93. All outside paragraphs of this Complaint are incorporated into this section.

7 94. Plaintiffs bring this cause of action as a proxy for the State of California on behalf of
8 the following “aggrieved employees” pursuant to the Private Attorneys General Act (“PAGA”),
9 codified as Labor Code section 2698 *et seq.*:

10 a. All current and former non-exempt employees who worked for Defendants in
11 California at any time from one year prior to the postmark date of the initial
12 PAGA notice through date of trial.

13 95. Plaintiffs reserve the right to amend, supplement, or add to this description of the
14 aggrieved employees, according to proof.

15 96. The State of California, via the Labor and Workforce Development Agency
16 (“LWDA”), is the real party in interest in this action with respect to this cause of action. (*Kim v. Reins*
17 *Int’l California, Inc.* (2020) 9 Cal. 5th 73, 81 [The “government entity on whose behalf the plaintiff
18 files suit is always the real party in interest.”])

19 97. Labor Code section 2699(a) provides: “Notwithstanding any other provision of law,,
20 any provision of this code that provides for a civil penalty to be assessed and collected by the Labor
21 and Workforce Development Agency or any of its departments, divisions, commissions, boards,
22 agencies, or employees, for a violation of this code, may, as an alternative, be recovered through a civil
23 action brought by an aggrieved employee on behalf of himself or herself and other current or former
24 employees pursuant to the procedures specified in Section 2699.3. “

25 98. Labor Code section 2699(f) provides: “For all provisions of this code except those for
26 which a civil penalty is specifically provided, there is established a civil penalty for a violation of these
27 provisions, as follows: ... (2) If, at the time of the alleged violation, the person employs one or more
28 employees, the civil penalty is one hundred dollars (\$100) for each aggrieved employee per pay period

1 for the initial violation and two hundred dollars (\$200) for each aggrieved employee per pay period for
2 each subsequent violation.”

3 99. Any allegations regarding violations of the IWC Wage Orders are enforceable as
4 violations of Labor Code section 1198, which states: “[t]he employment of any employee for longer
5 hours than those fixed by the order or under conditions of labor prohibited by the order is unlawful.”

6 100. Labor Code section 2699.3 sets forth the procedure for commencing an action for civil
7 penalties under the PAGA.

8 101. On or about **July 24, 2024**, Plaintiff Aldrete paid the requisite PAGA filing fee and
9 provided written notice (by online electronic filing with the LWDA and by certified mail to
10 Defendants) of Defendants’ alleged Labor Code violations, including the facts and theories to support
11 the alleged violations.

12 102. On or about **March 28, 2025**, Plaintiff Salazar paid the requisite PAGA filing fee and
13 provided written notice (by online electronic filing with the LWDA and by certified mail to
14 Defendants) of Defendants’ alleged Labor Code violations, including the facts and theories to support
15 the alleged violations.

16 103. A true and correct copy of Plaintiffs’ written PAGA notice, entitled “Notice of Labor
17 Code Violations” is attached hereto as Exhibit 1 and Exhibit 2 and incorporated by reference as though
18 fully set forth herein (the “PAGA notice”).

19 104. To date, neither Plaintiffs nor Plaintiffs’ counsel has received a response to Plaintiffs’
20 written PAGA notice from the LWDA.

21 105. Within 33 calendar days of the postmark date of the notice sent by Plaintiffs, neither
22 Plaintiffs nor Plaintiffs’ counsel has received written notice by certified mail from any defendant
23 providing a description of any actions taken to cure the alleged violations.

24 106. Now that at least 65 days have passed from Plaintiffs notifying Defendants of these
25 violations, without notice of cure from Defendants or notice from the LWDA of its intent to investigate
26 the alleged allegations and issue the appropriate citations to Defendants, Plaintiffs exhausted all
27 prerequisites and commenced this civil action under Labor Code section 2699 *et seq.*
28

107. As set forth in the PAGA notice attached as Exhibit 1 and Exhibit 2 and incorporated into this Complaint, Defendants committed the following violations and are liable for all corresponding civil penalties:

- a. ***Unpaid Hours Worked/Minimum Wage.*** Violation of Labor Code §§ 1194, 1197, 1198; IWC Wage Orders.
- b. ***Unpaid Overtime.*** Violation of Labor Code §§ 510, 1194, 1198; IWC Wage Orders.
- c. ***Unpaid Paid Sick Leave.*** Violation of Labor Code §§ 246 through 248.7.
- d. ***Unpaid Meal Period Premium Wages.*** Violation of Labor Code §§ 226.7, 512, 1198; IWC Wage Orders.
- e. ***Unpaid Rest Period Premium Wages.*** Violation of Labor Code §§ 226.7, 516, 1198; IWC Wage Orders.
- f. ***Untimely Payment of Wages During Employment.*** Violation of Labor Code §§ 204, 204b, 210.
- g. ***Untimely Payment of Wages Upon Separation of Employment.*** Violation of Labor Code §§ 201, 202, 203, 256.
- h. ***Non-Compliant Wage Statements.*** Violation of Labor Code §§ 226, 226.3.
- i. ***Failure to Provide Employee Records.*** Violation of Labor Code §§ 226, 432, 1174, 1198.5; IWC Wage Orders
- j. ***Failure to Maintain Accurate Records.*** Violation of Labor Code § 1174; IWC Wage Orders.

108. Plaintiffs seek to collect all recoverable civil penalties for the Labor Code violations alleged in this Complaint and the PAGA notice (including amendments thereto) against Defendants pursuant to Labor Code section 2699(a) and (f), in addition to attorneys' fees, costs, and interest to the extent permitted by law, including under Labor Code section 2699(g).

PRAYER

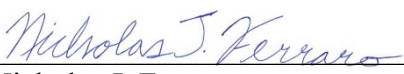
Plaintiffs pray for judgment as follows:

- a. For certification of this action as a class action;

- b. For appointment of Plaintiffs as the class representatives;
- c. For appointment of above-captioned counsel for Plaintiffs as Class Counsel;
- d. For division of class members into appropriate classes and/or subclasses according to proof;
- e. For recovery of all statutory penalties and liquidated damages;
- f. For disgorgement of all amounts wrongfully obtained to the extent permitted by law;
- g. For restitution and injunctive relief;
- h. For attorneys' fees and costs of suit, including expert fees, to the extent permitted by law, including (without limitation) under Labor Code §§ 218.5, 226, 1194, 2802 and Code of Civil Procedure § 1021.5.;
- i. For recovery of damages in amount according to proof;
- j. For all recoverable pre- and post-judgment interest;
- k. For this action to be maintained as a representative action under the PAGA;
- l. For Plaintiffs and counsel of record to be provided with all enforcement capability as if the action were brought by the State of California or the California Division of Labor Enforcement;
- m. For recovery of all civil penalties and other recoverable amounts under the PAGA;
- n. For reasonable attorneys' fees and costs of suit, including expert fees, to the extent permitted by law, associated with the PAGA claims pursuant to Labor Code § 2699, and Code of Civil Procedure section 1021.5 and any other applicable sections; and
- o. For such other relief the Court deems just and proper.

Dated: August 13, 2025

Ferraro Vega Employment Lawyers, Inc.



Nicholas J. Ferraro
Dorota A. James
Attorneys for Plaintiffs

EXHIBIT 1

Plaintiff Aldrete's Notice of Labor Code Violations

FERRARO VEGA

SAN DIEGO EMPLOYMENT LAWYERS

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Lauren N. Vega
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ATTORNEYS AT LAW
3333 Camino del Rio South, Suite 300
San Diego, California 92108

619-693-7727
619-350-6855 fax
ferrarovega.com

July 24, 2024

NOTICE OF LABOR CODE VIOLATIONS CALIFORNIA LABOR CODE SECTIONS 2698 *et seq.*

VIA CERTIFIED U.S. MAIL
- Electronic Return Receipt -

JAL Equity Corp. dba Marketing.com
101 Workman Ct.
Eureka, Missouri 63025

Southland Envelope, LLC
10111 Riverford Road
Lakeside, CA 92040

- PAGA Notice & Filing Fee -
Submitted electronically to the Labor and
Workforce Development Agency

Dear LWDA Officer and Company Representatives:

This letter serves as written notice under Labor Code section 2699.3 on behalf of **MARTIN ALDRETE** (“Plaintiff(s)”) and all other “aggrieved employees” of the following “Defendant(s)”:

JAL EQUITY CORP.; SOUTHLAND ENVELOPE, LLC

Defendant(s) shall mean and include the foregoing in addition to any other related employer entities, individuals under Labor Code sections 558 and 558.1, and all others who may be later added upon further investigation and discovery as liable employers.

This office serves as legal counsel for Plaintiff. If the California Labor and Workforce Development Agency (“LWDA”) does not investigate the facts, allegations, and violations set forth in this notice within the statutorily prescribed 65-day period under Labor Code section 2699.3, Plaintiff intends to commence a civil action against Defendants as a proxy and agent of the State of California under the Private Attorneys General Act (“PAGA”). “PAGA allows an ‘aggrieved employee’—a person affected by at least one Labor Code violation committed by an employer—to pursue penalties for all the Labor Code violations committed by that employer.” *Huff v. Securitas Security Services USA, Inc.* (2018) 23 Cal. App. 5th 745, 751; *Kim v.*

Reins International California, Inc. (2020) 9 Cal. 73, 79. Plaintiff maintains standing to pursue these claims against Defendants as an aggrieved employee.

Through this notice, Plaintiff requests that Defendants complete an internal investigation and audit of the wage and hour and employment practices at issue and make a good faith effort to correct any violations. Plaintiff attempts to identify the non-compliant policies and practices affecting the aggrieved employees so that the parties may resolve the underlying damages and penalties in judgment or settlement approved by the Superior Court of California under Labor Code section 2699(k). Defendants are notified that any attempt to resolve this case should be conducted in coordination with Plaintiff's counsel to protect the interests of Plaintiff, the aggrieved employees, and the State of California via the LWDA. Plaintiff advises Defendants this letter should be also considered a reasonable attempt at settlement of this matter, subject to an exchange of additional documents and information. *Graham v. Daimler Chrysler Corp.* (2004) 24 Cal. 4th 553, 561.

- BACKGROUND -

Defendants employed Plaintiff during the PAGA Period in the position of Printshop Lead from about June 2002 to the present. During their employment Plaintiff and the other aggrieved employees were subject to the wage and hour and employment protections set forth in the California Labor Code and IWC Wage Orders.

Through this notice, Plaintiff informs the LWDA of the Labor Code violations set forth herein. The "aggrieved employees" include Plaintiff and the following individuals:

All current and former non-exempt employees who worked for Defendants in the State of California during one-year period preceding the date of this notice through the current date and the date of trial in any pending action (the "aggrieved employees" and the "PAGA Period").

Plaintiff reserves the right to expand or narrow the definition of the "aggrieved employees" in the forthcoming civil action. Furthermore, Plaintiff seeks all recoverable civil penalties for Defendants' violations and reserves the right to supplement this notice as further investigation is completed and further facts, witnesses, and violations are uncovered.

- PAGA CLAIMS -

Unpaid Hours Worked/Minimum Wage Violation of Labor Code §§ 1194, 1197, 1198; IWC Wage Orders

Defendants violated Labor Code sections 1194, 1197, and 1198, along with the California Minimum Wage Order, the applicable local minimum wage ordinances, and the "Hours and

Days of Work” and “Minimum Wages” sections of the applicable IWC Wage Orders with respect to the aggrieved employees.

Labor Code section 1194 renders it unlawful for an employee to receive less than the legal minimum wage for hours worked in California. Labor Code section 1197 further mandates that “[t]he minimum wage for employees fixed by the commission is the minimum wage to be paid to employees, and the payment of a lower wage than the minimum so fixed is unlawful.” Labor Code section 1198 renders “employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the [IWC Wage Orders]” unlawful. The California Minimum Wage Order and the applicable sections of the IWC Wage Orders further require payment of minimum wages for all hours worked. The “Minimum Wages” sections of the applicable IWC Wage Order provide that “[e]very 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, piece, commission, or otherwise.” The foregoing California wage laws require payment of “not less than the applicable minimum wage *for all hours worked* in the payroll period” and California law does not allow averaging of pay over the hours worked in the pay period, even if the total pay results in an average above the minimum wage. *Armenta v. Osmose, Inc.* (2005) 135 Cal. App. 3d 314, 324.

Defendants failed to pay Plaintiff and the aggrieved employees at the lawful minimum wage rate for all hours worked, resulting in unpaid minimum wages.

Defendant employed an unlawful timekeeping system that would round time worked to the closest quarter of an hour. For example, if Plaintiff clocked in at 12:00 p.m. and clocked out at 5:07 p.m., the timekeeping system would report Plaintiff’s time worked as 5 hours instead of 5 hours and 7 minutes. Upon reviewing his time records, Plaintiff discovered the unlawful rounding of his time and alleges that this unlawful practice occurred with respect to other aggrieved employees. Due to this unlawful time rounding practice, all hours worked were not directly compensated, resulting in the underpayment of regular (and overtime) wages to Plaintiff and the aggrieved employees. An illustrative example of Defendant’s unlawful time rounding is found on Plaintiff’s Timecard Report for the date range of February 1, 2023 to February 3, 2023 as it pertains to overtime is shown below:

P	Wed	02/01/2023	12:00 PM - 05:01 PM	LP	5.00	000400
P	Wed	02/01/2023	05:31 PM - 08:08 PM		2.75	000400
P	Thu	02/02/2023	10:47 AM - 04:52 PM	LP	6.00	000400
P	Thu	02/02/2023	05:22 PM - 08:08 PM		3.00	000400
P	Fri	02/03/2023	12:00 PM - 05:07 PM	LP	5.00	000400

Extract from Plaintiff’s Timecard Report showing Defendant’s rounding of hours worked.

Therefore, Plaintiff and the aggrieved employees were deprived of regular, and overtime wages each time Defendants rounded their time records to inaccurately reflect the amount of time the employees actually worked on the clock.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Unpaid Overtime
Violation of Labor Code §§ 510, 1194, 1198; IWC Wage Orders

Defendants violated Labor Code sections 510, 1194, and 1198, along with the “Hours and Days of Work” sections of the applicable IWC Wage Orders with respect to the aggrieved employees.

Labor Code section 510 requires “[a]ny work in excess of eight hours in one workday and any work in excess of 40 hours in any one workweek and the first eight hours worked on the seventh day of work in any one workweek shall be compensated at the rate of no less than one and one-half times the regular rate of pay for an employee;” and “any work in excess of 12 hours in one day shall be compensated at the rate of no less than twice the regular rate of pay for an employee;” and “any work in excess of eight hours on any seventh day of a workweek shall be compensated at the rate of no less than twice the regular rate of pay of an employee.” Labor Code section 1194 renders it unlawful for an employee to receive less than the legal overtime rate for overtime hours worked in California. Labor Code section 1198 renders “employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the [IWC Wage Orders]” unlawful. The IWC Wage Orders further require payment of overtime wages for all overtime hours worked, including the “Hours and Days of Work” sections.

Defendants failed to pay Plaintiff and the aggrieved employees overtime wages and the lawful rate of pay for overtime hours worked, resulting in unpaid overtime wages.

As stated in the “Unpaid Hours Worked” section above, Defendant maintained an unlawful timekeeping system that rounded hours worked to the closest quarter of an hour. When Plaintiff and the aggrieved employees worked more than 8 hours a day or more than 40 hours in one week, these practices resulted in unpaid overtime wages (or at other overtime eligible hours).

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Unpaid Paid Sick Leave
Violation of Labor Code §§ 246 through 248.7

Defendants violated Labor Code sections 246 through 248.7 with respect to the aggrieved employees.

Labor Code section 246 requires employers to provide paid sick leave to its workforce on the terms set forth in the statute. Employers must comply with the accrual, use, and notice provisions of Labor Code sections 246, 246.5, 247, and must further ensure that they maintain the paid sick leave records required by Labor Code section 247.5. Employers have the option of providing 24 hours of paid sick leave to employees or to allow employees to accrue paid sick leave each pay period. If an employer chooses the accrual method, employees must accrue sick leave at a rate of one hour for every thirty hours worked in a given pay period as set forth in Labor Code section 246(b)(1). Under the accrual method, employees must begin accruing paid sick leave at the commencement of employment.

Employers must pay sick leave in accordance with one of the three permissible methods provided in Labor Code section 246(l): (1) “the same manner as the regular rate of pay for the workweek;” (2) “by dividing the employee’s total wages, not including overtime premium pay, by the employee’s total hours worked in the full pay periods of the prior 90 days;” or (3) “for exempt employee ... in the same manner as the employer calculates wages for other forms of paid leave time.” Labor Code sections 248.6 and 248.7 similarly require paid sick leave to be paid at a regular rate-based calculation in excess of the base hourly rate and at the lawful accrual rate.

Under Labor Code section 246(i), employers must provide employees “with written notice of the amount of paid sick leave available ... for use on either the employee’s itemized wage statement ... or in a separate writing provided on the designated pay date with the employee’s payment of wages.”

Defendant failed to comply with California’s paid sick leave laws with respect to the aggrieved employees. Due to Defendant’s unlawful time rounding system, Defendant failed to provide Plaintiff and the aggrieved employees with all sick leave accrued. Therefore, Plaintiff and the aggrieved employees were underpaid sick pay whenever Defendant’s timekeeping system would round up their hours worked.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Unpaid Meal Period Premium Wages
Violation of Labor Code §§ 226.7, 512, 1198; IWC Wage Orders

Defendants violated Labor Code sections 226.7, 512, and 1198, along with the related sections of the IWC Wage Orders with respect to the aggrieved employees.

Labor Code section 512 and the IWC Wage Orders require that employers provide an uninterrupted 30-minute meal period after no more than five hours of work and a second meal period after no more than 10 hours of work. *See Brinker Restaurant Corp. v. Superior Court* (2012) 53 Cal. 4th 1004, 1049. Labor Code section 226.7 requires that if a meal period is late, missed, short, or interrupted, the employer must pay one additional hour of pay at the employee's "regular rate" of compensation. *Ferra v. Loews Hollywood Hotel, LLC* (2021) 11 Cal. 5th 858, 862 ("We hold that the terms are synonymous: "regular rate of compensation" under section 226.7(c), like "regular rate of pay" under section 510(a), encompasses all nondiscretionary payments, not just hourly wages"). "[T]ime records showing noncompliant meal periods raise a rebuttable presumption of meal period violations, including at the summary judgment stage." *Donohue v. AMN Services, LLC* (2021) 11 Cal. 5th 58, 61. Labor Code section 1198 renders "employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the [IWC Wage Orders]" unlawful. The IWC Wage Orders, including Section 11 (Meal Periods), further require one uninterrupted 30-minute meal period after no more than five hours of work and a second meal period after no more than 10 hours of work and an additional hour of pay at the employee's regular rate of compensation for each workday that a compliant meal period is not provided. Pursuant to Section 11(A) of the IWC Wage Orders, the California Supreme Court has held that the on-duty meal period exception is "exceedingly narrow" and applies only when (1) "the nature of the work prevents the employee from being relieved of all duty" and (2) *both* "the employer and employee have agreed, in writing, to the on-duty meal period." *Augustus v. AMB Security Services, Inc.* (2016) 2 Cal. 5th 257, 266-276 (emphasis added). If these two requirements are not met, then the employer owes the employee one hour of premium pay for each non-compliant meal period taken under the purported on-duty meal arrangement. *Naranjo v. Spectrum Security Services, Inc.* (2019) 40 Cal. 5th 444, 459.

Defendants failed to provide complaint meal periods. Additionally, as a matter of policy and practice, Defendants failed to pay Plaintiff and the other aggrieved employees meal period premiums.

Plaintiff and other aggrieved employees routinely experienced missed, late, short, and interrupted meal periods in order to keep up with the high demand of the job. Plaintiff and the aggrieved employees were required to stay and complete the job they were working on before taking a meal period.

For example, Plaintiff's time records reveal several violations where Plaintiff worked over 6 hours without a compliant meal period before the fifth hour. An illustrative example is shown below:

P	Mon	03/20/2023	11:59 AM - 05:17 PM	5.25	000400
P	Mon	03/20/2023	05:47 PM - 08:04 PM	2.25	000400
P	Tue	03/21/2023	11:58 AM - 05:00 PM	5.00	000400
P	Tue	03/21/2023	05:30 PM - 08:03 PM	2.50	000400
P	Wed	03/22/2023	12:00 PM - 05:00 PM	5.00	000400
P	Thu	03/23/2023	08:00 AM - 04:00 PM	8.00 PTO	000400
P	Fri	03/24/2023	08:00 AM - 04:00 PM	8.00 PTO	000400
P	Mon	03/27/2023	12:03 PM - 05:14 PM	5.25	000400
P	Mon	03/27/2023	05:43 PM - 08:01 PM	2.25	000400
P	Tue	03/28/2023	11:53 AM - 05:11 PM	5.25	000400
P	Tue	03/28/2023	05:41 PM - 08:03 PM	2.25	000400

Extract from Plaintiff's Timecard Report.

Here, Plaintiff's time records show that from March 20, 2023, to March 28, 2023, Plaintiff worked 4 shifts over 6 hours without a compliant meal period before the fifth hour. Thus, Plaintiff was owed 4 meal period premiums in this pay period. Plaintiff's wage statement for the pay period from March 16, 2023, to March 31, 2023, confirms Plaintiff was not paid any meal period premiums.

Each time Plaintiff and the aggrieved employees experienced a non-compliant meal period, they were owed a meal period premium. As a matter of policy and practice, Defendants failed to pay all owed meal period premiums.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Unpaid Rest Period Premium Wages **Violation of Labor Code §§ 226.7, 516, 1198; IWC Wage Orders**

Defendants violated Labor Code sections 226.7, 516, and 1198, and the related sections of the IWC Wage Orders with respect to Plaintiff and the aggrieved employees.

Labor Code sections 226.7 and 516 and the IWC Wage Orders require that employers authorize and permit an uninterrupted 10-minute rest period for each four-hour period (or major fraction thereof) that an employee works. Labor Code section 226.7 requires that if a rest period is non-compliant, the employer must pay one additional hour of pay at the employee's "regular rate" of compensation. *Ferra v. Loews Hollywood Hotel, LLC* (2021) 11 Cal. 5th 858, 862 ("We hold that the terms are synonymous: "regular rate of compensation" under section 226.7(c), like "regular rate of pay" under section 510(a), encompasses all nondiscretionary payments, not just hourly wages"). Labor Code section 1198 renders

“employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the [IWC Wage Orders]” unlawful. The IWC Wage Orders, including Section 12 (Rest Periods), further require one uninterrupted 10-minute rest period for each four-hour period (or major fraction thereof) worked and an additional hour of pay at the employee’s regular rate of compensation for each workday that a compliant rest period is not authorized or permitted.

Similar to the reason Plaintiff and the aggrieved employees were unable to take compliant meal periods, such as the pressures to keep up when working in a high demand printing facility, Plaintiff and the aggrieved employees were not authorized or permitted to take their rest periods due to the pressure to keep up with their workload.

As a matter of common policy and practice, Defendants failed to pay Plaintiff and the aggrieved employees rest period premiums when they were unable to take rest periods. When Plaintiff and other aggrieved employees experienced these missed, late, and interrupted rest periods, Defendants failed to pay rest period premiums at the regular rate as required by Labor Code section 226.7

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Untimely Payment of Wages During Employment **Violation of Labor Code §§ 204, 204b, 210**

Defendants violated Labor Code sections 204 and/or 204b and 210, as applicable, with respect to Plaintiff and the aggrieved employees.

Labor Code section 204(a) requires payment of “all wages” for non-exempt employees at least twice each calendar month. Labor Code section 204(d) states all wages due must be paid “not more than seven calendar days following the close of the payroll period.” Labor Code section 204b applies to employees paid on a weekly basis and also requires the payment for all labor within the required pay periods. Labor Code section 210 provides “every person who fails to pay the wages of an employee as provided in Section ... 204 ... shall be subject to a civil penalty” of \$100 for an initial violation and \$200 plus 25% of the amount unlawfully withheld for a subsequent violation.

First, Defendants had a common policy and practice of paying Plaintiff and the aggrieved employees more than seven calendar days after the close of the pay period. An illustrative example of this is shown below:

	Year & Week	Pay Date	Period End Date	Gross	Net	Check / Voucher #	Co / File #
	2024 - 26 - 1	06/26/2024	06/15/2024	\$1,930.49	\$0.00	00260179	TRQ/444058
	2024 - 23 - 1	06/10/2024	05/31/2024	\$2,301.12	\$0.00	00230162	TRQ/444058
	2024 - 21 - 1	05/28/2024	05/15/2024	\$2,093.73	\$0.00	00210177	TRQ/444058
	2024 - 19 - 1	05/10/2024	04/30/2024	\$1,710.19	\$0.00	00190165	TRQ/444058
	2024 - 17 - 1	04/26/2024	04/15/2024	\$1,944.45	\$0.00	00170180	TRQ/444058
	2024 - 15 - 1	04/10/2024	03/31/2024	\$1,953.43	\$0.00	00150170	TRQ/444058

Extract from Plaintiff's Pay Summaries showing Defendant's unlawful policy of paying Plaintiff and the aggrieved employees more than seven calendar days after the pay period.

Second, because Defendants failed to pay all wages and premiums in each pay period in which such wages were earned at the lawful rate, Defendant violated Labor Code section 204 and/or 204b (for weekly employees, as applicable). Defendant violated Labor Code sections 204 and 204b by failing to pay all wages and premiums owed on the regular pay days scheduled each pay period within seven calendar days of the close of the payroll period, as a result of the policies and practices set forth in this notice. Indeed, Defendants failed to pay all overtime, premiums, sick leave, and other earnings on time each pay period.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Untimely Payment of Wages Upon Separation of Employment **Violation of Labor Code §§ 201, 202, 203, 256**

Defendants violated Labor Code sections 201, 202, and 203 with respect to the aggrieved employees by failing to pay all wages and premiums owed upon termination of employment.

Labor Code section 201 requires that if an employer fires an employee, the wages must be paid immediately. Labor Code section 202 requires that if an employee quits without providing 72 hours' notice, his or her wages must be paid no later than 72 hours thereafter. Labor Code section 202 states that if an employee provides 72 hours' notice, the final wages are payable upon his or her final day of employment. Labor Code section 203 requires an employer who fails to comply with Labor Code sections 201 or 202 to pay a waiting time penalty for each employee, up to a period of 30 days additional compensation.

Defendants failed to pay all wages and premiums owed to aggrieved employees during their employment as set forth in this notice, and also failed to timely pay those amounts to departing employees upon separation of employment. Defendants did not pay waiting time penalties

for the late payments. As a result, Defendants violated Labor Code sections 201, 202, and 203.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Non-Compliant Wage Statements **Violation of Labor Code §§ 226, 226.3**

Defendants violated Labor Code sections 226(a) and 226.3 with respect to the aggrieved employees by failing to furnish itemized wage statements each pay period that accurately list all information required by Labor Code section 226(a)(1) through (9).

Labor Code section 226(a) requires an employer to furnish wage statements to employees semimonthly or at the time of each payment of wages, “an accurate itemized statement in writing showing:” (1) gross wages earned, (2) total hours worked, (3) the number of piece rate units earned and applicable piece-rate in effect, (4) all deductions, (5) net wages earned, (6) the inclusive dates of the pay period, (7) the name of the employee and last four digits of SSN or an EIN, (8) the name and address of the legal name of the employer, and (9) all applicable hourly rates in effect during the pay period and the number of hours worked at each hourly rate by the employee.

Defendants failed to provide accurate itemized wage statements to the aggrieved employees each pay period as a result of the policies and practices set forth in this notice. Defendants violated Labor Code section 226(a)(1) and (5) by not listing the correct “gross wages earned” or “net wages earned,” as the employees earned wages and premiums that were not paid, resulting in an inaccurate reflection, and recording of “gross wages earned” on those wage statements. Likewise, in violation of Labor Code section 226(a)(9), Defendants failed to state on employee wage statements each pay period the applicable hourly rates in effect and the number of hours worked at that rate, as Defendants failed to pay all wages and premiums owed to employees. The amounts stated are instead depreciated and underpaid, resulting in an inaccurate reflection on the pay stub.

Defendants violated Labor Code section 226(a)(2) by failing to accurately list employees’ “total hours worked,” as the wage statements did not accurately include the uncompensated time Plaintiff and other aggrieved employees worked due to Defendants policy and practice of time rounding.

Plaintiff and other aggrieved employees cannot promptly and easily determine from the wage statement alone the wages paid or earned without reference to other documents or information. Indeed, these wage statement violations are significant because they sow confusion among Plaintiff and other aggrieved employees with respect to what amounts were owed and paid, at what rates, the number of hours worked, and how those amounts were or

should be calculated. The wage statements reflect a false statement of earnings and concealed the underlying problems and underpayments of employee wages.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Failure to Maintain Accurate Records
Violation of Labor Code § 1174; IWC Wage Orders

Defendants violated Labor Code sections 1174 and the IWC Wage Orders by failing to maintain accurate employee payroll records with respect to Plaintiff and other aggrieved employees.

Labor Code section 1174 requires that employers maintain accurate “payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments.” Section 7(A) of the IWC Wage Orders, which may be enforced through Labor Code section 1198, mandates similar recordkeeping obligations.

Because of the policies and practices set forth in this notice, including the failure to accurately account for wages earned or hours worked, Defendants failed to accurately maintain records in accordance with Labor Code section 1174 and the IWC Wage Orders.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Attorneys’ Fees and Costs
Labor Code § 2699(g)

Plaintiff has been compelled to retain the services of counsel to protect the interests of other aggrieved employees and the State of California. Plaintiff continues to incur attorneys’ fees and costs, which are recoverable under California law, including Labor Code section 2699(g).

- LITIGATION HOLD NOTICE -

This letter imposes a duty upon all defendants and their respective employees, officers, directors, executives, attorneys, human resource and payroll personnel, accountants, and other agents to preserve all physical and electronic evidence, including electronically stored information and emails, which relate to the employment of Plaintiff and the aggrieved employees specified in this notice. Evidence includes, but is not limited to, Defendants’ written employment and payroll policies and handbooks; the aggrieved employees’ personnel files and payroll records, such as paystubs, time records, wage statements, compensation reports, as well as the underlying electronically data in Excel or similar format. Memoranda

and internal and external correspondence relating to the subject matter of this notice shall also be maintained. Failure to preserve and retain relevant evidence may constitute spoliation of evidence and result in an adverse inference or sanctions.

If you have any questions regarding the scope of your obligations to preserve evidence, please consult your legal counsel and always err on the side of caution. Periodic or regularly scheduled purges or deletions of information covered by this hold must be suspended immediately.

- CONCLUSION -

If the LWDA does not pursue enforcement, Plaintiff intends to bring representative claims on behalf of the State of California and the aggrieved employees seeking civil penalties for violations of the Labor Code and the IWC Wage Orders, along with attorneys' fees, costs, interest, and other appropriate relief.

Please advise if the LWDA intends to investigate any of the factual or legal allegations set forth in this notice. Defendants may contact Plaintiff's counsel with any questions regarding this letter or the forthcoming lawsuit.

Sincerely,

A handwritten signature in blue ink that reads "Nicholas J. Ferraro".

Nicholas J. Ferraro

Cc Plaintiff Martin Aldrete

Inez Sortillon, HR Manager
inez.sortillon@marketing.com

Emily Major, Senior Payroll Specialist
payroll@marketing.com

Ira Blank, HR & Labor Relations Corporate Counsel
Ira.Blank@marketing.com

EXHIBIT 2

Plaintiff Salazar's Notice of Labor Code Violations

FERRARO VEGA

SAN DIEGO EMPLOYMENT LAWYERS

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March 28, 2025

NOTICE OF LABOR CODE VIOLATIONS CALIFORNIA LABOR CODE SECTIONS 2698 *et seq.*

VIA CERTIFIED U.S. MAIL
- Electronic Return Receipt -

JAL Equity Corp. dba Marketing.com
101 Workman Ct.
Eureka, Missouri 63025

- PAGA Notice & Filing Fee -
Submitted electronically to the Labor and
Workforce Development Agency

Southland Envelope, LLC
10111 Riverford Road
Lakeside, CA 92040

Dear LWDA Officer and Company Representatives:

This letter serves as written notice under Labor Code section 2699.3 on behalf of **OMAR SALAZAR** (“Plaintiff(s)”) and all other “aggrieved employees” of the following “Defendant(s)”:

JAL EQUITY CORP.; SOUTHLAND ENVELOPE, LLC

Defendant(s) shall mean and include the foregoing in addition to any other related employer entities, individuals under Labor Code sections 558 and 558.1, and all others who may be later added upon further investigation and discovery as liable employers.

This office serves as legal counsel for the Plaintiff. If the California Labor and Workforce Development Agency (“LWDA”) does not investigate the facts, allegations, and violations set forth in this notice within the statutorily prescribed 65-day period under Labor Code section 2699.3, Plaintiff intends to commence a civil action against Defendants as a proxy and agent of the State of California under the Private Attorneys General Act (“PAGA”). “PAGA allows an ‘aggrieved employee’—a person affected by at least one Labor Code violation committed by an employer—to pursue penalties for all the Labor Code violations committed by that

employer.” *Huff v. Securitas Security Services USA, Inc.* (2018) 23 Cal.App.5th 745, 751; *Kim v. Reins International California, Inc.* (2020) 9 Cal.5th 73, 79. Plaintiff maintains standing to pursue these claims against Defendants as an aggrieved employee.

Through this notice, Plaintiff requests that Defendants complete an internal investigation and audit of the wage and hour and employment practices at issue and make a good faith effort to correct any violations. Plaintiff attempts to identify the non-compliant policies and practices affecting the aggrieved employees so that the parties may resolve the underlying damages and penalties in judgment or settlement approved by the Superior Court of California under Labor Code section 2699(k). Defendants are notified that any attempt to resolve this case should be conducted in coordination with Plaintiff’s counsel to protect the interests of Plaintiff, the aggrieved employees, and the State of California via the LWDA. Plaintiff advises Defendants this letter should be also considered a reasonable attempt at settlement of this matter, subject to an exchange of additional documents and information. *Graham v. Daimler Chrysler Corp.* (2004) 24 Cal.4th 553, 561.

- BACKGROUND -

Defendants employed Plaintiff during the PAGA Period in the position of Envelope Machine Adjuster Trainee from about June 2024 to November 2024. During their employment Plaintiff and the other aggrieved employees were subject to the wage and hour and employment protections set forth in the California Labor Code and IWC Wage Orders.

Through this notice, Plaintiff informs the LWDA of the Labor Code violations set forth herein. The “aggrieved employees” include Plaintiff and the following individuals:

All current and former non-exempt employees who worked for Defendants in the State of California during one-year period preceding the date of this notice through the current date and the date of trial in any pending action (the “aggrieved employees” and the “PAGA Period”).

Plaintiff reserves the right to expand or narrow the definition of the “aggrieved employees” in the forthcoming civil action. Furthermore, Plaintiff seeks all recoverable civil penalties for Defendants’ violations and reserves the right to supplement this notice as further investigation is completed and further facts, witnesses, and violations are uncovered.

- PAGA CLAIMS -

Unpaid Hours Worked/Minimum Wage Violation of Labor Code §§ 1194, 1197, 1198; IWC Wage Orders

Defendants violated Labor Code sections 1194, 1197, and 1198, along with the California Minimum Wage Order, the applicable local minimum wage ordinances, and the “Hours and

Days of Work” and “Minimum Wages” sections of the applicable IWC Wage Orders with respect to the aggrieved employees.

Labor Code section 1194 renders it unlawful for an employee to receive less than the legal minimum wage for hours worked in California. Labor Code section 1197 further mandates that “[t]he minimum wage for employees fixed by the commission is the minimum wage to be paid to employees, and the payment of a lower wage than the minimum so fixed is unlawful.” Labor Code section 1198 renders “employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the [IWC Wage Orders]” unlawful. The California Minimum Wage Order and the applicable sections of the IWC Wage Orders further require payment of minimum wages for all hours worked. The “Minimum Wages” sections of the applicable IWC Wage Order provide that “[e]very 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, piece, commission, or otherwise.” The foregoing California wage laws require payment of “not less than the applicable minimum wage *for all hours worked* in the payroll period” and California law does not allow averaging of pay over the hours worked in the pay period, even if the total pay results in an average above the minimum wage. *Armenta v. Osmose, Inc.* (2005) 135 Cal. App. 3d 314, 324.

Defendants failed to pay Plaintiff and the aggrieved employees at the lawful minimum wage rate for all hours worked, resulting in unpaid minimum wages.

Plaintiff and other aggrieved employees often suffered non-compliant meal periods as well as rest periods where they worked during their uncompensated breaks, further upon information and belief, as well as review of other aggrieved employees time records, Defendant employed an unlawful timekeeping system that would round time worked to the closest quarter of an hour. Together these policies reflect a requirement for off-the-clock work by Plaintiff and the other aggrieved employees. Due to the demands of Plaintiff’s position and pressures from Defendants, Plaintiff was forced to continue working through shortened unpaid meal periods. Due to both of these unlawful practices, all hours worked were not directly compensated, resulting in the underpayment of regular (and overtime) wages to Plaintiff and the aggrieved employees.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Unpaid Overtime
Violation of Labor Code §§ 510, 1194, 1198; IWC Wage Orders

Defendants violated Labor Code sections 510, 1194, and 1198, along with the “Hours and Days of Work” sections of the applicable IWC Wage Orders with respect to the aggrieved employees.

Labor Code section 510 requires “[a]ny work in excess of eight hours in one workday and any work in excess of 40 hours in any one workweek and the first eight hours worked on the seventh day of work in any one workweek shall be compensated at the rate of no less than one and one-half times the regular rate of pay for an employee;” and “any work in excess of 12 hours in one day shall be compensated at the rate of no less than twice the regular rate of pay for an employee;” and “any work in excess of eight hours on any seventh day of a workweek shall be compensated at the rate of no less than twice the regular rate of pay of an employee.” Labor Code section 1194 renders it unlawful for an employee to receive less than the legal overtime rate for overtime hours worked in California. Labor Code section 1198 renders “employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the [IWC Wage Orders]” unlawful. The IWC Wage Orders further require payment of overtime wages for all overtime hours worked, including the “Hours and Days of Work” sections.

Defendants failed to pay Plaintiff and the aggrieved employees overtime wages and the lawful rate of pay for overtime hours worked, resulting in unpaid overtime wages.

As stated in the “Unpaid Hours Worked” section above, Defendant maintained an unlawful policy and practice of not paying Plaintiff and employees for all hours worked including overtime hours as a result of time rounding and requiring uncompensated shortened meal and rest breaks. When Plaintiff and the aggrieved employees worked more than 8 hours a day or more than 40 hours in one week, these practices resulted in unpaid overtime wages (or at other overtime eligible hours).

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Unpaid Paid Sick Leave
Violation of Labor Code §§ 246 through 248.7

Defendants violated Labor Code sections 246 through 248.7 with respect to the aggrieved employees.

Labor Code section 246 requires employers to provide paid sick leave to its workforce on the terms set forth in the statute. Employers must comply with the accrual, use, and notice provisions of Labor Code sections 246, 246.5, 247, and must further ensure that they maintain

the paid sick leave records required by Labor Code section 247.5. Employers have the option of providing 24 hours of paid sick leave to employees or to allow employees to accrue paid sick leave each pay period. If an employer chooses the accrual method, employees must accrue sick leave at a rate of one hour for every thirty hours worked in a given pay period as set forth in Labor Code section 246(b)(1). Under the accrual method, employees must begin accruing paid sick leave at the commencement of employment.

Employers must pay sick leave in accordance with one of the three permissible methods provided in Labor Code section 246(l): (1) “the same manner as the regular rate of pay for the workweek;” (2) “by dividing the employee’s total wages, not including overtime premium pay, by the employee’s total hours worked in the full pay periods of the prior 90 days;” or (3) “for exempt employee ... in the same manner as the employer calculates wages for other forms of paid leave time.” Labor Code sections 248.6 and 248.7 similarly require paid sick leave to be paid at a regular rate-based calculation in excess of the base hourly rate and at the lawful accrual rate.

Under Labor Code section 246(i), employers must provide employees “with written notice of the amount of paid sick leave available ... for use on either the employee’s itemized wage statement ... or in a separate writing provided on the designated pay date with the employee’s payment of wages.”

Defendant failed to comply with California’s paid sick leave laws with respect to the aggrieved employees. Due to Defendant’s unlawful policy and practice of failing to pay employees for all hours worked, Defendant failed to provide Plaintiff and the aggrieved employees with all sick leave accrued. Therefore, Plaintiff and other aggrieved employees were not awarded the total accrued sick leave time they had earned.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Unpaid Meal Period Premium Wages **Violation of Labor Code §§ 226.7, 512, 1198; IWC Wage Orders**

Defendants violated Labor Code sections 226.7, 512, and 1198, along with the related sections of the IWC Wage Orders with respect to the aggrieved employees.

Labor Code section 512 and the IWC Wage Orders require that employers provide an uninterrupted 30-minute meal period after no more than five hours of work and a second meal period after no more than 10 hours of work. *See Brinker Restaurant Corp. v. Superior Court* (2012) 53 Cal.4th 1004, 1049. Labor Code section 226.7 requires that if a meal period is late, missed, short, or interrupted, the employer must pay one additional hour of pay at the employee’s “regular rate” of compensation. *Ferra v. Loews Hollywood Hotel, LLC* (2021) 11 Cal.5th 858, 862 (“We hold that the terms are synonymous: “regular rate of compensation” under section

226.7(c), like “regular rate of pay” under section 510(a), encompasses all nondiscretionary payments, not just hourly wages”). “[T]ime records showing noncompliant meal periods raise a rebuttable presumption of meal period violations, including at the summary judgment stage.” *Donohue v. AMN Services, LLC* (2021) 11 Cal.5th 58, 61. Labor Code section 1198 renders “employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the [IWC Wage Orders]” unlawful. The IWC Wage Orders, including Section 11 (Meal Periods), further require one uninterrupted 30-minute meal period after no more than five hours of work and a second meal period after no more than 10 hours of work and an additional hour of pay at the employee’s regular rate of compensation for each workday that a compliant meal period is not provided. Pursuant to Section 11(A) of the IWC Wage Orders, the California Supreme Court has held that the on-duty meal period exception is “exceedingly narrow” and applies only when (1) “the nature of the work prevents the employee from being relieved of all duty” and (2) *both* “the employer and employee have agreed, in writing, to the on-duty meal period.” *Augustus v. AMB Security Services, Inc.* (2016) 2 Cal.5th 257, 266-276 (emphasis added). If these two requirements are not met, then the employer owes the employee one hour of premium pay for each non-compliant meal period taken under the purported on-duty meal arrangement. *Naranjo v. Spectrum Security Services, Inc.* (2019) 40 Cal.5th 444, 459.

Defendants failed to provide compliant meal periods to Plaintiff and the aggrieved employees to which they were entitled in a manner that complies with California Law. Plaintiff and other aggrieved employees routinely experienced missed, late, short, and interrupted meal periods due to pressures to keep up with the high demands of the job and understaffing.

Additionally, Plaintiff alleges on information and belief that Defendant failed to pay all meal break penalties that he and the aggrieved employees were owed. On information and belief, Defendants committed more meal period premium violations against Plaintiff and the other aggrieved employees than penalties were paid as a matter of common payroll administration and company policy in a matter susceptible to common proof. As evidenced in other aggrieved employee timecards, Defendant regularly shortened aggrieved employees statutorily required meals breaks, and on numerous instances penalties were never paid.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Unpaid Rest Period Premium Wages
Violation of Labor Code §§ 226.7, 516, 1198; IWC Wage Orders

Defendants violated Labor Code sections 226.7, 516, and 1198, and the related sections of the IWC Wage Orders with respect to Plaintiff and the aggrieved employees.

Labor Code sections 226.7 and 516 and the IWC Wage Orders require that employers authorize and permit an uninterrupted 10-minute rest period for each four-hour period (or

major fraction thereof) that an employee works. Labor Code section 226.7 requires that if a rest period is non-compliant, the employer must pay one additional hour of pay at the employee's "regular rate" of compensation. *Ferra v. Loews Hollywood Hotel, LLC* (2021) 11 Cal.5th 858, 862 ("We hold that the terms are synonymous: "regular rate of compensation" under section 226.7(c), like "regular rate of pay" under section 510(a), encompasses all nondiscretionary payments, not just hourly wages"). Labor Code section 1198 renders "employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the [IWC Wage Orders]" unlawful. The IWC Wage Orders, including Section 12 (Rest Periods), further require one uninterrupted 10-minute rest period for each four-hour period (or major fraction thereof) worked and an additional hour of pay at the employee's regular rate of compensation for each workday that a compliant rest period is not authorized or permitted.

Defendants failed to provide all rest periods to which employees were entitled and failed to pay all rest period premiums to Plaintiff and other aggrieved employees. As stated above in the "Unpaid Meal Period Premium" section, due to the job's high demands, lack of proper staffing, and the profession's nature, Plaintiff and the aggrieved employees were rarely, if at all, authorized or permitted to take all their rest periods. Defendants required Plaintiff and the other aggrieved employees to effectively waive or otherwise forego their rest periods contrary to the law. As evidenced in other aggrieved employee timecards, Defendant regularly shortened aggrieved employees statutorily required rest breaks, and on numerous instances penalties remained unpaid.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Untimely Payment of Wages During Employment **Violation of Labor Code §§ 204, 204b, 210**

Defendants violated Labor Code sections 204 and/or 204b and 210, as applicable, with respect to Plaintiff and the aggrieved employees.

Labor Code section 204(a) requires payment of "all wages" for non-exempt employees at least twice each calendar month. Labor Code section 204(d) states all wages due must be paid "not more than seven calendar days following the close of the payroll period." Labor Code section 204b applies to employees paid on a weekly basis and also requires the payment for all labor within the required pay periods. Labor Code section 210 provides "every person who fails to pay the wages of an employee as provided in Section ... 204 ... shall be subject to a civil penalty" of \$100 for an initial violation and \$200 plus 25% of the amount unlawfully withheld for a subsequent violation.

Because Defendants failed to pay all wages and premiums in each pay period in which such wages were earned at the lawful rate, Defendants violated Labor Code section 204 and/or

204b (for weekly employees, as applicable). Defendants violated Labor Code sections 204 and 204b by failing to pay all wages and premiums owed on the regular pay days scheduled each pay period within seven calendar days of the close of the payroll period, as a result of the policies and practices set forth in this notice. Indeed, Defendants failed to pay all premiums, overtime, regular, sick leave, and other earnings on time each payday.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Untimely Payment of Wages Upon Separation of Employment **Violation of Labor Code §§ 201, 202, 203, 256**

Defendants violated Labor Code sections 201, 202, and 203 with respect to the aggrieved employees by failing to pay all wages and premiums owed upon termination of employment.

Labor Code section 201 requires that if an employer fires an employee, the wages must be paid immediately. Labor Code section 202 requires that if an employee quits without providing 72 hours' notice, his or her wages must be paid no later than 72 hours thereafter. Labor Code section 202 states that if an employee provides 72 hours' notice, the final wages are payable upon his or her final day of employment. Labor Code section 203 requires an employer who fails to comply with Labor Code sections 201 or 202 to pay a waiting time penalty for each employee, up to a period of 30 days additional compensation.

Defendants failed to pay all wages and premiums owed to aggrieved employees during their employment as set forth in this notice, and also failed to timely pay those amounts to departing employees upon separation of employment. Defendants did not pay waiting time penalties for the late payments. As a result, Defendants violated Labor Code sections 201, 202, and 203.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Non-Compliant Wage Statements **Violation of Labor Code §§ 226, 226.3**

Defendants violated Labor Code sections 226(a) and 226.3 with respect to the aggrieved employees by failing to furnish itemized wage statements each pay period that accurately list all information required by Labor Code section 226(a)(1) through (9).

Labor Code section 226(a) requires an employer to furnish wage statements to employees semimonthly or at the time of each payment of wages, "an accurate itemized statement in writing showing:" (1) gross wages earned, (2) total hours worked, (3) the number of piece rate units earned and applicable piece-rate in effect, (4) all deductions, (5) net wages earned, (6) the

inclusive dates of the pay period, (7) the name of the employee and last four digits of SSN or an EIN, (8) the name and address of the legal name of the employer, and (9) all applicable hourly rates in effect during the pay period and the number of hours worked at each hourly rate by the employee.

Defendants failed to provide accurate itemized wage statements to the aggrieved employees each pay period as a result of the policies and practices set forth in this notice. Defendants violated Labor Code section 226(a)(1) and (5) by not listing the correct “gross wages earned” or “net wages earned,” as the employees earned wages and premiums that were not paid, resulting in an inaccurate reflection, and recording of “gross wages earned” on those wage statements. Likewise, in violation of Labor Code section 226(a)(9), Defendants failed to state on employee wage statements each pay period the applicable hourly rates in effect and the number of hours worked at that rate, as Defendants failed to pay all wages and premiums owed to employees. The amounts stated are instead depreciated and underpaid, resulting in an inaccurate reflection on the pay stub.

Plaintiff and other aggrieved employees cannot promptly and easily determine from the wage statement alone the wages paid or earned without reference to other documents or information. Indeed, these wage statement violations are significant because they sow confusion among Plaintiff and other aggrieved employees with respect to what amounts were owed and paid, at what rates, the number of hours worked, and how those amounts were or should be calculated. The wage statements reflect a false statement of earnings and concealed the underlying problems and underpayments of employee wages.

Defendants violated Labor Code section 226(a)(2) by failing to accurately list employees’ “total hours worked,” as the wage statements did not accurately include the uncompensated time Plaintiff and other aggrieved employees worked off the clock and during their meal periods.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Failure to Provide Employee Records **Violation of Labor Code §§ 226, 432, 1174, 1198.5; IWC Wage Orders**

Defendants violated Labor Code sections 226, 432, 1198.5, and 1174 with respect to the aggrieved employees.

Labor Code section 226(b) requires employers to “afford current and former employees the right to inspect or receive a copy of records pertaining to their employment, upon reasonable request to the employer.” Labor Code section 432 states that “[i]f an employee ... signs any instrument relating to the obtaining or holding of employment, he shall be given a copy of the instrument upon request.” Labor Code section 1198.5 grants “[e]very current and former employee, or his or her representative, ... the right to inspect and receive a copy of the

personnel files that the employer maintains relating to the employee's performance or to any grievance concerning the employee." Section 7(A) (Records) of the IWC Wage Orders, which may be enforced through Labor Code section 1198, mandates that employers maintain and make available "time records showing when the employee begins and ends each work period" as well as time records showing "[m]eal periods, split shift intervals, and daily hours worked[.]" Labor Code section 1174(d) requires these and other records be maintained for at least three years.

Defendants failed to provide all records upon Plaintiff's request. Defendants have failed to provide time records for Plaintiff for the duration of his employment. As a result, Defendants have worked to obscure facial meal and rest break violations as well as the likely time rounding apparent on other aggrieved employees time records. At the time of filing this notice the records have not been provided to Plaintiff.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Failure to Maintain Accurate Records **Violation of Labor Code § 1174; IWC Wage Orders**

Defendants violated Labor Code sections 1174 and the IWC Wage Orders by failing to maintain accurate employee payroll records with respect to Plaintiff and other aggrieved employees.

Labor Code section 1174 requires that employers maintain accurate "payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments." Section 7(A) of the IWC Wage Orders, which may be enforced through Labor Code section 1198, mandates similar recordkeeping obligations.

Because of the policies and practices set forth in this notice, including the failure to accurately account for wages earned or hours worked, Defendants failed to accurately maintain records in accordance with Labor Code section 1174 and the IWC Wage Orders.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Attorneys' Fees and Costs **Labor Code § 2699(g)**

Plaintiff has been compelled to retain the services of counsel to protect the interests of other aggrieved employees and the State of California. Plaintiff continues to incur attorneys' fees and costs, which are recoverable under California law, including Labor Code section 2699(g).

- LITIGATION HOLD NOTICE -

This letter imposes a duty upon all defendants and their respective employees, officers, directors, executives, attorneys, human resource and payroll personnel, accountants, and other agents to preserve all physical and electronic evidence, including electronically stored information and emails, which relate to the employment of Plaintiff and the aggrieved employees specified in this notice. Evidence includes, but is not limited to, Defendants' written employment and payroll policies and handbooks; the aggrieved employees' personnel files and payroll records, such as paystubs, time records, wage statements, compensation reports, as well as the underlying electronically data in Excel or similar format. Memoranda and internal and external correspondence relating to the subject matter of this notice shall also be maintained. Failure to preserve and retain relevant evidence may constitute spoliation of evidence and result in an adverse inference or sanctions.

If you have any questions regarding the scope of your obligations to preserve evidence, please consult your legal counsel and always err on the side of caution. Periodic or regularly scheduled purges or deletions of information covered by this hold must be suspended immediately.

- CONCLUSION -

If the LWDA does not pursue enforcement, Plaintiff intends to bring representative claims on behalf of the State of California and the aggrieved employees seeking civil penalties for violations of the Labor Code and the IWC Wage Orders, along with attorneys' fees, costs, interest, and other appropriate relief.

Please advise if the LWDA intends to investigate any of the factual or legal allegations set forth in this notice. Defendants may contact Plaintiff's counsel with any questions regarding this letter or the forthcoming lawsuit.

Sincerely,

A handwritten signature in black ink that reads "Dorota James". The script is cursive and fluid, with the first name "Dorota" and last name "James" clearly distinguishable.

Dorota A. James

Cc Plaintiff Omar Salazar
Tracie Childs, Esq. (tracie.childs@ogletree.com)
Cameron J. Davila, Esq. (cameron.davila@ogletree.com)
Kristin Menchaca (kristin.menchaca@ogletreedeakins.com)
Melissa Downing-Alan (Melissa.downing-alan@ogletree.com)