

Nicholas J. Ferraro (State Bar No. 306528)
Lauren N. Vega (State Bar No. 306525)
Ferraro Vega Employment Lawyers, Inc.
3333 Camino del Rio South, Suite 300
San Diego, California 92108
(619) 693-7727 main / (619) 350-6855 fax
nick@ferrarovega.com / lauren@ferrarovega.com

Attorneys for Plaintiff Sarah Cooper

ELECTRONICALLY FILED
Superior Court of California,
County of San Diego

2/3/2025 12:38:17 PM

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

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

SARAH COOPER, on behalf of others similarly
situated and the State of California under the
Private Attorneys General Act,

Plaintiffs,

vs.

ASSOCIATE STAFFING, LLC; LPL
FINANCIAL LLC and DOES 1 through 50,
inclusive,

Defendants.

Case No. 25CU006013C

**REPRESENTATIVE ACTION
COMPLAINT**

1. Civil Penalties under the Private Attorneys
General Act (Labor Code §§ 2698 *et seq.*)

1 Plaintiff SARAH COOPER, on behalf of all others similarly situated and the State of California
2 under the Private Attorneys General Act (“Plaintiff”) brings this REPRESENTATIVE ACTION
3 COMPLAINT against Defendants ASSOCIATE STAFFING, LLC; LPL FINANCIAL LLC and
4 DOES 1 through 50, inclusive (collectively “Defendants”), alleging as follows:

5 **INTRODUCTION**

6 1. This is a representative action complaint brought under the California Private Attorneys
7 General Act (Labor Code sections 2968 *et seq.*).

8 2. Defendants failed to pay Plaintiff and the aggrieved employees all minimum and
9 overtime wages due to unlawful policies and practices of requiring Plaintiff and the aggrieved
10 employees to work off-the-clock.

11 3. Defendant failed to provide Plaintiff and the aggrieved employees with all accrued sick
12 leave due to Defendants’ unlawful practice of requiring off-the-clock work.

13 4. Defendants failed to provide, authorize, and/or permit Plaintiff and the aggrieved
14 employees to take compliant meal and rest periods to which they were entitled.

15 5. Defendants failed to reimburse Plaintiff and the aggrieved employees for necessary
16 expenses incurred in furtherance of the aggrieved employee’s job duties, including their personal cell
17 phones and home internet.

18 6. As set forth in the PAGA notice, Defendants failed to pay all wages owed to Plaintiff
19 and the aggrieved employees in violation of California law. Defendants’ employment policies,
20 practices, and payroll administration systems enabled and facilitated these violations on a company-
21 wide basis with respect to the aggrieved employees.

22 **JURISDICTION & VENUE**

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

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

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

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. Plaintiff Sarah Cooper**

8 11. Plaintiff Cooper is an individual over 18 years of age who worked for Defendants in
9 California as a non-exempt employee from about July 2024 to October 2024. Plaintiff worked as a
10 Senior UI Designer.

11 **B.** The State of California, via the Labor and Workforce Development Agency (“LWDA”), is the
12 real party in interest in this action. (*Kim v. Reins Int’l California, Inc.* (2020) 9 Cal. 5th 73, 81 [The
13 “government entity on whose behalf the plaintiff files suit is always the real party in interest.”])

14 **Defendants**

15 12. Defendant Associate Staffing, LLC is a North Carolina limited liability company that
16 maintains operations and conducts business throughout the State of California, including in this
17 county.

18 13. Defendant LPL Financial LLC is a California limited liability company that maintains
19 operations and conducts business throughout the State of California, including in this county.

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

26 15. Upon information and belief, Defendants in this action are employers, co-employers,
27 joint employers, and/or part of an integrated employer enterprise, as each of the Defendants exercised
28

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.

16. 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.

17. 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.

GENERAL ALLEGATIONS

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

19. Plaintiff and the aggrieved employees routinely worked through their unpaid meal periods due to the high demands of the job.

20. For example, Plaintiff and the aggrieved employees would often have meetings scheduled back-to-back. Defendants often scheduled meetings through the fifth hour of work and when Plaintiff was required to take a meal period, resulting in Plaintiff and the aggrieved employees often working through their unpaid meal periods. Defendants requested Plaintiff and the aggrieved employees to have their cameras on during these meetings. There were no breaks between these mandatory scheduled meetings, so Plaintiff would often tell Defendants she needed to have her camera off to eat lunch.

21. Each time Plaintiff and the aggrieved employees worked through all or part of their unpaid meal periods, this resulted in off-the-clock work and unpaid minimum wages.

22. 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.

1 23. As described above, Defendants engaged in an unlawful policy and practice of
2 requiring off-the-clock work. To the extent that this unlawful practice resulted in unpaid hours worked
3 over eight (8) hours in a day or forty (40) hours in a week this resulted in unpaid overtime.

4 24. Further, Defendants maintained a policy and practice of paying not paying overtime for hours
5 worked over 8 hours in a day 40 hours in a week. Although Defendants required Plaintiff and the
6 aggrieved employees to list the accurate number of hours worked each day, Defendants only paid
7 Plaintiff and the aggrieved employees for 8 hours each day to avoid paying overtime.

8 25. For example, during the week of September 23, 2024, Plaintiff worked approximately
9 6-7 hours one day, and 9-10 hours another day in the same work week to make up for the hours and
10 reach 40 hours at the end of the week. However, despite working over 8 hours in a day Plaintiff was
11 not paid overtime.

12 26. Defendants failed to comply with California's paid sick leave laws with respect to the
13 aggrieved employees.

14 27. Due to Defendants' unlawful practice requiring off-the-clock work, Defendants failed
15 to provide Plaintiff and the aggrieved employees with all the sick leave hours they were owed based
16 on accrual. Therefore, Plaintiff and the aggrieved employees were underpaid sick leave whenever
17 Defendants would require off-the-clock work.

18 28. Plaintiff and the aggrieved employees routinely experienced missed, late, short, and
19 interrupted meal periods due to the high demands of the job.

20 29. For example, Defendants often scheduled back-to-back meetings which resulted in late
21 meal or missed periods. A typical meeting schedule appeared as follows: 8:00 AM meeting, 9:00 AM
22 follow-up meeting, 10:00 AM Product Owner meeting, 11:00 AM Team Sync Meeting, 12:00 AM
23 Product Owner meeting. The Product Owners were on the East Coast, so these meetings needed to be
24 before 2:00 PST typically. Plaintiff was often not able to take a break until around 2:00 p.m. because
25 of these scheduled mandatory meetings.

26 30. As a matter of common policy and practice, Defendants failed to pay Plaintiff and the
27 aggrieved employees all owed meal period premiums.
28

1 31. Similarly, as a matter of common policy and practice, Defendants failed to provide all
2 rest periods to which Plaintiff and the aggrieved employees were entitled.

3 32. Due to the high demands of the job, Plaintiff and the aggrieved employees were often
4 required to continue working without any time to take a compliant break.

5 33. Specifically, Defendants scheduled back-to-back meetings which prohibited Plaintiff
6 and the aggrieved employees from taking all owed rest periods. Because there was often no time in
7 between meetings to take a break, Plaintiff would often have to step out of the meeting to use the
8 restroom or be late for the next meeting. There was often no time for Plaintiff and the aggrieved
9 employees to take a fully compliant rest period.

10 34. As a matter of common policy and practice, Defendants failed to pay all owed rest
11 period premiums.

12 35. Defendants required Plaintiff and the aggrieved employees to incur costs for work-
13 related purposes without full reimbursement.

14 36. First, Defendants required Plaintiff and other aggrieved employees to work remotely
15 and use their home internet for work-related duties.

16 37. Second, Plaintiff and the aggrieved employees were required to use their personal cell
17 phones for various work-related purposes. For example, Plaintiff was required to download 2-factor
18 authentication applications, including Microsoft Authenticator, in order to access her work laptop to
19 complete any work-related duties.

20 38. Further, Defendant Associate Staffing, LLC would often call and text Plaintiff and the
21 aggrieved employees on their personal cell phones to discuss work related issues and discuss time
22 sheet submissions.

23 39. Thus, Plaintiff and the aggrieved employees were forced to personally bear the
24 financial burden of using their personal cell phone and home internet as required by Defendants.

25 40. In direct consequence of their job duties, Plaintiff and the aggrieved employees
26 unavoidably and necessarily incurred these losses, expenditures, costs, and as a matter of policy and
27 practice.
28

41. 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.

42. 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 wage statement.

43. 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 requiring off-the-clock work.

44. 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.

FIRST CAUSE OF ACTION

CIVIL PENALTIES UNDER THE PRIVATE ATTORNEYS GENERAL ACT

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

(By Plaintiff on Behalf of the State and the Aggrieved Employees Against All Defendants)

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

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

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

1 47. Plaintiff reserves the right to amend, supplement, or add to this description of the
2 aggrieved employees, according to proof.

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

7 49. Labor Code section 2699(a) provides: “Notwithstanding any other provision of law,,
8 any provision of this code that provides for a civil penalty to be assessed and collected by the Labor
9 and Workforce Development Agency or any of its departments, divisions, commissions, boards,
10 agencies, or employees, for a violation of this code, may, as an alternative, be recovered through a civil
11 action brought by an aggrieved employee on behalf of the employee and other current or former
12 employees against whom a violation of the same provision was committed pursuant to the procedures
13 specified in Section 2699.3. “

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

17 51. Labor Code section 2699.3 sets forth the procedure for commencing an action for civil
18 penalties under the PAGA.

19 52. On or about **November 27, 2024**, Plaintiff paid the requisite PAGA filing fee and
20 provided written notice (by online electronic filing with the LWDA and by certified mail to
21 Defendants) of Defendants’ alleged Labor Code violations, including the facts and theories to support
22 the alleged violations.

23 53. A true and correct copy of Plaintiff’s written PAGA notice, entitled “Notice of Labor
24 Code Violations” is attached hereto as Exhibit 1 and incorporated by reference as though fully set
25 forth herein (the “PAGA notice”).

26 54. To date, neither Plaintiff nor Plaintiff’s counsel has received a response to Plaintiff’s
27 written PAGA notice from the LWDA.
28

1 55. Within 33 calendar days of the postmark date of the notice sent by Plaintiff, neither
2 Plaintiff nor Plaintiff's counsel has received written notice by certified mail from any defendant
3 providing a description of any actions taken to cure the alleged violations.

4 56. Now that at least 65 days have passed from Plaintiff notifying Defendants of these
5 violations, without notice of cure from Defendants or notice from the LWDA of its intent to investigate
6 the alleged allegations and issue the appropriate citations to Defendants, Plaintiff exhausted all
7 prerequisites and commenced this civil action under Labor Code section 2699 *et seq.*

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

- 11 a. ***Unpaid Hours Worked/Minimum Wage.*** Violation of Labor Code §§ 1194,
12 1197, 1198; IWC Wage Orders.
- 13 b. ***Unpaid Overtime.*** Violation of Labor Code §§ 510, 1194, 1198; IWC Wage
14 Orders.
- 15 c. ***Unpaid Paid Sick Leave.*** Violation of Labor Code §§ 246 through 248.7.
- 16 d. ***Unpaid Meal Period Premium Wages.*** Violation of Labor Code §§ 226.7, 512,
17 1198; IWC Wage Orders.
- 18 e. ***Unpaid Rest Period Premium Wages.*** Violation of Labor Code §§ 226.7, 516,
19 1198; IWC Wage Orders.
- 20 f. ***Untimely Payment of Wages During Employment.*** Violation of Labor Code
21 §§ 204, 204b, 210.
- 22 g. ***Untimely Payment of Wages Upon Separation of Employment.*** Violation of
23 Labor Code §§ 201, 202, 203, 256.
- 24 h. ***Non-Compliant Wage Statements.*** Violation of Labor Code §§ 226, 226.3.
- 25 i. ***Unreimbursed Employee Expenses.*** Violation of Labor Code §§ 2802, 2804.
- 26 j. ***Failure to Maintain Accurate Records.*** Violation of Labor Code § 1174; IWC
27 Wage Orders.

58. Plaintiff seeks 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(k).

PRAYER

Plaintiff prays for judgment as follows:

- a. For recovery of damages in amount according to proof;
- b. For all recoverable pre- and post-judgment interest;
- c. For this action to be maintained as a representative action under the PAGA;
- d. For Plaintiff 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;
- e. For recovery of all civil penalties and other recoverable amounts under the PAGA;
- f. 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
- g. For such other relief the Court deems just and proper.

Dated: February 3, 2025

Ferraro Vega Employment Lawyers, Inc.

Nicholas J. Ferraro

Nicholas J. Ferraro
Attorneys for Plaintiff Sarah Cooper

EXHIBIT 1

Notice of Labor Code Violations

FERRARO VEGA

SAN DIEGO EMPLOYMENT LAWYERS

Nicholas J. Ferraro
nick@ferrarovega.com
Lauren N. Vega
lauren@ferrarovega.com

ATTORNEYS AT LAW
3333 Camino del Rio South, Suite 300
San Diego, California 92108

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

November 27, 2024

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

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

Associate Staffing, LLC
2359 Perimeter Pointe Parkway, Ste 650
Charlotte, NC 28208

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

LPL Financial LLC
4707 Executive Drive
San Diego, CA 92121

Dear LWDA Officer and Company Representatives:

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

**ASSOCIATE STAFFING, LLC;
LPL FINANCIAL 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(s). 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 Senior UI Designer from about July 2024 to October 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 engaged in an unlawful policy and practice of requiring Plaintiff and the aggrieved employees to complete off-the-clock work resulting in unpaid minimum wages.

Plaintiff and the aggrieved employees were deprived of minimum wages when Defendants required Plaintiff and the aggrieved employees to clock out for a complete 30-minute meal period but continue working through this unpaid time. Plaintiff and the aggrieved employees regularly worked through all or part of their unpaid meal period due to the high demands of the job.

For example, Plaintiff and the aggrieved employees would often have meetings scheduled back-to-back. Defendants often scheduled meetings through the fifth hour of work and when Plaintiff was required to take a meal period, resulting in Plaintiff’s and the aggrieved employees often working through their unpaid meal periods. Defendants requested Plaintiff and the aggrieved employees to have their cameras on during these meetings. There were no breaks in between these mandatory scheduled meetings, so Plaintiff would often tell Defendants she needed to have her camera off to eat lunch. Defendants required Plaintiff to often work through her unpaid meal period. On information and belief, other aggrieved employees also routinely worked through their unpaid meal periods, resulting in unpaid off-the-clock work.

As a result, Plaintiff and the other aggrieved employees were not compensated for all 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, as provided under Labor Code sections 558

(\$50/\$100), 1197.1 (\$100/\$250), 1199 / “Penalties” section of the IWC Wage Orders (\$50/\$100), and 2699 (\$100/\$200) per violation per pay period per employee, along with all other civil penalties permitted by law.

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 for all overtime hours worked, resulting in unpaid overtime wages.

Specifically, Defendants maintained a policy and practice of paying not paying overtime for hours worked over 8 hours in a day 40 hours in a week. Although Defendants required Plaintiff and the aggrieved employees to list the accurate number of hours worked each day, Defendants only paid Plaintiff and the aggrieved employees for 8 hours each day to avoid paying overtime. To the extent Plaintiff and the aggrieved employees worked more than 8 hours in a day or 40 hours in a week, Defendant’s failed to pay all owed overtime.

For example, during the week of September 23, 2024, Plaintiff worked approximately 6-7 hours one day, and 9-10 hours another day in the same work week to make up for the hours and reach 40 hours at the end of the week. However, despite working over 8 hours in a day Plaintiff was not paid overtime.

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.”

Defendants failed to comply with California’s paid sick leave laws with respect to the aggrieved employees. Due to Defendants practice requiring off-the-clock work, Defendant failed to properly credit Plaintiff and the aggrieved employees with their full accrued sick leave.. Consequently, Plaintiff and the aggrieved employees were systematically denied all owed paid sick leave hours.

The failure to calculate and pay sick leave at one of the lawful rates set forth in Labor Code § 246(l)(1)-(3) and 247 *et seq.* was applied as a matter of common policy and practice to 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 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.

Plaintiff and the aggrieved employees often experienced missed, short, late, and interrupted meal periods to keep up with the high demands of the job.

For example, Defendants often scheduled back-to-back meetings which resulted in late meal or missed periods.

A typical meeting schedule appeared as follows: 8:00 AM meeting, 9:00 AM follow-up meeting, 10:00 AM Product Owner meeting, 11:00 AM Team Sync Meeting, 12:00 AM Product Owner meeting. The Product Owners were on the East Coast, so these meetings needed to be before 2:00 PST typically. Plaintiff was often not able to take a break until around 2:00 p.m. because of these scheduled mandatory meetings. This resulted in Plaintiff often

missing or taking late meal periods or otherwise noncompliant meal periods. On information and belief, this was common to all other aggrieved employees.

When Plaintiff and the aggrieved employees experienced missed or late meal periods, they were owed meal period premiums for each non-compliant meal period. However, as a matter of policy and practice, Defendant failed to pay Plaintiff and other aggrieved employees a meal period premium in violation of 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.

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.

Similarly, Defendants failed to provide all rest periods to which employees were entitled and failed to pay rest period premiums to Plaintiff and other aggrieved employees.

Specifically, Defendants scheduled back-to-back meetings which prohibited Plaintiff and the aggrieved employees from taking all owed rest periods. Because there was often no time in between meetings to take a break, Plaintiff would often have to step out of the meeting or to use the restroom or be late to the next meeting. There was often no time for Plaintiff and the aggrieved employees to take a fully compliant rest period.

When Plaintiff and the aggrieved employees were prevented from taking all owed rest periods, they were owed rest period premiums. However, as a matter of policy and practice,

Defendants failed to pay Plaintiff and other aggrieved employees a rest period premium for each noncompliant rest 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 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, 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.

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.

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.

Unreimbursed Employee Expenses
Violation of Labor Code §§ 2802, 2804

Defendants violated Labor Code section 2802 with respect to the aggrieved employees by failing to reimburse the aggrieved employees for all necessary expenditures or losses incurred as part of their job duties.

Labor Code section 2802 requires an employer to “indemnify his or her employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer, even though unlawful, unless the employee, at the time of obeying the directions, believed them to be unlawful.” *See, e.g., Espinoza v. West Coast Tomato Growers, LLC*, 2016 WL 4468175 at *4, n.2 (S.D. Cal. Aug. 24, 2016, No. 14-CV-2984 W (KSC)).

Labor Code section 2804 affirms that “[a]ny contract or agreement, express or implied, made by any employee to waive the benefits of this article or any part thereof, is null and void, and this article shall not deprive any employee or his personal representative of any right or remedy to which he is entitled under the laws of this State.”

Defendants required Plaintiff and the aggrieved employees to incur costs for work-related purposes without full reimbursement. In direct consequence of their job duties, Plaintiff and the aggrieved employees unavoidably and necessarily incurred these losses, expenditures, costs, and as a matter of policy and practice.

First, Defendants required Plaintiff and other aggrieved employees to work remotely and use their home internet for work-related duties. Defendants failed to reimburse Plaintiff and the aggrieved employees for these costs.

Second, Plaintiff and the aggrieved employees were required to use their personal cell phones for various work related purposes. For example, Plaintiff was required to download 2-factor authentication applications, including Microsoft Authenticator, in order to access her work laptop to complete any work-related duties. Further, Defendant Associate Staffing, LLC would often call and text Plaintiff and the aggrieved employees on their personal cell phones to discuss work related issues and discuss time sheet submissions. Defendants failed to reimburse Plaintiffs and the aggrieved employees for personal cell phone use.

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(k)(1)

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(k)(1).

- 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.

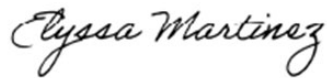
If you have any questions regarding the scope of your obligations to preserve evidence, please consult your legal counsel and always err on the side of caution. Periodic or regularly scheduled purges or deletions of information covered by this hold must be suspended immediately.

- 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 cursive script that reads "Elyssa Martinez".

Elyssa Martinez

Cc Plaintiff Sarah Cooper

HR Representative for Associate Staffing, LLC
CFarmer@astaff.us

LPL Financial LLC
hr@lplfinancial.com
sloving@lplfinancial.com

lmp/jkl