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Superior Court of California,
County of San Diego

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Clerk of the Superior Court
By E. Noriega, Deputy Clerk

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

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

Plaintiffs,

vs.

DEVRY UNIVERSITY, INC. and DOES 1
through 50, inclusive,

Defendants.

Case No. 25CU004094C

**REPRESENTATIVE ACTION
COMPLAINT**

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

1 Plaintiff DELAINYA BELL, on behalf of all others similarly situated and the State of
2 California under the Private Attorneys General Act (“Plaintiff”) brings this REPRESENTATIVE
3 ACTION COMPLAINT against Defendants DEVRY UNIVERSITY, INC. and DOES 1 through 50,
4 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 time rounding.

10 3. Defendants failed to compensate Plaintiff and aggrieved employees for all owed sick
11 leave.

12 4. Defendants failed to adequately reimburse Plaintiff and aggrieved employees for all
13 work-related expenses including home internet, desk, and chair expenses incurred in furtherance of
14 the aggrieved employees’ job duties.

15 5. Defendants’ employment policies, practices, and payroll administration systems
16 enabled and facilitated these violations on a company-wide basis with respect to the aggrieved
17 employees.

18 6. Plaintiff seeks to recover the damages, wages, interest, and penalties, in addition to
19 attorneys’ fees and costs, according to proof.

20 **JURISDICTION & VENUE**

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

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

25 9. This Court has jurisdiction over Defendants because, upon information and belief,
26 Defendants have sufficient minimum contacts in California, or otherwise intentionally avail
27 themselves to the California economy so as to render the exercise of jurisdiction over them by the
28 California courts consistent with traditional notions of fair play and substantial justice.

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

PARTIES

A. Plaintiff Delainya Bell

11. Plaintiff Delainya Bell is an individual over 18 years of age who worked for Defendants in California as a non-exempt employee from about October 2023 to August 2024. Plaintiff worked as an Admissions Advisor.

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

B. Defendants

13. Defendant DeVry University, Inc. is an Illinois corporation that maintains operations and conducts business throughout the State of California, including in this county.

14. 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.

15. 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.

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. Specifically, Defendants did not properly track all hours worked with a punch-in and punch-out system which accurately captured all hours worked. Instead, Plaintiff and the aggrieved employees were required to report their hours on a timecard and submit it on Dayforce before the end of the pay period. However, instead of reporting the hours they actually worked, Plaintiff and the aggrieved employees were required to round their hours to the nearest 15 minutes, resulting in a non-neutral and unlawful rounding policy and unpaid minimum wages.

20. For example, if Plaintiff arrived at 8:56 she was required to mark that she arrived at 9:00 and if she finished work at 5:03 she was required to report she finished at 5:00. Defendants did not use a clock in/out system.

21. California courts have indicated that rounding policies are unlawful “where the employer can capture and has captured all the minutes an employee has worked.” *Camp v. Home Depot USA, Inc.* (2022) 84 Cal.App.5th 638, 661. “The California Supreme Court has stated that the Labor Code and California wage orders ‘contemplate[] that employees will be paid for all work performed,’ that this regulatory scheme in California ‘is indeed concerned with “small things,”’ and that ‘a few extra minutes of work each day can add up.’” *Id.* at 660, quoting *Troester v. Starbucks Corp.* (2018) 5 Cal.5th 829 (internal citations omitted).

1 22. Plaintiff is informed and believes that this policy was not neutral as she and other
2 aggrieved employees regularly worked more than the hours they were paid for.

3 23. Plaintiff's time records show perfectly rounded hours. However, due to this unlawful
4 policy, these records do not reflect hours actually worked by Plaintiff and the aggrieved employees.
5 These hours are incorrect and resulted in unpaid minimum wages each time Plaintiff and the aggrieved
6 employees effectively removed hours worked.

7 24. An illustrative example of these perfectly rounded time records is shown on Plaintiff's
8 time records on August 27, 2024.

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

11 26. To the extent that Defendants unlawful policy and practice of time rounding resulted
12 in unpaid hours worked over 8 hours in a day or 40 hours in a week this resulted in unpaid overtime.

13 27. Defendants failed to comply with California's paid sick leave laws with respect to the
14 aggrieved employees. Due to Defendant's unlawful time rounding policy, Defendant failed to properly
15 credit Plaintiff and the aggrieved employees with their full accrued sick leave.

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

19 29. Defendants required Plaintiff and the aggrieved employees, both exempt and non-
20 exempt, to incur costs for work-related purposes without full reimbursement.

21 30. Specifically, Plaintiff and the exempt and non-exempt aggrieved employees were
22 required to work from home. However, while working from home, Plaintiff and the aggrieved
23 employees were required to use their home internet without any reimbursement from Defendants.

24 31. Additionally, Plaintiff had to buy herself a desk and desk chair without reimbursement.

25 32. Thus, 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. To the extent Defendants reimbursed aggrieved employees, those amounts were underpaid.
28

33. Defendants failed to accurately state the “gross wages earned” and “net wages earned” in violation of Labor Code § 226(a)(1) and (5), as Plaintiff and aggrieved employees were underpaid for regular and overtime wages and paid sick leave, resulting in an inaccurate and depreciated itemization of gross and net wages earned on those wage statements.

34. Second, Defendants violated Labor Code section 226(a)(2) by failing to accurately include the uncompensated time Plaintiff and other aggrieved employees worked due to Defendant's unlawful policy and practice of time rounding.

35. Third, in violation of Labor Code section 226(a)(9), the hourly rates and corresponding hours worked at those rates are incorrectly listed on Plaintiff's and aggrieved employees' wage statements. 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 owed to employees. The amounts stated are instead depreciated and underpaid, resulting in an inaccurate reflection on the pay stub.

36. These violations create derivative liability for failure to pay all wages owed each payday or upon separation of employment.

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)

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

38. 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.

a. All current and former exempt employees who worked for Defendants in the State of California at any time from one year prior to the postmark date of the

1 initial PAGA notice through date of trial and who were not reimbursed for
2 business expenses as set forth herein.

3 39. Plaintiff reserves the right to amend, supplement, or add to this description of the
4 aggrieved employees, according to proof.

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

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

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

19 43. Labor Code section 2699.3 sets forth the procedure for commencing an action for civil
20 penalties under the PAGA.

21 44. On or about **November 18, 2024**, Plaintiff paid the requisite PAGA filing fee and
22 provided written notice (by online electronic filing with the LWDA and by certified mail to
23 Defendants) of Defendants’ alleged Labor Code violations, including the facts and theories to support
24 the alleged violations.

25 45. A true and correct copy of Plaintiff’s written PAGA notice, entitled “Notice of Labor
26 Code Violations” is attached hereto as Exhibit 1 and incorporated by reference as though fully set
27 forth herein (the “PAGA notice”).
28

46. To date, neither Plaintiff nor Plaintiff's counsel has received a response to Plaintiff's written PAGA notice from the LWDA.

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

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

49. As set forth in the PAGA notice attached as Exhibit 1 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. ***Untimely Payment of Wages During Employment.*** Violation of Labor Code §§ 204, 204b, 210.
- e. ***Untimely Payment of Wages Upon Separation of Employment.*** Violation of Labor Code §§ 201, 202, 203, 256.
- f. ***Non-Compliant Wage Statements.*** Violation of Labor Code §§ 226, 226.3.
- g. ***Unreimbursed Employee Expenses.*** Violation of Labor Code §§ 2802, 2804.
- h. ***Failure to Maintain Accurate Records.*** Violation of Labor Code § 1174; IWC Wage Orders.

50. 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: January 23, 2025

Ferraro Vega Employment Lawyers, Inc.



Nicholas J. Ferraro

Attorneys for Plaintiff Delainya Bell

EXHIBIT 1

Notice of Labor Code Violations

FERRARO VEGA
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November 18, 2024

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

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

DeVry University, Inc.
4225 Naperville Road, Suite 400
Lisle, IL 60532

- 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 **DELAINYA BELL** (“Plaintiff(s)”) and all other “aggrieved employees” of the following “Defendant(s)”:

DEVRY UNIVERSITY, INC.

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 Admissions Advisor from about October 2023 to August 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”).

All current and former 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 and who were not reimbursed for business expenses as set forth in the notice.

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.

Specifically, Defendants subjected Plaintiff and other aggrieved employees to a non-neutral and unlawful rounding policy. California courts have indicated that rounding policies are unlawful “where the employer can capture and has captured all the minutes an employee has worked.” *Camp v. Home Depot USA, Inc.* (2022) 84 Cal.App.5th 638, 661. “The California Supreme Court has stated that the Labor Code and California wage orders ‘contemplate[] that employees will be paid for all work performed,’ that this regulatory scheme in California ‘is indeed concerned with “small things,”’ and that ‘a few extra minutes of work each day can add up.’” *Id.* at 660, quoting *Troester v. Starbucks Corp.* (2018) 5 Cal.5th 829 (internal citations omitted).

Defendants required Plaintiff and the aggrieved employees to round to the nearest 15 minutes. For example if she arrived at 8:56 she was required to mark that she arrived at 9:00 and if she finished work at 5:03 she was required to report she finished at 5:00. Defendants did not use a clock in/out system, rather Plaintiff and the aggrieved employees were required to fill out an online time sheet and submit it on Dayforce each pay period.

Plaintiff’s time records show perfectly rounded hours. However, due to this unlawful policy, these records do not reflect the hours actually worked by Plaintiff and the aggrieved employees. These hours are incorrect each time Plaintiff and the aggrieved employees effectively removed hours actually worked. Plaintiff and the aggrieved employees were entitled to minimum wage for each and every hour worked.

An illustrative example of these perfectly rounded time records is shown below:

Bell, Delainya M		000942145	Tue, Aug 27		Manager Authorized No		Employee Authorized No			
In	Out	Location	Department	Job	Pay Category	Pay Code	Hours	Premium	Rate	Amount
8:45 am	10:15 am	Virtual - Strategic Enrollment Title IV - Site	Strategic Enrollment Title IV	Advisor	Reg	WRK	7.6667	0.0000	\$24.82	\$190.29
10:15 am	10:25 am	Virtual - Strategic Enrollment Title IV - Site	Strategic Enrollment Title IV	Advisor	Reg	BRK	0.3333	0.0000	\$24.82	\$8.27
10:25 am	12:00 pm	Virtual - Strategic Enrollment Title IV - Site	Strategic Enrollment Title IV	Advisor	OT 1.5	WRK	0.5000	0.0000	\$37.23	\$18.62
12:00 pm	1:00 pm	Virtual - Strategic Enrollment Title IV - Site	Strategic Enrollment Title IV	Advisor	Unpaid	MEAL	1.0000	0.0000	\$0.00	\$0.00
1:00 pm	3:30 pm	Virtual - Strategic Enrollment Title IV - Site	Strategic Enrollment Title IV	Advisor	Unpaid	Worked 6+ hrs	1.0000	0.0000	\$0.00	\$0.00
3:30 pm	3:40 pm	Virtual - Strategic Enrollment Title IV - Site	Strategic Enrollment Title IV	Advisor	Unpaid	Worked 6+ hrs	1.0000	0.0000	\$0.00	\$0.00
3:40 pm	5:45 pm	Virtual - Strategic Enrollment Title IV - Site	Strategic Enrollment Title IV	Advisor	Unpaid	Worked 6+ hrs	1.0000	0.0000	\$0.00	\$0.00
5:45 pm	6:15 pm	Virtual - Strategic Enrollment Title IV - Site	Strategic Enrollment Title IV	Advisor	Unpaid	Worked 6+ hrs	1.0000	0.0000	\$0.00	\$0.00
Total:							10.5000	0.0000		\$217.18

Extract from Plaintiff's Time Records on August 27, 2024

Here, Plaintiff's records show every punch was perfectly rounded to the nearest 15th minute. Plaintiff's time records throughout her employment reveal similar situations. Plaintiff is informed and believes that this policy was not neutral as she and other aggrieved employees regularly worked more hours than they were paid for.

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. For the same reasons as set forth above in the unpaid hours worked section—time rounding—Plaintiff alleges the aggrieved employees were underpaid overtime wages due to Defendant’s unlawful rounding policy that resulted in regular underpayment of employees’ reported hours worked.

Each time this unlawful policy resulted in unpaid wages over 8 hours in a day or 40 hours in a week, this resulted in unpaid 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 Defendant's unlawful time rounding policy, Defendant failed to properly credit Plaintiff and the aggrieved employees with their full accrued sick leave.

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.

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, Defendant failed to pay all 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.

Defendant violated Labor Code section 226(a)(2) by failing to accurately include the uncompensated time Plaintiff and other aggrieved employees worked due to Defendant’s unlawful 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.

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.”

As defined above, the aggrieved employees in this section include both exempt and non-exempt employees who were improperly not reimbursed for business expenses in connection with their job duties.

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.

Plaintiff and the aggrieved employees were required to work from home. While working from home, Plaintiff and the aggrieved employees were also required to use their home internet without any reimbursement from Defendants. Additionally, Plaintiff had to buy herself a desk and desk chair without reimbursement.

Thus, 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. To the extent Defendants reimbursed aggrieved employees, those amounts were underpaid. At all times, Defendants were required to comply with the reimbursement mandate of Labor Code sections 2800 and 2802.

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.

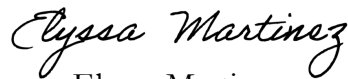
If you have any questions regarding the scope of your obligations to preserve evidence, please consult your legal counsel and always err on the side of caution. Periodic or regularly scheduled purges or deletions of information covered by this hold must be suspended immediately.

- 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,


Elyssa Martinez

Cc Plaintiff Delainya Bell
Gwen Colleen – HR Representative
HRQuestions@devry.edu