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December 30, 2024

VIA ONLINE SUBMISSION

California Labor and Workforce Development Agency
Attn: PAGA Administrator

VIA CERTIFIED MAIL (RETURN RECEIPT REQUESTED)

Agent for Service of Process for Genuine Parts Company:
C T Corporation System
330 N Brand Blvd, Ste. 700
Glendale, CA 91203

Agent for Service of Process for Western Cargo Logistics LLC:
2232 Dell Range Blvd, Suite 245
Cheyenne, WY 82009

Re: *Naro Sihombing v. Genuine Parts Company; Western Cargo Logistics LLC*

Dear Labor and Workforce Development Agency; Genuine Parts Company; Western Cargo Logistics LLC:

Please allow this correspondence to serve as written notice required by California Labor Code § 2699.3(a)(1) of the specific provisions of the Labor Code allegedly violated by Genuine Parts Company; Western Cargo Logistics LLC; and any other employers or person(s) acting on behalf of the employer as such phrase is used under Labor Code sections 558 and 558.1 ("Respondent"), and the facts and theories in support of said allegations. This firm represents Naro Sihombing ("Claimant"); we hereby notify you that Claimant intends to seek penalties against Respondent under the Private Attorneys General Act of 2004, Cal. Lab. Code §§ 2698 *et seq.*, on Claimant's own behalf and all other aggrieved employees.

Specific Provisions of the Labor Code Allegedly Violated by Respondent

The specific provisions of the Labor Code allegedly violated by Respondent and the provisions under which Claimant submits this correspondence include the following: §§ 201, 202, 203, 204, 210, 221, 223, 224, 225.5, 226, 226.2, 226.3, 226.7, 226.8, 246, 510, 512, 558, 1174, 1174.5, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, 2800, and 2802.

Facts and Theories Supporting the Allegations Against Respondent

Claimant and other aggrieved employees worked for Respondent in California as non-exempt employees and/or drivers misclassified as independent contractors. Claimant was

employed by Respondent and/or misclassified by Respondent as an independent contractor in California within the past year.

Respondent willfully misclassified Claimant and certain aggrieved employees as independent contractors in violation of Labor Code section 226.8, avoiding compliance with the various sections of the Labor Code outlined below. Claimant and other aggrieved employees should have been classified as employees. Respondent failed to ensure Claimant and aggrieved employees were free from the control and direction of the hiring entity in connection with the performance of the work, both under the contract for the performance of the work and in fact; that Claimant and aggrieved employees performed work that is outside the usual course of Respondent's business; or that aggrieved employees were customarily engaged in an independently established trade, occupation, or business of the same nature as the work performed. For example, Respondent required Claimant and aggrieved employees to transport items between Respondent's Distribution Centers and stores while controlling the paperwork and manner in which the items were handled, determined the assigned duties, what work to perform, how work would be performed, and/or how much work was performed. Respondent's business was providing auto parts and/or transportation, which could only function if the auto parts were delivered to their stores by workers like Claimant and other aggrieved employees. Accordingly, Claimant and aggrieved employees should not have been classified as independent contractors.

During the past year, Respondent failed to provide 30-minute uninterrupted meal periods within the appropriate time intervals to Claimant and other aggrieved employees as required by Labor Code section 512 and section 11 of the applicable Wage Order. Claimant and other aggrieved employees frequently worked shifts over five hours and did not receive lawful meal periods because they were discouraged from taking meal periods, were interrupted during their meal periods, were required to remain on call during meal periods, and/or were not scheduled to be relieved at the appropriate intervals to receive all lawful meal periods, among other reasons. As a result, their meal periods were missed, late, short, and/or interrupted.

When Claimant and other aggrieved employees missed meal periods or if the meal periods were late, short, and/or interrupted, Respondent violated Labor Code sections 226.7 and 512, as well as section 11 of the applicable Wage Order, by failing to pay an additional hour of pay at the regular rate of pay to Claimant and other aggrieved employees for every day in which they suffered a meal period violation.

Respondent failed to authorize or permit paid 10-minute rest periods for every four hours or major fraction thereof worked because Claimant and other aggrieved employees were required or incentivized to work through their rest periods, discouraged from taking their rest periods, required to remain on call during rest periods, and/or were not scheduled to be relieved at the appropriate intervals to receive all rest periods.

When Claimant and other aggrieved employees did not receive rest periods, Respondent violated Labor Code section 226.7 and section 12 of the applicable Wage Order by failing to pay an additional hour of pay at the regular rate of pay to Claimant and other aggrieved employees.

Respondent failed to pay Claimant and other aggrieved employees at least the legal minimum wage, straight time wage, sick pay, and overtime wage at the correct rate of pay (in

violation of Labor Code sections 226.2, 246, 510, 558, 1182.12, 1194, 1194.2, 1197, 1197.1, and 1198) due to Respondent's policy and practice of requiring Claimant and aggrieved employees to work off-the-clock, failing to pay wages using the appropriate regular rate of pay (e.g., by excluding incentive pay) or the required minimum wage, failing to pay for non-productive time, and/or failing to pay for all recorded time, among other reasons. Respondent failed to pay Claimant and other aggrieved employees all minimum, regular, and overtime wages for these hours.

Claimant and other aggrieved employees incurred necessary business-related expenses as a direct consequence of the discharge of their job duties for the benefit of Respondent, such as cell phone and personal vehicle use. As such, Respondent violated Labor Code §§ 2800 and 2802 by failing to reimburse Claimant and other aggrieved employees for such expenses.

Claimant and other aggrieved employees suffered unlawful deductions from wages for the benefit of Respondent and failure to pay promised wages, such as when bonuses for driving a van were not paid. As such, Respondent violated Labor Code §§ 221, 223, 224, and 225.5 by deducting earned wages from the amounts paid to Claimants and other aggrieved employees or failing to pay the promised amounts.

As a result of, and in addition to, these actions, Respondent violated Labor Code sections 226, and 226.3 by failing to provide itemized wage statements to Claimant and other aggrieved employees that accurately reported the following: (1) gross wages earned; (2) total hours worked by the employee; (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis; (4) all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item; (5) net wages earned; (6) the inclusive dates of the period for which the employee is paid; (7) the name of the employee and the last four digits of his or her social security number or an employee identification number other than a social security number; (8) the name and address of the legal entity that is the employer; and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee. For example, the wage statements failed to list the correct hours, rates, and pay due to the above unpaid wage violations, and failed to list the correct employer name(s) and addresses, among other violations.

Respondent violated Labor Code sections 1174 and 1174.5 by failing to maintain accurate and complete records showing the hours worked daily by Claimant and other aggrieved employees and the wages paid to Claimant and other aggrieved employees (due to the same underpayment of wages referenced above).

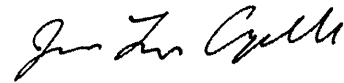
Furthermore, Respondent violated the Labor Code by failing to properly pay all these wages owed throughout Claimant's and aggrieved employees' employment and following the end of these workers' employment with Respondent due to the above violations (in violation of Labor Code sections 201, 202, 203, 204).

Based on these violations, Claimant seeks attorneys' fees, interest, and penalties under the Labor Code. Enclosed and incorporated by reference is the class action complaint Claimant intends to file on behalf of Claimant and all other aggrieved employees against Respondent. Claimant intends to amend the complaint to include a cause of action pursuant to Labor Code §§ 2698, *et*

seq., after the minimum required review period elapses and will file a conformed copy of the complaint after it has been filed with the court.

Thank you for your assistance on this matter. Should you have any questions or comments, please do not hesitate to contact the undersigned.

Very truly yours,
AEGIS LAW FIRM, PC

A handwritten signature in black ink, appearing to read "Jessica L. Campbell".

Jessica L. Campbell

Enclosure: Class Action Complaint

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Attorneys for Plaintiff Naro Sihombing, individually,
and on behalf of all others similarly situated.

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN BERNARDINO

NARO SIHOMBING, individually and on
behalf of all others similarly situated,

Plaintiffs,

v.

GENUINE PARTS COMPANY;
WESTERN CARGO LOGISTICS LLC;
and DOES 1 through 20, inclusive,

Defendants.

Case No.

CLASS ACTION COMPLAINT FOR:

1. Failure to Pay Minimum Wages;
2. Failure to Pay Overtime Wages;
3. Failure to Provide Meal Periods;
4. Failure to Permit Rest Breaks;
5. Failure to Reimburse Business Expenses;
6. Failure to Provide Accurate Itemized Wage Statements;
7. Failure to Pay All Wages Due Upon Separation of Employment; and
8. Violation of Business and Professions Code §§ 17200, *et seq.*

DEMAND FOR JURY TRIAL

1 Plaintiff Naro Sihombing, individually and on behalf of others similarly situated, alleges
2 as follows:

3 **NATURE OF ACTION AND INTRODUCTORY STATEMENT**

4 1. Plaintiff Naro Sihombing ("Plaintiff") brings this putative class action against
5 defendants Genuine Parts Company; Western Cargo Logistics LLC; and DOES 1 through 20,
6 inclusive (collectively, "Defendants"), on Plaintiff's own behalf and on behalf of a putative class
7 of persons who are and were employed by any or all Defendants as non-exempt employees
8 and/or drivers misclassified as independent contractors throughout California.

9 2. Defendants provide services or goods throughout California.

10 3. Through this action, Plaintiff alleges that Defendants engaged in a systematic
11 pattern of wage and hour violations under the California Labor Code and Industrial Welfare
12 Commission ("IWC") Wage Orders, all of which contribute to Defendants' deliberate unfair
13 competition.

14 4. Plaintiff is informed and believe, and thereon alleges, that Defendants have
15 increased their profits by violating state wage and hour laws by, among other things:

- 16 (a) misclassifying drivers as independent contractors;
- 17 (b) failing to pay all wages (including minimum wages, non-productive time,
18 promised incentive pay, and overtime wages);
- 19 (c) failing to provide lawful meal periods or compensation in lieu thereof;
- 20 (d) failing to authorize or permit lawful rest breaks or provide compensation
21 in lieu thereof;
- 22 (e) failing to reimburse necessary business-related costs;
- 23 (f) failing to provide accurate itemized wage statements;
- 24 (g) failing to pay wages timely during employment; and
- 25 (h) failing to pay all wages due upon separation of employment.

26 5. Plaintiff seeks monetary relief against Defendants on behalf of Plaintiff and all
27 others similarly situated in California to recover, among other things, unpaid wages, un-
28 reimbursed business expenses, benefits, interest, attorneys' fees, costs and expenses, and

1 penalties pursuant to Labor Code §§ 201, 202, 203, 204, 210, 221, 223, 224, 226, 226.2, 226.7,
2 510, 512, 1182.12, 1194, 1194.2, 1197, 1198, 2800, and 2802, and Code of California Civil
3 Procedure § 1021.5.

4 **JURISDICTION AND VENUE**

5 6. This is a class action pursuant to California Code of Civil Procedure § 382. The
6 monetary damages and restitution sought by Plaintiff exceed the minimal jurisdictional limits of
7 the Superior Court and will be established according to proof at trial.

8 7. This Court has jurisdiction over this action pursuant to the California
9 Constitution, Article VI, § 10, which grants the Superior Court original jurisdiction in all causes
10 except those given by statutes to other courts. The statutes under which this action is brought do
11 not specify any other basis for jurisdiction.

12 8. This Court has jurisdiction over all Defendants because, upon information and
13 belief, they are citizens of California, have sufficient minimum contacts in California, or
14 otherwise intentionally avail themselves of the California market so as to render the exercise of
15 jurisdiction over them by the California courts consistent with traditional notions of fair play and
16 substantial justice.

17 9. Venue is proper in this Court because, upon information and belief, Defendants
18 reside, transact business, or have offices in this county, and the acts and omissions alleged herein
19 took place in this county.

20 **THE PARTIES**

21 10. Plaintiff is a resident of California and worked for Defendants during the relevant
22 time periods as alleged herein.

23 11. Plaintiff is informed and believes, and thereon alleges that at all times hereinafter
24 mentioned, Defendants were and are subject to the Labor Code and IWC Wage Orders as
25 employers, whose employees were and are engaged throughout this county and the State of
26 California.

27 12. Plaintiff is unaware of the true names or capacities of the defendants sued herein
28 under the fictitious names DOES 1 through 20, but will seek leave of this Court to amend this

1 Complaint and serve such fictitiously named defendants once their names and capacities become
2 known.

3 13. Plaintiff is informed and believes, and thereon alleges, that DOES 1 through 20
4 are or were the partners, agents, owners, shareholders, managers, or employees of Defendants at
5 all relevant times.

6 14. Plaintiff is informed and believes, and thereon alleges, that each defendant acted
7 in all respects pertinent to this action as the agent of the other defendant, carried out a joint
8 scheme, business plan, or policy in all respects pertinent hereto, and the acts of each defendant
9 are legally attributable to the other defendant. Furthermore, defendants in all respects acted as the
10 employer and/or joint employer of Plaintiff and the class members.

11 15. Plaintiff is informed and believes, and thereon alleges, that each and all of the acts
12 and omissions alleged herein were performed by, or are attributable to, Defendants and/or DOES
13 1 through 20, acting as the agent or alter ego for the other, with legal authority to act on the
14 other's behalf. The acts of any and all Defendants were in accordance with, and represent, the
15 official policy of Defendants.

16 16. At all relevant times, Defendants, and each of them, acted within the scope of
17 such agency or employment, or ratified each and every act or omission complained of herein. At
18 all relevant times, Defendants, and each of them, aided and abetted the acts and omissions of
19 each and all the other Defendants in proximately causing the damages herein alleged.

20 17. Plaintiff is informed and believes, and thereon alleges, that each of said
21 Defendants is in some manner intentionally, negligently, or otherwise responsible for the acts,
22 omissions, occurrences, and transactions alleged herein.

23 **CLASS ACTION ALLEGATIONS**

24 18. Plaintiff brings this action under Code of Civil Procedure § 382 on Plaintiff's own
25 behalf and on behalf of all others similarly situated who were affected by Defendants' Labor
26 Code, Business and Professions Code §§ 17200, and IWC Wage Order violations.

27 19. All claims alleged herein arise under California law for which Plaintiff seeks
28 relief authorized by California law.

1 20. Plaintiff's proposed class consists of and is defined as follows:

2 Class

3 All California citizens currently or formerly employed by any or all Defendants as
4 non-exempt employees and/or drivers misclassified as independent contractors in
5 the State of California at any time between December 30, 2020 and the date of
6 class certification ("Class").

7 21. Plaintiff also seeks to certify the following subclasses of employees:

8 Waiting Time Subclass

9 All members of the Class who separated their employment with any or all
10 Defendants at any time between December 30, 2021 and the date of class
11 certification ("Waiting Time Subclass").

12 22. Plaintiff reserves the right to modify or re-define the Class, establish additional
13 subclasses, or modify or re-define any class or subclass definition as appropriate based on
14 investigation, discovery, and specific theories of liability.

15 23. Members of the Class and the Waiting Time Subclass described above will be
16 collectively referred to as "Class Members."

17 24. There are common questions of law and fact as to the Class Members that
18 predominate over any questions affecting only individual members including, but not limited to,
19 the following:

- 20 (a) Whether Defendants misclassified Plaintiff and Class Members as
21 independent contractors;
- 22 (b) Whether Defendants failed to pay Plaintiff and Class Members all wages
23 (including minimum wages, non-productive time, promised incentive pay,
24 and overtime wages) for all hours worked by Plaintiff and Class Members.
- 25 (c) Whether Defendants required Plaintiff and Class Members to work over
26 eight (8) hours per day, over twelve (12) hours per day, and/or over forty
27 (40) hours per week and failed to pay them proper overtime compensation
28 for all overtime hours worked.

- 1 (d) Whether Defendants deprived Plaintiff and Class Members of timely meal
2 periods or required Plaintiff and Class Members to work through meal
3 periods without legal compensation.
- 4 (e) Whether Defendants deprived Plaintiff and Class Members of rest breaks
5 or required Plaintiff and Class Members to work through rest breaks.
- 6 (f) Whether Defendants failed to reimburse Plaintiff and Class Members for
7 necessary business-related costs expended for the benefit of Defendants.
- 8 (g) Whether Defendants failed to provide Plaintiff and Class Members
9 accurate itemized wage statements.
- 10 (h) Whether Defendants failed to pay wages timely to Plaintiff and Class
11 Members;
- 12 (i) Whether Defendants failed to timely pay the Waiting Time Subclass all
13 wages due upon termination or within seventy-two (72) hours of
14 resignation.
- 15 (j) Whether Defendants' conduct was willful or reckless.
- 16 (k) Whether Defendants engaged in unfair business practices in violation of
17 Business and Professions Code §§ 17200, *et seq.*

18 25. There is a well-defined community of interest in this litigation and the proposed
19 Class and subclasses are readily ascertainable:

20 (a) Numerosity: The Class Members are so numerous that joinder of all
21 members is impractical. Although the members of the Class are unknown to Plaintiff at this time,
22 on information and belief, the Class is estimated to be greater than fifty (50) individuals. The
23 identities of the Class Members are readily ascertainable by inspection of Defendants'
24 employment and payroll records.

25 (b) Typicality: Plaintiff's claims (or defenses, if any) are typical of the claims
26 (or defenses, if any) of the Class Members because Defendants' failure to comply with the
27 provisions of California's wage and hour laws entitled each Class Member to similar pay,
28 benefits, and other relief. The injuries sustained by Plaintiff are also typical of the injuries

1 sustained by the Class Members, because they arise out of and are caused by Defendants'
2 common course of conduct as alleged herein.

3 (c) Adequacy: Plaintiff will fairly and adequately represent and protect the
4 interests of all Class Members because it is in Plaintiff's best interest to prosecute the claims
5 alleged herein to obtain full compensation and penalties due. Plaintiff's attorneys, as proposed
6 class counsel, are competent and experienced in litigating large employment class actions and
7 versed in the rules governing class action discovery, certification, and settlement. Plaintiff has
8 incurred and, throughout the duration of this action, will continue to incur attorneys' fees and
9 costs that have been and will be necessarily expended for the prosecution of this action for the
10 substantial benefit of the Class Members.

11 (d) Superiority: The nature of this action makes use of class action
12 adjudication superior to other methods. A class action will achieve economies of time, effort, and
13 expense as compared with separate lawsuits and will avoid inconsistent outcomes because the
14 same issues can be adjudicated in the same manner for the entire Class and Waiting Time
15 Subclass at the same time. If appropriate, this Court can, and is empowered to, fashion methods
16 to efficiently manage this case as a class action.

17 (e) Public Policy Considerations: Employers in the State of California violate
18 employment and labor laws every day. Current employees are often afraid to assert their rights
19 out of fear of direct or indirect retaliation. Former employees are fearful of bringing actions
20 because they believe their former employers might damage their future endeavors through
21 negative references and/or other means. Class actions provide class members who are not named
22 in the complaint with a type of anonymity that allows for the vindication of their rights while
23 affording them privacy protections.

24 GENERAL ALLEGATIONS

25 26. At all relevant times mentioned herein, Defendants employed Plaintiff and other
26 California residents as non-exempt employees and/or drivers misclassified as independent
27 contractors throughout California.
28

1 27. Defendants continue to employ non-exempt employees and/or drivers
2 misclassified as independent contractors within California.

3 28. Plaintiff is informed and believes, and thereon alleges, that at all times herein
4 mentioned, Defendants were advised by skilled lawyers, employees, and other professionals who
5 were knowledgeable about California's wage and hour laws, employment and personnel
6 practices, and the requirements of California law.

7 29. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
8 should have known that Plaintiff and Class Members were entitled to receive wages for all time
9 worked free from unlawful or secret deductions (including minimum wages, non-productive
10 time, promised incentive pay, and overtime wages) and that they were not receiving all wages
11 earned for work that was required to be performed at the promised and legal rates. In violation of
12 the Labor Code and IWC Wage Orders, Plaintiff and Class Members were not paid all wages
13 (including minimum wages, non-productive time, promised incentive pay, and overtime wages)
14 for all hours worked at the correct rate and within the correct time.

15 30. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
16 should have known that Plaintiff and Class Members were entitled to receive all required meal
17 periods or payment of one (1) additional hour of pay at Plaintiff's and Class Members' regular
18 rate of pay when they did not receive a timely, uninterrupted meal period. In violation of the
19 Labor Code and IWC Wage Orders, Plaintiff and Class Members did not receive all meal periods
20 or payment of one (1) additional hour of pay at Plaintiff's and Class Members' regular rate of
21 pay when they did not receive a timely, uninterrupted meal period.

22 31. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
23 should have known that Plaintiff and Class Members were entitled to receive all rest breaks or
24 payment of one (1) additional hour of pay at Plaintiff's and Class Members' regular rate of pay
25 when a rest break was late, missed, or interrupted. In violation of the Labor Code and IWC Wage
26 Orders, Plaintiff and Class Members did not receive all rest breaks or payment of one (1)
27 additional hour of pay at Plaintiff's and Class Members' regular rate of pay when a rest break
28 was missed, late, or interrupted.

1 32. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
2 should have known that Plaintiff and Class Members were entitled to reimbursement and/or
3 indemnification for all necessary business expenditures or losses as a direct consequence of the
4 discharge of their duties, or of their obedience to the directions of Defendants. In violation of the
5 Labor Code and IWC Wage Orders, Plaintiff and Class Members incurred necessary business
6 expenses or losses, but were not reimbursed nor indemnified of such expenses or losses that were
7 incurred as a direct consequence of the discharge of their duties, or of their obedience to the
8 directions of Defendants.

9 33. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
10 should have known that Plaintiff and Class Members were entitled to receive itemized wage
11 statements that accurately showed the following information pursuant to the Labor Code: (1)
12 gross wages earned; (2) total hours worked by the employee; (3) the number of piece-rate units
13 earned and any applicable piece rate if the employee is paid on a piece-rate basis; (4) all
14 deductions, provided that all deductions made on written orders of the employee may be
15 aggregated and shown as one item; (5) net wages earned; (6) the inclusive dates of the period for
16 which the employee is paid; (7) the name of the employee and only the last four digits of his or
17 her social security number or an employee identification number other than a social security
18 number; (8) the name and address of the legal entity that is the employer; and (9) all applicable
19 hourly rates in effect during the pay period and the corresponding number of hours worked at
20 each hourly rate by the employee. In violation of the Labor Code, Plaintiff and Class Members
21 were not provided with accurate itemized wage statements.

22 34. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
23 should have known that the Waiting Time Subclass was entitled to timely payment of wages due
24 upon separation of employment. In violation of the Labor Code, the Waiting Time Subclass did
25 not receive payment of all wages within the permissible time periods.

26 35. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
27 should have known they had a duty to compensate Plaintiff and Class Members, and Defendants
28

1 had the financial ability to pay such compensation but willfully, knowingly, and intentionally
2 failed to do so in order to increase Defendants' profits.

3 36. Therefore, Plaintiff brings this lawsuit seeking monetary and injunctive relief
4 against Defendants on Plaintiff's own behalf and on behalf of all Class Members to recover,
5 among other things, unpaid wages (including minimum wages, promised incentive pay, and
6 overtime wages), unpaid meal period premium payments, unpaid rest period premium payments,
7 unreimbursed business expenditures, interest, attorneys' fees, penalties, costs, and expenses.

8 **FIRST CAUSE OF ACTION**

9 **FAILURE TO PAY MINIMUM WAGES**

10 (Violation of Labor Code §§ 221, 223, 224, 226.2, 1194, 1194.2, and 1197; Violation of IWC
11 Wage Order §3-4)

12 37. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
13 though fully set forth herein.

14 38. Labor Code §§ 1194 and 1197 provide that the minimum wage for employees
15 fixed by the IWC is the minimum wage to be paid to employees, and the payment of a lesser
16 wage than the minimum so fixed is unlawful.

17 39. Labor Code § 221 provides that employers may not collect or receive from an
18 employee any part of wages theretofore paid by said employer to said employee.

19 40. Labor Code § 223 provides that employers may not pay less than promised wages
20 to employees.

21 41. Labor Code §§ 226.2 provides employees must be paid for non-productive time.

22 42. Plaintiff and Class Members were employees entitled to the protections of Labor
23 Code §§ 226.2, 1194 and 1197.

24 43. During the relevant time period, Defendants failed to pay Plaintiff and Class
25 Members all wages owed when Defendants did not pay minimum wage for all hours worked.

26 44. During the relevant time period, Defendants failed to pay at least minimum wage
27 and secretly paid less than promised wages to Plaintiff and Class Members for all hours worked
28 pursuant to Labor Code §§ 221, 223, 226.2, 1194 and 1197.

45. Defendants' failure to pay Plaintiff and Class Members the required minimum wage violates Labor Code §§ 221, 223, 226.2, 1194 and 1197. Pursuant to these sections, Plaintiff and Class Members are entitled to recover the unpaid balance of their minimum wage compensation as well as interest, costs, and attorneys' fees.

46. Pursuant to Labor Code § 1194.2, Plaintiff and Class Members are entitled to recover liquidated damages in an amount equal to the wages unlawfully unpaid and the accrued interest thereon.

SECOND CAUSE OF ACTION

FAILURE TO PAY OVERTIME

(Violation of Labor Code §§ 221, 223, 224, 226.2, 510, 1194, and 1198; Violation of IWC Wage Order § 3)

47. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as though fully set forth herein.

48. Labor Code § 1198 and the applicable IWC Wage Order provide that it is unlawful to employ persons without compensating them at a rate of pay either one and one-half (1½) or two (2) times the person's regular rate of pay, depending on the number of hours worked by the person on a daily or weekly basis.

49. Labor Code §§ 226.2 provides employees must be paid for non-productive time at the correct rate of pay.

50. Labor Code § 221 provides that employers may not collect or receive from an employee any part of wages theretofore paid by said employer to said employee.

51. Labor Code § 223 provides that employers may not pay less than promised wages to employees.

52. Specifically, the applicable IWC Wage Orders provide that Defendants are and were required to pay overtime compensation to Plaintiff and Class Members at the rate of one and one-half times (1½) their regular rate of pay when working and for all hours worked in excess of eight (8) hours in a day or more than forty (40) hours in a workweek and for the first eight (8) hours of work on the seventh day of work in a workweek.

1 53. The applicable IWC Wage Orders further provide that Defendants are and were
2 required to pay overtime compensation to Plaintiff and Class Members at a rate of two times
3 their regular rate of pay when working and for all hours worked in excess of twelve (12) hours in
4 a day or in excess of eight (8) hours on the seventh day of work in a workweek.

5 54. California Labor Code § 510 codifies the right to overtime compensation at one
6 and one-half (1½) times the regular hourly rate for hours worked in excess of eight (8) hours in a
7 day or forty (40) hours in a week and for the first eight (8) hours worked on the seventh
8 consecutive day of work, and overtime compensation at twice the regular hourly rate for hours
9 worked in excess of twelve (12) hours in a day or in excess of eight (8) hours in a day on the
10 seventh day of work in a workweek.

11 55. Labor Code § 510 and the applicable IWC Wage Orders provide that employment
12 of more than six days in a workweek is only permissible if the employer pays proper overtime
13 compensation as set forth herein.

14 56. Plaintiff and Class Members were employees entitled to the protections of
15 California Labor Code §§ 221, 223, 224, 226.2, 510 and 1194.

16 57. During the relevant time period, Defendants required Plaintiff and Class Members
17 to work in excess of eight (8) hours in a day, forty (40) hours in a week, and/or on a seventh
18 consecutive day of work, entitling them to overtime wages.

19 58. During the relevant time period, Defendants failed to pay Plaintiff and Class
20 Members overtime wages for all overtime hours worked at the correct rate of pay. To the extent
21 these hours qualify for the payment of overtime wages, Plaintiff and Class Members were not
22 paid proper overtime wages at the correct rate.

23 59. In violation of California law, Defendants knowingly and willfully refused to
24 perform their obligations and compensate Plaintiff and Class Members for all wages earned and
25 all hours worked.

26 60. Defendants' failure to pay Plaintiff and Class Members the unpaid balance of
27 overtime compensation, as required by California law, violates the provisions of Labor Code §§
28 221, 223, 224, 226.2, 510 and 1198, and is therefore unlawful.

1 61. Pursuant to Labor Code § 1194, Plaintiff and Class Members are entitled to
2 recover their unpaid overtime and double time compensation as well as interest, costs, and
3 attorneys' fees.

4 **THIRD CAUSE OF ACTION**

5 **FAILURE TO PROVIDE MEAL PERIODS**

6 (Violation of Labor Code §§ 226.7 and 512; Violation of IWC Wage Order § 11)

7 62. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
8 though fully set forth herein.

9 63. Labor Code § 226.7 provides that no employer shall require an employee to work
10 during any meal period mandated by the IWC Wage Orders.

11 64. Section 11 of the applicable IWC Wage Order states, "[n]o employer shall
12 employ any person for a work period of more than five (5) hours without a meal period of not
13 less than 30 minutes, except that when a work period of not more than six (6) hours will
14 complete the day's work the meal period may be waived by mutual consent of the employer and
15 the employee."

16 65. Labor Code § 512(a) provides that an employer may not require, cause, or permit
17 an employee to work for a period of more than five (5) hours in a day without providing the
18 employee with an uninterrupted meal period of not less than thirty (30) minutes, except that if
19 the total work period per day of the employee is not more than six (6) hours, the meal period may
20 be waived by mutual consent of both the employer and the employee.

21 66. Labor Code § 512(a) also provides that an employer may not employ an employee
22 for a work period of more than ten (10) hours per day without providing the employee with a
23 second meal period of not less than thirty (30) minutes, except that if the total hours worked is no
24 more than twelve (12) hours, the second meal period may be waived by mutual consent of the
25 employer and the employee only if the first meal period was not waived.

26 67. During the relevant time period, Plaintiff and Class Members worked more than
27 five (5) or ten (10) hours and did not receive all compliant meal periods because their meal
28

1 periods were missed, late, short, interrupted, and/or they were not permitted to take a second
2 meal period.

3 68. Labor Code § 226.7(b) and section 11 of the applicable IWC Wage Order require
4 an employer to pay an employee one (1) additional hour of pay at the employee's regular rate of
5 compensation for each work day that a compliant meal period is not provided.

6 69. At all relevant times, Defendants failed to pay Plaintiff and Class Members meal
7 period premiums for missed, late, and/or short meal periods pursuant to Labor Code § 226.7(b)
8 and section 11 of the applicable IWC Wage Order.

9 70. As a result of Defendants' failure to pay Plaintiff and Class Members an
10 additional hour of pay for each day a compliant meal period was not provided, Plaintiff and
11 Class Members suffered and continue to suffer a loss of wages and compensation.

12 **FOURTH CAUSE OF ACTION**

13 **FAILURE TO PERMIT REST BREAKS**

14 (Violation of Labor Code §§ 226.7; Violation of IWC Wage Order § 12)

15 71. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
16 though fully set forth herein.

17 72. Labor Code § 226.7(a) provides that no employer shall require an employee to
18 work during any rest period mandated by the IWC Wage Orders.

19 73. Section 12 of the applicable IWC Wage Order states "[e]very employer shall
20 authorize and permit all employees to take rest periods, which insofar as practicable shall be in
21 the middle of each work period[,]" and the "[a]uthorized rest period time shall be based on the
22 total hours worked daily at the rate of ten (10) minutes net rest time per four (4) hours or major
23 fraction thereof[,]" unless the total daily work time is less than three and one-half (3½) hours.

24 74. During the relevant time period, Plaintiff and Class Members did not receive all
25 ten (10) minute rest periods for every four (4) hours or major fraction thereof worked, including
26 working in excess of ten (10) hours, because they were required to work through their rest
27 periods and/or were not authorized to take their rest periods.

75. Labor Code § 226.7(b) and section 12 of the applicable IWC Wage Order requires an employer to pay an employee one (1) additional hour of pay at the employee's regular rate of compensation for each work day that a compliant rest period is not provided.

76. At all relevant times, Defendants failed to pay Plaintiff and Class Members rest period premiums for missed, late, and/or interrupted rest periods pursuant to Labor Code § 226.7(b) and section 12 of the applicable IWC Wage Order.

77. As a result of Defendants' failure to pay Plaintiff and Class Members an additional hour of pay for each day a compliant rest period was not provided, Plaintiff and Class Members suffered and continue to suffer a loss of wages and compensation.

FIFTH CAUSE OF ACTION

FAILURE TO REIMBURSE BUSINESS EXPENSES

(Violation of Labor Code §§ 2800, 2802)

78. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as though fully set forth herein.

79. Labor Code § 2800 states that “[a]n employer shall in all cases indemnify his employee for losses caused by the employer’s want of ordinary care.”

80. Labor Code § 2802(a) states that “[a]n employer shall 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”

81. Labor Code § 2802(b) states that “[a]ll awards made by a court . . . for reimbursement of necessary expenditures under this section shall carry interest at the same rate as judgments in civil actions. Interest shall accrue from the date on which the employee incurred the necessary expenditure or loss.”

82. Labor Code § 2802(c) states that “[f]or purposes of this section, the term “necessary expenditures or losses” shall include all reasonable costs, including, but not limited to, attorney’s fees incurred by the employee enforcing the rights granted by this section.”

83. During the relevant time period, Plaintiff and Class Members incurred necessary business-related costs that were not fully reimbursed by Defendants.

84. In violation of Labor Code §§ 2800 and 2802, Defendants failed to reimburse or indemnify Plaintiff and Class Members for their expenses due to Defendants' knowing and intentional failure to reimburse necessary business expenditures in connection with Plaintiff's and Class Members' work and job duties.

85. As a direct result, Plaintiff and Class Members have suffered and continue to suffer losses, and therefore seek complete reimbursement and indemnification of necessary business expenditures or losses, interest thereon at the required rate, and all reasonable costs in enforcing the rights under Labor Code § 2802, including, but not limited to attorneys' fees.

SIXTH CAUSE OF ACTION

FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS

(Violation of Labor Code § 226; Violation of IWC Wage Order)

86. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as though fully set forth herein.

87. Labor Code § 226(a) requires Defendants to provide each employee with an accurate wage statement in writing showing nine pieces of information, including, the following: (1) gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and the last four digits of his or her social security number or an employee identification number other than a social security number, (8) the name and address of the legal entity that is the employer, and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee.

88. During the relevant time period, Defendants have knowingly and intentionally failed to comply with Labor Code § 226(a) on wage statements that were provided to Plaintiff

1 and Class Members. The deficiencies include, among other things, the failure to correctly state
2 the gross and net wages earned, total hours worked, all applicable hourly rates in effect, and the
3 number of hours worked at each hourly rate by Plaintiff and Class Members.

4 89. As a result of Defendants' knowing and intentional failure to comply with Labor
5 Code § 226(a), Plaintiff and Class Members have suffered injury and damage to their statutorily-
6 protected rights. Specifically, Plaintiff and Class Members are deemed to suffer an injury
7 pursuant to Labor Code § 226(e) where, as here, Defendants intentionally violated Labor Code §
8 226(a). Plaintiff and Class Members were denied both their legal right to receive, and their
9 protected interest in receiving, accurate itemized wage statements under Labor Code § 226(a). In
10 addition, because Defendants failed to provide the accurate rates of pay on wage statements,
11 Defendants prevented Plaintiff and Class Members from determining if all hours worked were
12 paid at the appropriate rate and the extent of the underpayment. Plaintiff had to file this lawsuit
13 in order to analyze the extent of the underpayment, thereby causing Plaintiff to incur expenses
14 and lost time. Plaintiff would not have had to engage in these efforts and incur these costs had
15 Defendants provided the accurate hours worked, wages earned, and rates of pay. This has also
16 delayed Plaintiff's ability to demand and recover the underpayment of wages from Defendants.

17 90. Plaintiff and Class Members are entitled to recover from Defendants the greater of
18 all actual damages caused by Defendants' failure to comply with Labor Code § 226(a) or fifty
19 dollars (\$50.00) for the initial pay period in which a violation occurred and one hundred dollars
20 (\$100.00) per employee for each violation in subsequent pay periods in an amount not exceeding
21 four thousand dollars (\$4,000.00) per employee, plus attorneys' fees and costs.

22 91. Defendants' violations of California Labor Code § 226(a) prevented Plaintiff and
23 Class Members from knowing, understanding, and disputing the wages paid to them and resulted
24 in an unjustified economic enrichment to Defendants. As a result of Defendants' knowing and
25 intentional failure to comply with California Labor Code § 226(a), Plaintiff and Class Members
26 have suffered an injury, in the exact amount of damages and/or penalties to be shown according
27 to proof at trial.

1 **SEVENTH CAUSE OF ACTION**

2 **FAILURE TO PAY ALL WAGES DUE UPON SEPARATION OF EMPLOYMENT**

3 (Violation of Labor Code §§ 201, 202, and 203)

4 92. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
5 though fully set forth herein.

6 93. Labor Code §§ 201 and 202 provide that if an employer discharges an employee,
7 the wages earned and unpaid at the time of discharge are due and payable immediately, and that
8 if an employee voluntarily leaves his or her employment, his or her wages shall become due and
9 payable not later than seventy-two (72) hours thereafter, unless the employee has given seventy-
10 two (72) hours previous notice of an intention to quit, in which case the employee is entitled to
11 his or her wages at the time of quitting.

12 94. During the relevant time period, Defendants willfully failed to pay the Waiting
13 Time Subclass all their earned wages upon termination, either at the time of discharge or within
14 seventy-two (72) hours of their leaving Defendants' employ.

15 95. Defendants' failure to pay the Waiting Time Subclass all their earned wages at the
16 time of discharge or within seventy-two (72) hours of their leaving Defendants' employ is in
17 violation of Labor Code §§ 201 and 202.

18 96. Labor Code § 203 provides that if an employer willfully fails to pay wages owed
19 immediately upon discharge or resignation in accordance with Labor Code §§ 201 and 202, then
20 the wages of the employee shall continue as a penalty from the due date at the same rate until
21 paid or until an action is commenced; but the wages shall not continue for more than thirty (30)
22 days.

23 97. Pursuant to Labor Code § 203, the Waiting Time Subclass is entitled to recover
24 from Defendants the statutory penalty, which is defined as the Waiting Time Subclass members'
25 regular daily wages at their regular hourly rate of pay for each day they were not paid, up to a
26 maximum of thirty (30) days.

27 **EIGHTH CAUSE OF ACTION**

28 **VIOLATION OF BUSINESS AND PROFESSIONS CODE §§ 17200, ET SEQ.**

1 (Violation of Business and Professions Code §§ 17200, *et seq.*)

2 98. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
3 though fully set forth herein.

4 99. California Business and Professions Code §§ 17200, *et seq.*, prohibits acts of
5 unfair competition, which includes any “unlawful, unfair or fraudulent business act or practice . .
6 . .”

7 100. A violation of California Business and Professions Code §§ 17200, *et seq.*, may
8 be predicated on a violation of any state or federal law. In the instant case, Defendants’ policies
9 and practices violated state law, causing Plaintiff and Class Members to suffer and continue to
10 suffer injuries-in-fact.

11 101. Defendants’ policies and practices violated state law in at least the following
12 respects:

- 13 (a) Misclassifying Plaintiff and Class Members as independent contractors;
- 14 (b) Failing to pay all wages earned (including minimum wage, non-productive
15 time, promised incentives, and overtime wages) to Plaintiff and Class
16 Members at the proper rate and in a timely manner in violation of Labor
17 Code §§ 204, 221, 223, 224, 226.2, 510, 1194, 1194.2, 1197, 1198.
- 18 (c) Failing to provide compliant meal periods without paying Plaintiff and
19 Class Members premium wages for every day said meal periods were not
20 provided in violation of Labor Code §§ 226.7 and 512.
- 21 (d) Failing to authorize or permit compliant rest breaks without paying
22 Plaintiff and Class Members premium wages for every day said rest
23 breaks were not authorized or permitted in violation of Labor Code §
24 226.7.
- 25 (e) Failing to reimburse Plaintiff and Class Members for necessary business-
26 related expenses in violation of Labor Code §§ 2800 and 2802.
- 27 (f) Failing to provide Plaintiff and Class Members with accurate itemized
28 wage statements in violation of Labor Code § 226.

1 (g) Failing to timely pay all earned wages to the members of the Waiting
2 Time Subclass upon separation of employment in violation of Labor Code
3 §§ 201, 202, and 203.

4 102. As alleged herein, Defendants systematically engaged in unlawful conduct in
5 violation of the California Labor Code and IWC Wage Orders, such as misclassifying
6 employees as independent contractors, failing to pay all wages (minimum wage, non-productive
7 time, promised incentives, and overtime wages), failing to provide meal periods and rest breaks
8 or compensation in lieu thereof, failing to reimburse necessary business-related costs and
9 expenses, failing to furnish accurate wage statements, and failing to pay all wages due and
10 owing upon separation of employment in a timely manner to the Waiting Time Subclass, all in
11 order to decrease their costs of doing business and increase their profits.

12 103. At all relevant times herein, Defendants held themselves out to Plaintiff and Class
13 Members as being knowledgeable concerning the labor and employment laws of California.

14 104. At all times relevant herein, Defendants intentionally avoided paying Plaintiff and
15 Class Members wages and monies, thereby creating for Defendants an artificially lower cost of
16 doing business in order to undercut their competitors and establish and/or gain a greater
17 foothold in the marketplace.

18 105. By violating the foregoing statutes and regulations as herein alleged, Defendants'
19 acts constitute unfair and unlawful business practices under California Business and Professions
20 Code §§ 17200, *et seq.*

21 106. As a result of the unfair and unlawful business practices of Defendants as alleged
22 herein, Plaintiff and Class Members are entitled to injunctive relief, disgorgement, and
23 restitution in an amount to be shown according to proof at trial.

24 107. Plaintiff seeks to enforce important rights affecting the public interest within the
25 meaning of California Code of Civil Procedure § 1021.5. Defendants' conduct, as alleged
26 herein, has been and continues to be unfair, unlawful, and harmful to Plaintiff, Class Members,
27 and the general public. Based on Defendants' conduct as alleged herein, Plaintiff and Class
28

Members are entitled to an award of attorneys' fees pursuant to California Code of Civil Procedure § 1021.5.

PRAYER FOR RELIEF

On Plaintiff's own behalf and on behalf of all others similarly situated, Plaintiff prays for relief and judgment against Defendants, jointly and severally, as follows:

1. For certification under California Code of Civil Procedure § 382 of the proposed Class and any other appropriate subclass;
2. For appointment of Naro Sihombing as class representative;
3. For appointment of Aegis Law Firm, PC, as class counsel for all purposes;
4. For compensatory damages in an amount according to proof at trial;
5. For an award of damages in the amount of unpaid compensation including, but not limited to, unpaid wages, unreimbursed expenses, benefits, and penalties;
6. For economic and/or special damages in an amount according to proof at trial;
7. For liquidated damages pursuant to Labor Code § 1194.2;
8. For statutory penalties to the extent permitted by law, including those pursuant to the Labor Code and IWC Wage Orders;
9. For injunctive relief as provided by the California Labor Code and California Business and Professions Code §§ 17200, *et seq.*;
10. For restitution as provided by Business and Professions Code §§ 17200, *et seq.*;
11. For an order requiring Defendants to restore and disgorge all funds to each employee acquired by means of any act or practice declared by this Court to be unlawful, unfair, or fraudulent and, therefore, constituting unfair competition under Business and Professions Code §§ 17200, *et seq.*;
12. For pre-judgment interest;
13. For reasonable attorneys' fees, costs of suit, and interest to the extent permitted by law, including, but not limited to, Code of Civil Procedure § 1021.5 and Labor Code §§ 226(e) and 1194; and

14. For such other relief as the Court deems just and proper.

Dated: December 30, 2024

AEGIS LAW FIRM, PC

By: Jessica L. Campbell
Jessica L. Campbell
Attorneys for Plaintiff

DEMAND FOR JURY TRIAL

Plaintiff hereby demands a jury trial with respect to all issues triable of right by jury.

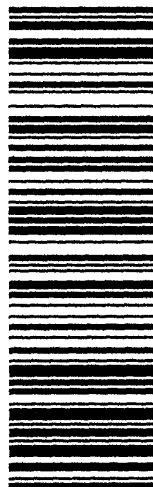
Dated: December 30, 2024

AEGIS LAW FIRM, PC

By: Jessica L. Campbell
Jessica L. Campbell
Attorneys for Plaintiff

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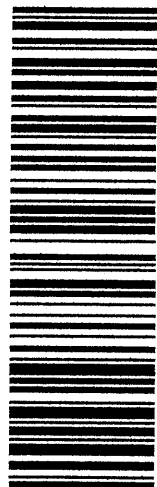
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- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to: *Agent for SOP for*
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CT Corporation System
330 N. Brand Blvd, Ste. 700
Glendale, CA 91203



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2. Article Number (Transit)

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COMPLETE THIS SECTION ON DELIVERY

A. Signature

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- ☐ Agent
- ☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

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