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15 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

16 **IN AND FOR THE COUNTY OF SANTA CLARA**

17 **24CV443328**

18 MICHAELA HENDERSON, on behalf of the
19 State of California, as a private attorney
20 general,

21 Plaintiff,

22 vs.

23 THE SALVATION ARMY, a corporation; and
24 DOES 1 through 50, inclusive,

25 Defendants.

Case No. _____

REPRESENTATIVE ACTION
COMPLAINT FOR:

1. Civil Penalties Pursuant to Labor Code § 2699, *et seq.* for violations of Labor Code §§ 201, 202, 203, 204 *et seq.*, 210, 218, 221, 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2100 *et seq.*, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), California Code of Regulations, Title 8, Section 11070(14) (Failure to Provide Seating) , and the applicable Wage Order(s).

1 Plaintiff Michaela Henderson (“PLAINTIFF”), on behalf of the people of the State of
2 California and as an “aggrieved employee” acting as a private attorney general under the Labor
3 Code Private Attorney General Act of 2004, § 2699, *et seq.* (“PAGA”) only, alleges on
4 information and belief, except for her own acts and knowledge which are based on personal
5 knowledge, the following:

6 **INTRODUCTION**

7 1. PLAINTIFF brings this action against The Salvation Army (referred to as
8 “DEFENDANT”) seeking only to recover PAGA civil penalties on behalf of all current and
9 former aggrieved employees that worked for DEFENDANT. PLAINTIFF does **not seek to**
10 **recover anything other than penalties as permitted by California Labor Code § 2699.** To
11 the extent that statutory violations are mentioned for wage violations, PLAINTIFF does not seek
12 underlying general and/or special damages for those violations, but simply the civil penalties
13 permitted by California Labor Code § 2699.

14 2. California has enacted the PAGA which permits PLAINTIFF to bring an action
15 on behalf of herself and on behalf of others for PAGA penalties *only*, which is the precise and
16 sole nature of this action.

17 3. Accordingly, PLAINTIFF seeks to obtain all applicable relief for
18 DEFENDANT’s violations under PAGA and solely for the relief as permitted by PAGA – that
19 is, penalties and any other relief the Court deems proper pursuant to the PAGA. Nothing in this
20 complaint should be construed as attempting to obtain any relief that would not be available in
21 a PAGA-only action.

22 4. PLAINTIFF is not suing in her individual capacity; she is proceeding
23 herein solely under the PAGA, on behalf of the State of California for all aggrieved employees,
24 including herself and other aggrieved employees. Nothing in this complaint should be
25 construed as PLAINTIFF suing in her individual capacity.

26 **THE PARTIES**

27 5. The Salvation Army (“DEFENDANT”) is a corporation that at all relevant times
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1 mentioned herein conducted and continues to conduct substantial business in California.

2 6. DEFENDANT is a charitable organization whose mission is to provide aid for
3 those in need that operates in California.

4 7. PLAINTIFF has been employed by DEFENDANT in California since June 2022.
5 PLAINTIFF is at all times classified by DEFENDANT as a non-exempt employee, paid on an
6 hourly basis, and entitled to the legally required meal and rest periods and payment of minimum
7 and overtime wages due for all time worked.

8 8. PLAINTIFF, and such persons that may be added from time to time who satisfy
9 the requirements and exhaust the administrative procedures under the Private Attorney General
10 Act, brings this Representative Action on behalf of the State of California with respect to herself
11 and all individuals who are or previously were employed by DEFENDANT in California,
12 including any employees staffed with DEFENDANT by a third party, and classified as non-
13 exempt employees ("AGGRIEVED EMPLOYEES") during the time period of April 9, 2023
14 until a date as determined by the Court (the "PAGA PERIOD").

15 9. PLAINTIFF, on behalf of herself and all AGGRIEVED EMPLOYEES
16 presently or formerly employed by DEFENDANT during the PAGA PERIOD, brings this
17 representative action pursuant to Labor Code § 2699, *et seq.* seeking fixed civil penalties for
18 DEFENDANT's violation of California Labor Code §§ 201, 202, 203, 204 *et seq.*, 210, 218,
19 221, 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2100 *et*
20 *seq.*, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B),
21 California Code of Regulations, Title 8, Section 1 1070(14) (Failure to Provide Seating) ,
22 and the applicable Wage Order(s). Based upon the foregoing, PLAINTIFF and all
23 AGGRIEVED EMPLOYEES are aggrieved employees within the meaning of Labor Code §
24 2699, *et seq.*

25 10. The true names and capacities, whether individual, corporate, subsidiary,
26 partnership, associate or otherwise of defendants DOES 1 through 50, inclusive, are
27 presently unknown to PLAINTIFF who therefore sues these Defendants by such fictitious
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1 names pursuant to Cal. Civ. Proc. Code § 474. PLAINTIFF will seek leave to amend this
2 Complaint to allege the true names and capacities of Does 1 through 50, inclusive, when
3 they are ascertained. PLAINTIFF is informed and believes, and based upon that information
4 and belief alleges, that the Defendants named in this Complaint, including DOES 1 through
5 50, inclusive, are responsible in some manner for one or more of the events and happenings
6 that proximately caused the injuries and damages hereinafter alleged.

7 11. The agents, servants and/or employees of the Defendants and each of them
8 acting on behalf of the Defendants acted within the course and scope of his, her or its
9 authority as the agent, servant and/or employee of the Defendants, and personally
10 participated in the conduct alleged herein on behalf of the Defendants with respect to the
11 conduct alleged herein. Consequently, the acts of each Defendant are legally attributable to
12 the other Defendants and all Defendants are jointly and severally liable to PLAINTIFF and
13 all the AGGRIEVED EMPLOYEES, for the loss sustained as a proximate result of the
14 conduct of the Defendants' agents, servants and/or employees.

15 16 THE CONDUCT

17 12. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT
18 was required to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for all their time
19 worked, meaning the time during which an employee is subject to the control of an
20 employer, including all the time the employee is suffered or permitted to work.
21 DEFENDANT requires PLAINTIFF and the AGGRIEVED EMPLOYEES to work without
22 paying them for all the time they are under DEFENDANT's control. Among other things,
23 DEFENDANT requires PLAINTIFF to work while clocked out during what is supposed to
24 be PLAINTIFF's off-duty meal break. PLAINTIFF was from time to time interrupted by
25 work assignments while clocked out for what should have been PLAINTIFF's off-duty meal
26 break. DEFENDANT, as a matter of established company policy and procedure,
27 administers a uniform practice of rounding the actual time worked and recorded by
28 PLAINTIFF and the AGGRIEVED EMPLOYEES, always to the benefit of DEFENDANT,

1 so that during the course of their employment, PLAINTIFF and the AGGRIEVED
2 EMPLOYEES are paid less than they would have been paid had they been paid for actual
3 recorded time rather than “rounded” time. Additionally, DEFENDANT engages in the
4 practice of requiring PLAINTIFF and the AGGRIEVED EMPLOYEES to perform work off
5 the clock in that DEFENDANT, as a condition of employment, required these employees to
6 submit to mandatory temperature checks and symptom questionnaires for COVID-19
7 screening prior to clocking into DEFENDANT’s timekeeping system for the workday. As a
8 result, PLAINTIFF and the AGGRIEVED EMPLOYEES forfeit minimum wage, overtime
9 wage compensation, and off-duty meal breaks by working without their time being correctly
10 recorded and without compensation at the applicable rates. DEFENDANT’s policy and
11 practice not to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for all time worked, is
12 evidenced by DEFENDANT’s business records.

13 13. State law provides that employees must be paid overtime and meal and rest
14 break premiums at one-and-one-half times their “regular rate of pay.” PLAINTIFF and the
15 AGGRIEVED EMPLOYEES are compensated at an hourly rate plus incentive pay that is
16 tied to specific elements of an employee’s performance.

17 14. The second component of PLAINTIFF’s and the AGGRIEVED
18 EMPLOYEES’ compensation is DEFENDANT’s non-discretionary incentive program that
19 paid PLAINTIFF and the AGGRIEVED EMPLOYEES incentive wages based on their
20 performance for DEFENDANT. The non-discretionary incentive program provided all
21 employees paid on an hourly basis with incentive compensation when the employees met the
22 various performance goals set by DEFENDANT. However, when calculating the regular
23 rate of pay in order to pay overtime and meal and rest break premiums to PLAINTIFF and
24 the AGGRIEVED EMPLOYEES, DEFENDANT failed to include the incentive
25 compensation as part of the employees’ “regular rate of pay” for purposes of calculating
26 overtime pay and meal and rest break premium pay. Management and supervisors described
27 the incentive program to potential and new employees as part of the compensation package.
28 As a matter of law, the incentive compensation received by PLAINTIFF and the

1 AGGRIEVED EMPLOYEES must be included in the “regular rate of pay.” The failure to
2 do so has resulted in a underpayment of overtime compensation and meal and rest break
3 premiums to PLAINTIFF and the AGGRIEVED EMPLOYEES by DEFENDANT.

4 15. As a result of their rigorous work schedules, PLAINTIFF and the
5 AGGRIEVED EMPLOYEES were from time to time unable to take thirty (30) minute off
6 duty meal breaks and were not fully relieved of duty for their meal periods. PLAINTIFF
7 and the AGGRIEVED EMPLOYEES were required from time to time to perform work as
8 ordered by DEFENDANT for more than five (5) hours during some shifts without receiving
9 a meal break. Further, DEFENDANT from time to time failed to provide PLAINTIFF and
10 AGGRIEVED EMPLOYEES with a second off-duty meal period for some workdays in
11 which these employees were required by DEFENDANT to work ten (10) hours of work.
12 DEFENDANT also engaged in the practice of rounding the meal period times to avoid
13 paying penalties to PLAINTIFF and the AGGRIEVED EMPLOYEES. PLAINTIFF and the
14 AGGRIEVED EMPLOYEES therefore forfeit meal breaks without additional compensation
15 and in accordance with DEFENDANT’s corporate policy and practice.

16 16. During the PAGA PERIOD, PLAINTIFF and the AGGRIEVED
17 EMPLOYEES were also required from time to time to work in excess of four (4) hours
18 without being provided ten (10) minute rest periods. Further, these employees were denied
19 their first rest periods of at least ten (10) minutes for some shifts worked of at least two (2)
20 to four (4) hours from time to time, a first and second rest period of at least ten (10) minutes
21 for some shifts worked of between six (6) and eight (8) hours from time to time, and a first,
22 second and third rest period of at least ten (10) minutes for some shifts worked of ten (10)
23 hours or more from time to time. PLAINTIFF and the AGGRIEVED EMPLOYEES were
24 also not provided with one hour wages in lieu thereof. Additionally, the applicable
25 California Wage Order requires employers to provide employees with off-duty rest periods,
26 which the California Supreme Court defined as time during which an employee is relieved
27 from all work related duties and free from employer control. In so doing, the Court held that
28 the requirement under California law that employers authorize and permit all employees to

1 take rest period means that employers must relieve employees of all duties and relinquish
2 control over how employees spend their time which includes control over the locations
3 where employees may take their rest period. Employers cannot impose controls that prohibit
4 an employee from taking a brief walk - five minutes out, five minutes back. Here,
5 DEFENDANT's policy restricted PLAINTIFF and the AGGRIEVED EMPLOYEES from
6 unconstrained walks and is unlawful based on DEFENDANT's rule which states
7 PLAINTIFF and the AGGRIEVED EMPLOYEES cannot leave the work premises during
8 their rest period.

9 17. During the PAGA PERIOD, DEFENDANT failed to accurately record and
10 pay PLAINTIFF and the AGGRIEVED EMPLOYEES for the actual amount of time these
11 employees worked. Pursuant to the Industrial Welfare Commission Wage Orders,
12 DEFENDANT was required to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for
13 all time worked, meaning the time during which an employee was subject to the control of
14 an employer, including all the time the employee was permitted or suffered to permit this
15 work. DEFENDANT required these employees to work off the clock without paying them
16 for all the time they were under DEFENDANT's control. As such, DEFENDANT knew or
17 should have known that PLAINTIFF and the AGGRIEVED EMPLOYEES were under
18 compensated for all time worked. As a result, PLAINTIFF and the AGGRIEVED
19 EMPLOYEES forfeited time worked by working without their time being accurately
20 recorded and without compensation at the applicable minimum wage and overtime wage
21 rates. To the extent that the time worked off the clock does not qualify for overtime
22 premium payment, DEFENDANT failed to pay minimum wages for the time worked off-
23 the-clock in violation of Cal. Lab. Code §§ 1194, 1197, and 1197.1.

24 18. From time to time, DEFENDANT also failed to provide PLAINTIFF and the
25 AGGRIEVED EMPLOYEES with complete and accurate wage statements which failed to
26 show, among other things, the correct gross and net wages earned. Cal. Lab. Code § 226
27 provides that every employer shall furnish each of his or her employees with an accurate
28 itemized wage statement in writing showing, among other things, gross wages earned and all

1 applicable hourly rates in effect during the pay period and the corresponding amount of time
2 worked at each hourly rate. PLAINTIFF and the AGGRIEVED EMPLOYEES were paid on
3 an hourly basis. As such, the wage statements should reflect all applicable hourly rates
4 during the pay period and the total hours worked, and the applicable pay period in which the
5 wages were earned pursuant to California Labor Code Section 226(a). The wage statements
6 DEFENDANT provided to PLAINTIFF and the AGGRIEVED EMPLOYEES failed to
7 identify such information. More specifically, the wage statements failed to identify the
8 accurate total hours worked each pay period. When the hours shown on the wage statements
9 were added up, they did not equal the actual total hours worked during the pay period in
10 violation of Cal. Lab. Code 226(a)(2). Aside, from the violations listed above in this
11 paragraph, DEFENDANT failed to issue to PLAINTIFF an itemized wage statement that
12 lists all the requirements under California Labor Code 226 *et seq.* As a result, DEFENDANT
13 from time to time provided PLAINTIFF and the AGGRIEVED EMPLOYEES with wage
14 statements which violated Cal. Lab. Code § 226.

15 19. Cal. Lab. Code § 204(d) provides, the requirements of this section shall be
16 deemed satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if
17 the wages are paid not more than seven (7) calendar days following the close of the payroll
18 period. Cal. Lab. Code § 210 provides:

19 in [I]n addition to, and entirely independent and apart from, any other penalty provided
20 this article, every person who fails to pay the wages of each employee as provided in
21 Sections. . . .204. . .shall be subject to a civil penalty as follows: (1) For any initial
22 violation, one hundred dollars (\$100) for each failure to pay each employee; (2) For
each subsequent violation, or any willful or intentional violation, two hundred dollars
(\$200) for each failure to pay each employee, plus 25 percent of the amount
unlawfully withheld.

23 20. DEFENDANT from time to time failed to pay PLAINTIFF and the
24 AGGRIEVED EMPLOYEES within seven (7) days of the close of the payroll period in
25 accordance with Cal. Lab. Code § 204(d), including but not limited to the “Hourly” regular
26 wage payments.

27 21. DEFENDANT underpaid sick pay wages to PLAINTIFF and the
28 AGGRIEVED EMPLOYEES by failing to pay such wages at the regular rate of pay in

1 violation of Cal. Lab. Code Section 246. Specifically, PLAINTIFF and other non-exempt
2 employees earn non-discretionary remuneration, including, but not limited to, incentives,
3 shift differential pay, and bonuses. Rather than pay sick pay at the regular rate of pay,
4 DEFENDANT underpays sick pay to PLAINTIFF and the AGGRIEVED EMPLOYEES at
5 their base rates of pay.

6 22. Cal. Lab. Code Section 246(1)(2) requires that paid sick time for nonexempt
7 employees be calculated by dividing the employee's total wages, not including overtime
8 premium pay, by the employee's total hours worked in the full pay periods of the prior 90
9 days of employment.

10 23. DEFENDANT violated Cal. Lab. Code Section 246 by failing to pay sick pay
11 at the regular rate of pay. PLAINTIFF and the AGGRIEVED EMPLOYEES routinely
12 earned non-discretionary incentive wages which increased their regular rate of pay.
13 However, when sick pay was paid, it was paid at the base rate of pay for PLAINTIFF and
14 the AGGRIEVED EMPLOYEES, as opposed to the correct, higher regular rate of pay, as
15 required under Cal. Lab. Code Section 246.

16 24. As a pattern and practice, DEFENDANT regularly failed to pay PLAINTIFF
17 and the AGGRIEVED EMPLOYEES their correct wages and accordingly owe waiting time
18 penalties pursuant to Cal. Lab. Code Section 203. Further, PLAINTIFF is informed and
19 believes and based thereon alleges that such failure to pay sick pay at regular rate was
20 willful, such that the AGGRIEVED EMPLOYEES whose employment has separated are
21 entitled to waiting time penalties pursuant to Cal. Lab. Code Sections 201-203.

22 25. Pursuant to Cal. Lab. Code Section 221, "It shall be unlawful for any employer
23 to collect or receive from an employee any part of wages theretofore paid by said employer
24 to said employee." DEFENDANT failed to pay all compensation due to PLAINTIFF and
25 the AGGRIEVED EMPLOYEES, made unlawful deductions from compensation payable to
26 PLAINTIFF and the AGGRIEVED EMPLOYEES, failed to disclose all aspects of the
27 deductions from compensation payable to PLAINTIFF and the AGGRIEVED
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1 EMPLOYEES, and thereby failed to pay these employees all wages due at each applicable
2 pay period and upon termination.

3 26. DEFENDANT intentionally and knowingly failed to reimburse and indemnify
4 PLAINTIFF and the AGGRIEVED EMPLOYEES for required business expenses incurred
5 by the PLAINTIFF and the AGGRIEVED EMPLOYEES in direct consequence of
6 discharging their duties on behalf of DEFENDANT. Under California Labor Code Section
7 2802, employers are required to indemnify employees for all expenses incurred in the course
8 and scope of their employment. Cal. Lab. Code § 2802 expressly states that "an employer
9 shall indemnify his or her employee for all necessary expenditures or losses incurred by the
10 employee in direct consequence of the discharge of his or her duties, or of his or her
11 obedience to the directions of the employer, even though unlawful, unless the employee, at
12 the time of obeying the directions, believed them to be unlawful."

13 27. In the course of their employment PLAINTIFF and the AGGRIEVED
14 EMPLOYEES as a business expense, were required by DEFENDANT to use their own
15 personal cellular phones as a result of and in furtherance of their job duties as employees for
16 DEFENDANT but are not reimbursed or indemnified by DEFENDANT for the cost
17 associated with the use of their personal cellular phones for DEFENDANT's benefit.
18 Specifically, PLAINTIFF and the AGGRIEVED EMPLOYEES were required by
19 DEFENDANT to use their personal cellular phones. As a result, in the course of their
20 employment with DEFENDANT, PLAINTIFF and the AGGRIEVED EMPLOYEES
21 incurred unreimbursed business expenses which included, but were not limited to, costs
22 related to the use of their personal cellular phones all on behalf of and for the benefit of
23 DEFENDANT.

24 28. In violation of the applicable sections of the California Labor Code and the
25 requirements of the applicable Industrial Welfare Commission ("IWC") Wage Order,
26 DEFENDANT as a matter of company policy, practice and procedure, intentionally,
27 knowingly and systematically failed to provide PLAINTIFF and the other AGGRIEVED
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1 EMPLOYEES suitable seating when the nature of these employees' work reasonably
2 permitted sitting.

3 29. DEFENDANT knew or should have known that PLAINTIFF and other
4 AGGRIEVED EMPLOYEES were entitled to suitable seating and/or were entitled to sit
5 when it did not interfere with the performance of their duties, and that DEFENDANT did
6 not provide suitable seating and/or did not allow them to sit when it did not interfere with
7 the performance of their duties.

8 30. By reason of this conduct applicable to PLAINTIFF and all AGGRIEVED
9 EMPLOYEES, DEFENDANT violated California Labor Code Section 1198 and Wage
10 Order 4-2001, Section 14 by failing to provide suitable seats. PLAINTIFF seeks penalties
11 on behalf of PLAINTIFF and other AGGRIEVED EMPLOYEES as provided herein.
12 Providing suitable seating is the DEFENDANT's burden. As a result of DEFENDANT's
13 intentional disregard of the obligation to meet this burden, DEFENDANT violated the
14 California Labor Code and regulations promulgated thereunder as herein alleged.

15 31. The employment of some AGGRIEVED EMPLOYEES has terminated and
16 DEFENDANT has not tendered payment of all wages owed as required by law.
17 Additionally, at all times during the term of PLAINTIFF's employment with DEFENDANT,
18 AGGRIEVED EMPLOYEES earned and accrued vested vacation and holiday time on the
19 date of their termination pursuant to DEFENDANT's uniform vacation policies and
20 applicable California law. The amount of vacation pay PLAINTIFF and the other
21 AGGRIEVED EMPLOYEES earned and accumulated is evidenced by DEFENDANT's
22 business records. Additionally, DEFENDANT also underpaid accrued vested vacation
23 wages to AGGRIEVED EMPLOYEES by failing to pay such wages at the regular rate of
24 pay and more specifically the final rate of pay that included all non-discretionary incentive
25 compensation. Rather than pay vacation wages at the regular rate of pay, DEFENDANT
26 underpaid vacation wages to AGGRIEVED EMPLOYEES at their base rates of pay, instead
27 of including all of the AGGRIEVED EMPLOYEES' non-discretionary incentive
28 compensation into the vacation wage payment calculations. DEFENDANT failed to specify

1 in DEFENDANT's written vacation policy the rate at which PLAINTIFF and other
2 AGGRIEVED EMPLOYEES would be paid vacation upon leaving employment with
3 DEFENDANT. As a result of DEFENDANT's unlawful practice, policy and procedure to
4 deny paying the AGGRIEVED EMPLOYEES all of their vested vacation and holiday time,
5 DEFENDANT failed to pay the AGGRIEVED EMPLOYEES all vested vacation time as
6 wages due upon employment termination, in violation of the California Labor Code,
7 Sections 201, 202, 203 and 227.3. Similarly, DEFENDANT underpaid waiting time
8 penalties to AGGRIEVED EMPLOYEES at their base rates of pay, instead of including all
9 of the AGGRIEVED EMPLOYEES' non-discretionary compensation into the waiting time
10 penalty calculations. This failure by DEFENDANT is believed to be the result of
11 DEFENDANT's unlawful, unfair and deceptive refusal to provide compensation for earned,
12 accrued and vested vacation and holiday time, as well as the corresponding waiting time
13 penalties that were paid. DEFENDANT perpetrated this unlawful, unfair and deceptive
14 practice to the detriment of AGGRIEVED EMPLOYEES. DEFENDANT's uniform
15 practice and policy of failing to pay the AGGRIEVED EMPLOYEES for all vested vacation
16 and holiday time accumulated at employment termination violated and continues to violate
17 Section 227.3 of the California Labor Code.

18 32. All of the conduct and violations alleged herein occurred during the PAGA
19 PERIOD. To the extent that any of the conduct and violations alleged herein did not affect
20 PLAINTIFF during the PAGA PERIOD, PLAINTIFF seeks penalties for those violations
21 that affected the AGGRIEVED EMPLOYEES pursuant to *Carrington v. Starbucks Corp.*
22 2018 AJDAR 12157 (Certified for Publication 12/19/18).

23 **JURISDICTION AND VENUE**

24 33. This Court has jurisdiction over this Action pursuant to California Code of
25 Civil Procedure, Section 410.10.

26 34. Venue is proper in this Court pursuant to California Code of Civil Procedure,
27 Sections 395.5 and 393, because DEFENDANT operates in locations across California,
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1 employs AGGRIEVED EMPLOYEES across California, including in this County, and
2 committed the wrongful conduct herein alleged in this County against AGGRIEVED
3 EMPLOYEES.

4 **FIRST CAUSE OF ACTION**

5 **For Violation of the Private Attorneys General Act**

6 **[Cal. Lab. Code §§ 2698, *et seq.*]**

7 **(By PLAINTIFF and Against All Defendants)**

8 35. PLAINTIFF realleges and incorporates by this reference, as though fully set
9 forth herein, the prior paragraphs of this Complaint.

10 36. PAGA is a mechanism by which the State of California itself can enforce state
11 labor laws through the employee suing under the PAGA who do so as the proxy or agent of
12 the state's labor law enforcement agencies. An action to recover civil penalties under
13 PAGA is fundamentally a law enforcement action designed to protect the public and not to
14 benefit private parties. The purpose of the PAGA is not to recover damages or restitution,
15 but to create a means of "deputizing" citizens as private attorneys general to enforce the
16 Labor Code. In enacting PAGA, the California Legislature specified that "it was ... in the
17 public interest to allow aggrieved employees, acting as private attorneys general to recover
18 civil penalties for Labor Code violations ..." Stats. 2003, ch. 906, § 1. Accordingly, PAGA
19 claims cannot be subject to arbitration.

20 37. PLAINTIFF, and such persons that may be added from time to time who
21 satisfy the requirements and exhaust the administrative procedures under the Private
22 Attorney General Act, brings this Representative Action on behalf of the State of California
23 with respect to herself and all individuals who are or previously were employed by
24 DEFENDANT in California, including any employees staffed with DEFENDANT by a third
25 party, and classified as non-exempt employees ("AGGRIEVED EMPLOYEES") during the
26 time period of April 9, 2023 until a date as determined by the Court (the "PAGA PERIOD").

27 38. On April 9, 2024, PLAINTIFF gave written notice by electronic mail to the
28 Labor and Workforce Development Agency (the "Agency") and by certified mail to the

1 employer of the specific provisions of this code alleged to have been violated as required by
2 Labor Code § 2699.3. See **Exhibit #1**, attached hereto and incorporated by this reference
3 herein (*PAGA Notice only without draft complaint*). The statutory waiting period for
4 PLAINTIFF to add these allegations to the Complaint has expired. As a result, pursuant to
5 Section 2699.3, PLAINTIFF may now commence a representative civil action under PAGA
6 pursuant to Section 2699 as the proxy of the State of California with respect to all
7 AGGRIEVED EMPLOYEES as herein defined.

8 39. The policies, acts and practices heretofore described were and are an unlawful
9 business act or practice because DEFENDANT (a) failed to provide PLAINTIFF and the
10 AGGRIEVED EMPLOYEES accurate itemized wage statements, (b) failed to properly
11 record and provide legally required meal and rest periods, (c) failed to pay minimum wages,
12 (d) failed to pay overtime wages and sick pay wages, (e) failed to reimburse employees for
13 required expenses, (f) failed to provide wages when due, and (g) failed to provide suitable
14 seating, all in violation of the applicable Labor Code sections listed in Labor Code §§ 201,
15 202, 203, 204 *et seq.*, 210, 218, 221, 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2),
16 1194, 1197, 1197.1, 1198, 2100 *et seq.*, 2802, California Code of Regulations, Title 8,
17 Section 11040, Subdivision 5(A)-(B), California Code of Regulations, Title 8, Section 1
18 1070(14) (Failure to Provide Seating), and the applicable Wage Order(s), and thereby gives
19 rise to civil penalties as a result of such conduct.¹ PLAINTIFF hereby seeks recovery of
20 only civil penalties as prescribed by the Labor Code Private Attorney General Act of 2004 as
21 the representative of the State of California for the illegal conduct perpetrated on
22 PLAINTIFF and the AGGRIEVED EMPLOYEES.

23 24 **PRAYER FOR RELIEF**

25 WHEREFORE, PLAINTIFF prays for judgment against each Defendant, jointly and
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27 ¹Plaintiff specifically excludes and/or does not allege any claims under California Labor
28 Code §558(a)(3).

severally, as follows:

1. On behalf of the State of California and with respect to all AGGRIEVED EMPLOYEES:

A) Recovery of civil penalties as prescribed by the Labor Code Private Attorneys General Act of 2004; and,

B) An award of attorneys' fees and cost of suit, as allowable under the law, including, but not limited to, pursuant to Labor Code §2699.

Dated: July 18, 2024 BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW
LLP

By: /s/ Nicholas De Blouw
Norman B. Blumenthal
Kyle R. Nordrehaug
Nicholas J. De Blouw

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Attorneys for Plaintiff

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EXHIBIT 1

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1004

April 9, 2024

CA3247

VIA ONLINE FILING TO LWDA AND CERTIFIED MAIL TO DEFENDANT

Labor and Workforce Development Agency
Online Filing

The Salvation Army
Certified Mail #9589071052700408543618
Cogency Global Inc.
ERIN HAGGERTY
1325 J ST STE 1550,
SACRAMENTO, CA 95814

Re: Notice Of Violations Of California Labor Code Sections §§ 201, 202, 203, 204 *et seq.*, 210, 218, 221, 226(a), 226.7, 227.3, 246 *et seq.*, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2100 *et seq.*, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), California Code of Regulations, Title 8, Section 11070(14) (Failure to Provide Seating), and Violation of Applicable Industrial Welfare Commission Wage Order(s), brought Pursuant To California Labor Code Section 2699.5.

Dear Sir/Madam:

“Aggrieved Employees” refers to all individuals who are or previously were employed by The Salvation Army in California, including any employees staffed with The Salvation Army by a third party, and classified as non-exempt employees during the time period of April 9, 2023 until a date as determined by the Court. Our offices represent Plaintiff Michaela Henderson (“Plaintiff”) and other Aggrieved Employees in a lawsuit against The Salvation Army (“Defendant”). Plaintiff has been employed by Defendant in California June 2022. Plaintiff has been at all times classified by Defendant as a non-exempt employee, paid on an hourly basis, and entitled to the legally required meal and rest periods and payment of minimum and overtime wages due for all time worked. Defendant, however, unlawfully failed to record and pay Plaintiff and other Aggrieved Employees for, including but not limited to, all of their time worked, including minimum and overtime wages and sick pay wages at the correct rate, for all of their missed meal and rest breaks at the correct regular rates, and for all of their time spent working off the clock. Moreover, when Defendant required Plaintiff and Aggrieved Employees to report for work, but “furnished less than half said employee’s usual or scheduled day’s work,” Defendant violated Cal. Code Regs., tit. 8 § 11040, subd. 5(A) by failing to pay Plaintiff and Aggrieved Employees for at least two (2) hours’ worth of work at their regular rate of pay. In addition, when Defendant required Plaintiff and Aggrieved Employees to respond to and engage in additional work, this resulted in a second reporting for work in a single workday, and Defendant failed to pay these employees reporting time pay as required by Cal. Code Regs., tit. 8, § 11040, subd. 5(B). Further, Defendant failed to advise Plaintiff and the other Aggrieved

Employees of their right to take separately and hourly paid duty-free ten (10) minute rest periods. *See Vaquero v. Stoneledge Furniture, LLC*, 9 Cal. App. 5th 98, 110 (2017). Additionally, pursuant to Labor Code § 204 *et seq.*, Defendant failed to timely provide Plaintiff and other Aggrieved Employees with their wages. Plaintiff further contends that Defendant failed to provide accurate wage statements to her, and other Aggrieved Employees, in violation of California Labor Code section 226(a). Specifically, PLAINTIFF and the AGGRIEVED EMPLOYEES were paid on an hourly basis. As such, the wage statements should reflect all applicable hourly rates during the pay period and the total hours worked, and the applicable pay period in which the wages were earned pursuant to California Labor Code Section 226(a). The wage statements Defendant provided to PLAINTIFF and the AGGRIEVED EMPLOYEES failed to identify such information. More specifically, the wage statements failed to identify the accurate total hours worked each pay period in violation of Cal. Lab. Code Section 226(a)(2). Additionally, Plaintiff contends that Defendant failed to comply with Industrial Wage Order 7(A)(3) in that Defendant failed to keep time records showing when Plaintiff began and ended each shift and meal period. Plaintiff and other Aggrieved Employees perform tasks that reasonably permit sitting, and a seat would not interfere with their performance of any of their tasks that may require them to stand. Defendant failed to provide Plaintiff and other Aggrieved Employees with suitable seats. Said conduct, in addition to the foregoing, as well as the conduct alleged in the incorporated Complaint, violates Labor Code §§ 201, 202, 203, 204 *et seq.*, 210, 218, 221, 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), California Code of Regulations, Title 8, Section 1 1070(14) (Failure to Provide Seating), Violation of the applicable Industrial Welfare Commission Wage Order(s), and is therefore actionable under California Labor Code section 2699.3.

A true and correct copy of the Complaint by Plaintiff against Defendant, which (i) identifies the alleged violations, (ii) details the facts and theories which support the alleged violations, (iii) details the specific work performed by Plaintiff, (iii) sets forth the people/entities, dates, classifications, violations, events, and actions which are at issue to the extent known to Plaintiff, and (iv) sets forth the illegal practices used by Defendant, is attached hereto. This information provides notice to the Labor and Workforce Development Agency of the facts and theories supporting the alleged violations for the agency's reference. Plaintiff therefore incorporates the allegations of the attached Complaint into this letter as if fully set forth herein. If the agency needs any further information, please do not hesitate to ask.

This notice is provided to enable Plaintiff to proceed with the Complaint against Defendant as authorized by California Labor Code section 2699, *et seq.* The lawsuit consists of other Aggrieved Employees. As counsel, our intention is to vigorously prosecute the claims as alleged in the Complaint, and to procure civil penalties as provided by the Private Attorney General Statute of 2004 on behalf of Plaintiff and all Aggrieved Employees.

Your earliest response to this notice is appreciated. If you have any questions of concerns, please do not hesitate to contact me at the above number and address.

Respectfully,

/s/ Nicholas J. De Blouw
Nicholas J. De Blouw, Esq.