

1 **BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP**

2 Norman B. Blumenthal (State Bar #068687)

3 Kyle R. Nordrehaug (State Bar #205975)

4 Aparajit Bhowmik (State Bar #248066)

5 Nicholas J. De Blouw (State Bar #280922)

6 Jeffrey S. Herman (State Bar #280058)

7 jeffrey@bamlawca.com

8 2255 Calle Clara

9 La Jolla, CA 92037

10 Telephone: (858)551-1223

11 Facsimile: (858) 551-1232

12 Website: www.bamlawca.com

13 *Attorneys for Plaintiff*

14 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

15 **IN AND FOR THE COUNTY OF SAN FRANCISCO CGC-24-618496**

16 NIA GILBERT, on behalf of the State of
17 California, as a private attorney general,

18 Plaintiff,

19 vs.

20 BEACON HILL STAFFING GROUP, LLC, a
21 Limited Liability Company; RELX INC., a
22 Corporation; and DOES 1 through 50, inclusive,

23 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, 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), and the applicable Wage
Order(s).

ELECTRONICALLY
FILED
Superior Court of California,
County of San Francisco

09/30/2024
Clerk of the Court
BY: SAHAR ENAYATI
Deputy Clerk

1 Plaintiff Nia Gilbert (“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 defendants Beacon Hill Staffing Group,
8 LLC and Relx Inc. (referred to as “DEFENDANT”) seeking only to recover PAGA civil
9 penalties on behalf of all current and former aggrieved employees that worked for
10 DEFENDANT. PLAINTIFF does **not seek to recover anything other than penalties as**
11 **permitted by California Labor Code § 2699.** To the extent that statutory violations are
12 mentioned for wage violations, PLAINTIFF does not seek underlying general and/or special
13 damages for those violations, but simply the civil penalties permitted by California Labor Code
14 § 2699.

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

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

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

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1 representative action pursuant to Labor Code § 2699, *et seq.* seeking fixed civil penalties for
2 DEFENDANT's violation of California Labor Code §§ 201, 202, 203, 204, 210, 218, 221,
3 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802,
4 California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), California
5 Code of Regulations, Title 8, Section 11070(14) (Failure to Provide Seating), and the
6 applicable Wage Order(s). Based upon the foregoing, PLAINTIFF and all AGGRIEVED
7 EMPLOYEES are aggrieved employees within the meaning of Labor Code § 2699, *et seq.*

8 12. The true names and capacities, whether individual, corporate, subsidiary,
9 partnership, associate or otherwise of defendants DOES 1 through 50, inclusive, are
10 presently unknown to PLAINTIFF who therefore sues these Defendants by such fictitious
11 names pursuant to Cal. Civ. Proc. Code § 474. PLAINTIFF will seek leave to amend this
12 Complaint to allege the true names and capacities of Does 1 through 50, inclusive, when
13 they are ascertained. PLAINTIFF is informed and believes, and based upon that information
14 and belief alleges, that the Defendants named in this Complaint, including DOES 1 through
15 50, inclusive, are responsible in some manner for one or more of the events and happenings
16 that proximately caused the injuries and damages hereinafter alleged.

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

25 **THE CONDUCT**

26 14. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT
27 was required to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for all their time
28 worked, meaning the time during which an employee is subject to the control of an

1 employer, including all the time the employee is suffered or permitted to work.
2 DEFENDANT requires PLAINTIFF and the AGGRIEVED EMPLOYEES to work without
3 paying them for all the time they are under DEFENDANT's control. Among other things,
4 DEFENDANT requires PLAINTIFF to work while clocked out during what is supposed to
5 be PLAINTIFF's off-duty meal break. PLAINTIFF was from time to time interrupted by
6 work assignments while clocked out for what should have been PLAINTIFF's off-duty meal
7 break. DEFENDANT, as a matter of established company policy and procedure,
8 administers a uniform practice of rounding the actual time worked and recorded by
9 PLAINTIFF and the AGGRIEVED EMPLOYEES, always to the benefit of DEFENDANT,
10 so that during the course of their employment, PLAINTIFF and the AGGRIEVED
11 EMPLOYEES are paid less than they would have been paid had they been paid for actual
12 recorded time rather than "rounded" time. Additionally, DEFENDANT engages in the
13 practice of requiring PLAINTIFF and the AGGRIEVED EMPLOYEES to perform work off
14 the clock in that DEFENDANT, as a condition of employment, required these employees to
15 submit to mandatory temperature checks and symptom questionnaires for COVID-19
16 screening prior to clocking into DEFENDANT's timekeeping system for the workday. As a
17 result, PLAINTIFF and the AGGRIEVED EMPLOYEES forfeit minimum wage, overtime
18 wage compensation, and off-duty meal breaks by working without their time being correctly
19 recorded and without compensation at the applicable rates. DEFENDANT's policy and
20 practice not to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for all time worked, is
21 evidenced by DEFENDANT's business records.

22 15. State law provides that employees must be paid overtime and meal and rest
23 break premiums at one-and-one-half times their "regular rate of pay." PLAINTIFF and the
24 AGGRIEVED EMPLOYEES are compensated at an hourly rate plus incentive pay that is
25 tied to specific elements of an employee's performance.

26 16. The second component of PLAINTIFF's and the AGGRIEVED
27 EMPLOYEES' compensation is DEFENDANT's non-discretionary incentive program that
28 paid PLAINTIFF and the AGGRIEVED EMPLOYEES incentive wages based on their

1 performance for DEFENDANT. The non-discretionary incentive program provided all
2 employees paid on an hourly basis with incentive compensation when the employees met the
3 various performance goals set by DEFENDANT. However, when calculating the regular
4 rate of pay in order to pay overtime and meal and rest break premiums to PLAINTIFF and
5 the AGGRIEVED EMPLOYEES, DEFENDANT failed to include the incentive
6 compensation as part of the employees' "regular rate of pay" for purposes of calculating
7 overtime pay and meal and rest break premium pay. Management and supervisors described
8 the incentive program to potential and new employees as part of the compensation package.
9 As a matter of law, the incentive compensation received by PLAINTIFF and the
10 AGGRIEVED EMPLOYEES must be included in the "regular rate of pay." The failure to
11 do so has resulted in a underpayment of overtime compensation and meal and rest break
12 premiums to PLAINTIFF and the AGGRIEVED EMPLOYEES by DEFENDANT.

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

25 18. During the PAGA PERIOD, PLAINTIFF and the AGGRIEVED
26 EMPLOYEES were also required from time to time to work in excess of four (4) hours
27 without being provided ten (10) minute rest periods. Further, these employees were denied
28 their first rest periods of at least ten (10) minutes for some shifts worked of at least two (2)

1 to four (4) hours from time to time, a first and second rest period of at least ten (10) minutes
2 for some shifts worked of between six (6) and eight (8) hours from time to time, and a first,
3 second and third rest period of at least ten (10) minutes for some shifts worked of ten (10)
4 hours or more from time to time. PLAINTIFF and the AGGRIEVED EMPLOYEES were
5 also not provided with one hour wages in lieu thereof. Additionally, the applicable
6 California Wage Order requires employers to provide employees with off-duty rest periods,
7 which the California Supreme Court defined as time during which an employee is relieved
8 from all work related duties and free from employer control. In so doing, the Court held that
9 the requirement under California law that employers authorize and permit all employees to
10 take rest period means that employers must relieve employees of all duties and relinquish
11 control over how employees spend their time which includes control over the locations
12 where employees may take their rest period. Employers cannot impose controls that prohibit
13 an employee from taking a brief walk - five minutes out, five minutes back. Here,
14 DEFENDANT's policy restricted PLAINTIFF and the AGGRIEVED EMPLOYEES from
15 unconstrained walks and is unlawful based on DEFENDANT's rule which states
16 PLAINTIFF and the AGGRIEVED EMPLOYEES cannot leave the work premises during
17 their rest period.

18 19. During the PAGA PERIOD, DEFENDANT failed to accurately record and
19 pay PLAINTIFF and the AGGRIEVED EMPLOYEES for the actual amount of time these
20 employees worked. Pursuant to the Industrial Welfare Commission Wage Orders,
21 DEFENDANT was required to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for
22 all time worked, meaning the time during which an employee was subject to the control of
23 an employer, including all the time the employee was permitted or suffered to permit this
24 work. DEFENDANT required these employees to work off the clock without paying them
25 for all the time they were under DEFENDANT's control. As such, DEFENDANT knew or
26 should have known that PLAINTIFF and the AGGRIEVED EMPLOYEES were under
27 compensated for all time worked. As a result, PLAINTIFF and the AGGRIEVED
28 EMPLOYEES forfeited time worked by working without their time being accurately

1 recorded and without compensation at the applicable minimum wage and overtime wage
2 rates. To the extent that the time worked off the clock does not qualify for overtime
3 premium payment, DEFENDANT failed to pay minimum wages for the time worked off-
4 the-clock in violation of Cal. Lab. Code §§ 1194, 1197, and 1197.1.

5 20. From time to time, DEFENDANT also failed to provide PLAINTIFF and the
6 AGGRIEVED EMPLOYEES with complete and accurate wage statements which failed to
7 show, among other things, the correct gross and net wages earned. Cal. Lab. Code § 226
8 provides that every employer shall furnish each of his or her employees with an accurate
9 itemized wage statement in writing showing, among other things, gross wages earned and all
10 applicable hourly rates in effect during the pay period and the corresponding amount of time
11 worked at each hourly rate. PLAINTIFF and the AGGRIEVED EMPLOYEES were paid on
12 an hourly basis. As such, the wage statements should reflect all applicable hourly rates
13 during the pay period and the total hours worked, and the applicable pay period in which the
14 wages were earned pursuant to California Labor Code Section 226(a). The wage statements
15 DEFENDANT provided to PLAINTIFF and the AGGRIEVED EMPLOYEES failed to
16 identify such information. More specifically, the wage statements failed to identify the
17 accurate total hours worked each pay period. When the hours shown on the wage statements
18 were added up, they did not equal the actual total hours worked during the pay period in
19 violation of Cal. Lab. Code 226(a)(2). Aside, from the violations listed above in this
20 paragraph, DEFENDANT failed to issue to PLAINTIFF an itemized wage statement that
21 lists all the requirements under California Labor Code 226. As a result, DEFENDANT from
22 time to time provided PLAINTIFF and the AGGRIEVED EMPLOYEES with wage
23 statements which violated Cal. Lab. Code § 226.

24 21. Cal. Lab. Code § 204(d) provides, the requirements of this section shall be
25 deemed satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if
26 the wages are paid not more than seven (7) calendar days following the close of the payroll
27 period. Cal. Lab. Code § 210 provides:
28

1 in [I]n addition to, and entirely independent and apart from, any other penalty provided
2 this article, every person who fails to pay the wages of each employee as provided in
3 Sections. . . 204. . . shall be subject to a civil penalty as follows: (1) For any initial
4 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.

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

9 23. DEFENDANT underpaid sick pay wages to PLAINTIFF and the
10 AGGRIEVED EMPLOYEES by failing to pay such wages at the regular rate of pay in
11 violation of Cal. Lab. Code Section 246. Specifically, PLAINTIFF and other non-exempt
12 employees earn non-discretionary remuneration, including, but not limited to, incentives,
13 shift differential pay, and bonuses. Rather than pay sick pay at the regular rate of pay,
14 DEFENDANT underpays sick pay to PLAINTIFF and the AGGRIEVED EMPLOYEES at
15 their base rates of pay.

16 24. Cal. Lab. Code Section 246(1)(2) requires that paid sick time for nonexempt
17 employees be calculated by dividing the employee’s total wages, not including overtime
18 premium pay, by the employee’s total hours worked in the full pay periods of the prior 90
19 days of employment.

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

26 26. As a pattern and practice, DEFENDANT regularly failed to pay PLAINTIFF
27 and the AGGRIEVED EMPLOYEES their correct wages and accordingly owe waiting time
28 penalties pursuant to Cal. Lab. Code Section 203. Further, PLAINTIFF is informed and

1 believes and based thereon alleges that such failure to pay sick pay at regular rate was
2 willful, such that the AGGRIEVED EMPLOYEES whose employment has separated are
3 entitled to waiting time penalties pursuant to Cal. Lab. Code Sections 201-203.

4 27. Pursuant to Cal. Lab. Code Section 221, "It shall be unlawful for any employer
5 to collect or receive from an employee any part of wages theretofore paid by said employer
6 to said employee." DEFENDANT failed to pay all compensation due to PLAINTIFF and
7 the AGGRIEVED EMPLOYEES, made unlawful deductions from compensation payable to
8 PLAINTIFF and the AGGRIEVED EMPLOYEES, failed to disclose all aspects of the
9 deductions from compensation payable to PLAINTIFF and the AGGRIEVED
10 EMPLOYEES, and thereby failed to pay these employees all wages due at each applicable
11 pay period and upon termination.

12 28. DEFENDANT intentionally and knowingly failed to reimburse and indemnify
13 PLAINTIFF and the AGGRIEVED EMPLOYEES for required business expenses incurred
14 by the PLAINTIFF and the AGGRIEVED EMPLOYEES in direct consequence of
15 discharging their duties on behalf of DEFENDANT. Under California Labor Code Section
16 2802, employers are required to indemnify employees for all expenses incurred in the course
17 and scope of their employment. Cal. Lab. Code § 2802 expressly states that "an employer
18 shall indemnify his or her employee for all necessary expenditures or losses incurred by the
19 employee in direct consequence of the discharge of his or her duties, or of his or her
20 obedience to the directions of the employer, even though unlawful, unless the employee, at
21 the time of obeying the directions, believed them to be unlawful."

22 29. In the course of their employment PLAINTIFF and the AGGRIEVED
23 EMPLOYEES as a business expense, were required by DEFENDANT to use their own
24 personal cellular phones and home offices as a result of and in furtherance of their job duties
25 as employees for DEFENDANT but are not reimbursed or indemnified by DEFENDANT
26 for the cost associated with the use of their personal cellular phones and home offices for
27 DEFENDANT's benefit. Specifically, PLAINTIFF and the AGGRIEVED EMPLOYEES
28 were required by DEFENDANT to use their personal cellular phones and home offices. As

1 a result, in the course of their employment with DEFENDANT, PLAINTIFF and the
2 AGGRIEVED EMPLOYEES incurred unreimbursed business expenses which included, but
3 were not limited to, costs related to the use of their personal cellular phones and home
4 offices all on behalf of and for the benefit of DEFENDANT.

5 30. In violation of the applicable sections of the California Labor Code and the
6 requirements of the applicable Industrial Welfare Commission ("IWC") Wage Order,
7 DEFENDANT as a matter of company policy, practice and procedure, intentionally,
8 knowingly and systematically failed to provide PLAINTIFF and the other AGGRIEVED
9 EMPLOYEES suitable seating when the nature of these employees' work reasonably
10 permitted sitting.

11 31. DEFENDANT knew or should have known that PLAINTIFF and other
12 AGGRIEVED EMPLOYEES were entitled to suitable seating and/or were entitled to sit
13 when it did not interfere with the performance of their duties, and that DEFENDANT did
14 not provide suitable seating and/or did not allow them to sit when it did not interfere with
15 the performance of their duties.

16 32. By reason of this conduct applicable to PLAINTIFF and all AGGRIEVED
17 EMPLOYEES, DEFENDANT violated California Labor Code Section 1198 and Wage
18 Order 4-2001, Section 14 by failing to provide suitable seats. PLAINTIFF seeks penalties
19 on behalf of PLAINTIFF and other AGGRIEVED EMPLOYEES as provided herein.
20 Providing suitable seating is the DEFENDANT's burden. As a result of DEFENDANT's
21 intentional disregard of the obligation to meet this burden, DEFENDANT violated the
22 California Labor Code and regulations promulgated thereunder as herein alleged.

23 33. The employment of PLAINTIFF and other AGGRIEVED EMPLOYEES has
24 terminated and DEFENDANT has not tendered payment of all wages owed as required by
25 law. Additionally, at all times during the term of PLAINTIFF's employment with
26 DEFENDANT, PLAINTIFF and other AGGRIEVED EMPLOYEES earned and accrued
27 vested vacation and holiday time on the date of their termination pursuant to
28 DEFENDANT's uniform vacation policies and applicable California law. The amount of

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

1 34. All of the conduct and violations alleged herein occurred during the PAGA
2 PERIOD. To the extent that any of the conduct and violations alleged herein did not affect
3 PLAINTIFF during the PAGA PERIOD, PLAINTIFF seeks penalties for those violations
4 that affected the AGGRIEVED EMPLOYEES pursuant to *Carrington v. Starbucks Corp.*
5 2018 AJDAR 12157 (Certified for Publication 12/19/18).

6
7 **JURISDICTION AND VENUE**

8 35. This Court has jurisdiction over this Action pursuant to California Code of
9 Civil Procedure, Section 410.10.

10 36. Venue is proper in this Court pursuant to California Code of Civil Procedure,
11 Sections 395.5 and 393, because DEFENDANT operates in locations across California,
12 employs AGGRIEVED EMPLOYEES across California, including in this County, and
13 committed the wrongful conduct herein alleged in this County against AGGRIEVED
14 EMPLOYEES.

15 **FIRST CAUSE OF ACTION**

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

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

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

19 37. PLAINTIFF realleges and incorporates by this reference, as though fully set
20 forth herein, the prior paragraphs of this Complaint.

21 38. PAGA is a mechanism by which the State of California itself can enforce state
22 labor laws through the employee suing under the PAGA who do so as the proxy or agent of
23 the state's labor law enforcement agencies. An action to recover civil penalties under
24 PAGA is fundamentally a law enforcement action designed to protect the public and not to
25 benefit private parties. The purpose of the PAGA is not to recover damages or restitution,
26 but to create a means of "deputizing" citizens as private attorneys general to enforce the
27 Labor Code. In enacting PAGA, the California Legislature specified that "it was ... in the
28 public interest to allow aggrieved employees, acting as private attorneys general to recover

1 civil penalties for Labor Code violations ..." Stats. 2003, ch. 906, § 1. Accordingly, PAGA
2 claims cannot be subject to arbitration.

3 39. PLAINTIFF, and such persons that may be added from time to time who
4 satisfy the requirements and exhaust the administrative procedures under the Private
5 Attorney General Act, brings this Representative Action on behalf of the State of California
6 with respect to herself and all individuals who are or previously were employed by Beacon
7 Hill Staffing Group, LLC and/or Relx Inc. in California, including any employees staffed
8 with Beacon Hill Staffing Group, LLC and/or Relx Inc. by a third party, and classified as
9 non-exempt employees ("AGGRIEVED EMPLOYEES") during the time period of May 22,
10 2023 until a date as determined by the Court (the "PAGA PERIOD").

11 40. On May 22, 2024, PLAINTIFF gave written notice by electronic mail to the
12 Labor and Workforce Development Agency (the "Agency") and by certified mail to the
13 employer of the specific provisions of this code alleged to have been violated as required by
14 Labor Code § 2699.3. *See Exhibit #1*, attached hereto and incorporated by this reference
15 herein (*PAGA Notice only without draft complaint*). The statutory waiting period for
16 PLAINTIFF to add these allegations to the Complaint has expired. As a result, pursuant to
17 Section 2699.3, PLAINTIFF may now commence a representative civil action under PAGA
18 pursuant to Section 2699 as the proxy of the State of California with respect to all
19 AGGRIEVED EMPLOYEES as herein defined.

20 41. The policies, acts and practices heretofore described were and are an unlawful
21 business act or practice because DEFENDANT (a) failed to provide PLAINTIFF and the
22 AGGRIEVED EMPLOYEES accurate itemized wage statements, (b) failed to properly
23 record and provide legally required meal and rest periods, (c) failed to pay minimum wages,
24 (d) failed to pay overtime wages and sick pay wages, (e) failed to reimburse employees for
25 required expenses, (f) failed to provide wages when due, and (g) failed to provide suitable
26 seating, all in violation of the applicable Labor Code sections listed in Labor Code §§ 201,
27 202, 203, 204, 210, 218, 221, 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197,
28 1197.1, 1198, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision

1 5(A)-(B), California Code of Regulations, Title 8, Section 1 1070(14) (Failure to Provide
2 Seating), and the applicable Wage Order(s), and thereby gives rise to civil penalties as a
3 result of such conduct.¹ PLAINTIFF hereby seeks recovery of only civil penalties as
4 prescribed by the Labor Code Private Attorney General Act of 2004 as the representative of
5 the State of California for the illegal conduct perpetrated on PLAINTIFF and the
6 AGGRIEVED EMPLOYEES.

7 **PRAYER FOR RELIEF**

8 WHEREFORE, PLAINTIFF prays for judgment against each Defendant, jointly and
9 severally, as follows:

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

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

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

16 Dated: September 27, 2024 BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW
17 LLP

18
19 By: /s/ Nicholas De Blouw
20 Norman B. Blumenthal
21 Kyle R. Nordrehaug
22 Nicholas J. De Blouw
23 *Attorneys for Plaintiff*
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27 _____
28 ¹Plaintiff specifically excludes and/or does not allege any claims under California Labor
Code §558(a)(3).

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EXHIBIT 1

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

2255 CALLE CLARA

LA JOLLA, CALIFORNIA 92037

Web Site: www.bamlawca.com

San Diego | San Francisco | Sacramento | Los Angeles | Riverside | Santa Clara | Orange | Chicago

Phone: (858) 551-1223

Fax: (858) 551-1232

WRITERS E-MAIL:

Nick@bamlawca.com

WRITERS EXT:

1004

May 22, 2024

CA3239

VIA ONLINE FILING TO LWDA AND CERTIFIED MAIL TO DEFENDANT

Labor and Workforce Development Agency
Online Filing

Beacon Hill Staffing Group, LLC
Certified Mail #9589071052700298443388
CSC - Lawyers Incorporating Service
Becky Degeorge
2710 Gateway Oaks Drive, Suite 150N
Sacramento, CA 95833

Re: Notice Of Violations Of California Labor Code Sections §§ 201, 202, 203, 204, 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), 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 Beacon Hill Staffing Group, LLC and/or Relx Inc. in California, including any employees staffed with Beacon Hill Staffing Group, LLC and/or Relx Inc. by a third party, and classified as non-exempt employees during the time period of May 22, 2023 until a date as determined by the Court. Our offices represent Plaintiff Nia Gilbert (“Plaintiff”) and other Aggrieved Employees in a lawsuit against Beacon Hill Staffing Group, LLC and/or Relx Inc. (“Defendant”). Plaintiff was employed by Defendant in California from April of 2023 to February 6, 2024. Plaintiff was 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, 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, 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. 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 Statue 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.

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VIA ONLINE FILING TO LWDA AND CERTIFIED MAIL TO DEFENDANT

**Labor and Workforce Development Agency Relx Inc.
Online Filing**

**Certified Mail #9589071052700298443371
CT Corporation System
AMANDA GARCIA
330 N BRAND BLVD, Suite 700
GLENDALE, CA 91203**

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Dear Sir/Madam:

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