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8 **SUPERIOR COURT FOR THE STATE OF CALIFORNIA**

9 **COUNTY OF SAN FRANCISCO**

10 **DAN BECK and BIENVENIDA SALAZAR,**
11 individually and on behalf of all others similarly
12 situated,

13 Plaintiffs,

14 vs.

15 **UNIVERSITY OF SAN FRANCISCO, a**
16 California Corporation,

17 Defendant.

CASE NO. CGC21588930

**SECOND AMENDED CLASS AND
REPRESENTATIVE ACTION COMPLAINT
FOR:**

- (1) Failure to Pay Premium Wages for Overtime (Cal. Labor Code §§ 510, 1194, 1194.2, Wage Order No. 4-2001, § 3);
- (2) Failure to Provide Compliant Meal Breaks and Pay Premium Pay for Missed Meal Breaks (Cal. Labor Code §§ 512, 226.7, Wage Order No. 4-2001, § 11);
- (3) Failure to Permit and Authorize Rest Breaks and Pay Premium Pay for Missed Rest Breaks (Cal. Labor Code §§ 226.2, 226.7, Wage Order No. 4-2001, § 12);
- (4) Failure to Issue Accurate Itemized Wage Statements (Cal. Labor Code §§ 226(a), (e);
- (5) Failure to Reimburse Business Related Expenses (Cal. Labor Cod § 2802);
- (6) Unfair, Unlawful, or Fraudulent Business Practices (Cal. Bus. & Prof. Code § 17200 *et seq.*); and
- (7) Civil Penalties Pursuant to Private Attorneys General Act (Cal. Labor Code §§ 2698 *et seq.*)

**DEMAND FOR JURY TRIAL ON CLASS
CLAIMS**

1 Plaintiffs Dan Beck and Bienvenida Salazar ("Plaintiffs"), on behalf of themselves and all others
2 similarly situated, complain and allege on information and belief, except for their own acts and
3 knowledge which are based on personal knowledge, the following:

4 INTRODUCTION

5 1. This is a class action pursuant California Code of Civil Procedure § 382 seeking damages
6 for unpaid overtime wages, unpaid/missed rest breaks, and unpaid premium pay for missed meal and
7 missed and/or unpaid rest breaks, unreimbursed expenses, restitution, statutory penalties, pre- and post-
8 judgment interest, injunctive and equitable relief, and reasonable attorneys' fees and costs pursuant
9 California Labor Code ("Labor Code") §§ 218.5, 226(a), (e), 226.7, 226.2, 510, 512, 1194, 2802, Wage
Order No. 4-2001, §§ 3, 11, and 12, California Code of Civil Procedure § 1021.5, and California
Business & Professions Code §§ 17200 *et seq.*

10 2. Plaintiffs bring this action on behalf of themselves and other individuals currently and
11 formerly employed as part-time adjunct professors and/or instructors in any field of study by the
12 University of San Francisco ("Defendant" or "USF") in California and who did not earn a monthly
13 salary equivalent to no less than two times the state minimum wage for full time employment in at least
14 one pay periods during the Class Period ("Class Members"). The class period is defined as from four
years prior to the filing of the initial Complaint through to trial ("Class Period").

15 3. During the Class Period, Defendant misclassified Plaintiffs and Class Members as
16 professionally exempt employees. However, Plaintiffs and Class Members were non-exempt under
17 California law throughout the Class Period for two separate and alternative reasons. First, their
18 compensation was less than the monthly salary equivalent of two times the state minimum wage for full
19 time work. Second, their compensation was not a salary. Their compensation was not a salary because
20 it was subject to reduction because of variations in the quality or quantity of the work performed, and it
21 was not a salary because they are not paid any wages outside the time periods specified in their
22 employment contracts even though they perform work outside those periods. Rather, Defendant pays
23 Plaintiffs and Class Members a piece-rate because their compensation is a flat/ascertainable amount
based on the number of "units" / credit hours taught. The more units / the more credit hours they teach,
the more they are paid.

24 4. As non-exempt employees, Plaintiffs and Class Members were entitled to the minimum
25 wage protections under the Labor Code, including overtime pay, meal breaks, rest breaks, and accurate
26 itemized wage statements. Defendant, however, regularly scheduled Plaintiff Salazar and Class
Members to work more than eight hours in a row, and they did work more than eight hours in a day, yet

1 Defendant maintained policies and/or practices of denying Plaintiff Salazar and Class Members daily
2 overtime on those days, in violation of Labor Code §§ 510, 1194 and Wage Order No. 4, § 3. As a
3 result, Plaintiff Salazar and Class Members are entitled to their unpaid overtime, liquidated damages,
4 reasonable attorneys' fees and costs pursuant to Labor Code §§ 510, 1194, 1194.2, 218.5 and Wage
Order No. 4, § 3.

5 5. Defendant also regularly scheduled Plaintiff Salazar and Class Members to work for five
6 hours or more in a row and, particularly those who taught nursing instructors, up to 12 hours in a day,
7 and they did work for five hours and up to 12 hours in a row, yet Defendant maintained policies and/or
8 practices of failing to provide them with a duty-free thirty-minute meal break for the first five hours
9 worked or a second meal break for work of 12 hours or more in a row (or premium payments in lieu of
breaks) in violation of Labor Code § 512 and Wage Order No. 4, § 11.

10 6. Further, Defendant regularly scheduled Plaintiffs and Class Members to work 3.5 hours
11 or more and, particularly those instructors who taught nursing students, up to 12 hours in a day, yet
12 Defendant did not have a policy and/or practice of paying Class Members separately and hourly for rest
13 break time as required under Labor Code § 226.2, and also maintained policies and/or practices of
14 failing to provide Class Members with off-duty rest breaks (or premium payments in lieu of unpaid or
missed breaks), in violation of Labor Code § 226.7 and Wage Order No. 4, § 12.

15 7. As a result, Plaintiffs and Class Members are entitled to premium pay of one hour of pay
16 at their regular hourly rate for each missed meal and missed and/or unpaid rest break, and reasonable
17 attorneys' fees and costs pursuant to Labor Code §§ 226.2, 226.7, 512, and Wage Order No. 4, §§ 11
and 12.

18 8. Plaintiffs also bring this action on behalf of themselves and other Class Members for the
19 violation of Labor Code § 226(a), (e) ("Wage Statement Class Members"). There are three class periods
20 that are relevant to these claims of the Wage Statement Class Members. Class Period 1 is from March
21 15, 2017 through January 3, 2020 (hereinafter, "Wage Statement Class Period 1"). Class Period 2, is
22 from January 4, 2020 through to September 8, 2020 (hereinafter, "Wage Statement Class Period 2").
Class Period 3 is from September 9, 2020 through to trial ("Wage Statement Class Period 3").

23 9. During Wage Statement Class Periods, Defendant misclassified Plaintiffs and Wage
24 Statement Class Members as professionally exempt employees. During Class Periods 1 and 2,
25 Defendant should have classified them as non-exempt as they did not earn the monthly salary equivalent
26 of at least two times the state minimum wage for full-time employment. During Wage Statement Class
Period 1 and 2, Defendant did not require Plaintiffs and Wage Statement Class Members to track their

1 actual hours worked and did not include an accurate entry for the total hours worked or an applicable
2 hourly rate on their wage statements in violation of Labor Code § 226(a). Defendant's violation of
3 Labor Code § 226(a) was knowing and intentional, and Plaintiffs and Wage Statement Class Members
4 employed during Class Period 1 and 2 suffered injury as a result in that they could not ascertain from
5 the wage statement alone the number of hours worked, or the applicable hourly rate earned. As a result,
6 Plaintiffs and Wage Statement Class Members employed during Class Period 1 and 2 are entitled to
statutory penalties and reasonable attorney's fees pursuant to Labor Code § 226(e).

7 10. The additional allegations relevant specifically to Wage Statement Class Period 1 are as
8 follows. Plaintiff Salazar and Wage Statement Class Members employed during Wage Statement Class
9 Period 1 were members of a certified class in an earlier filed class and representative action lawsuit
10 styled *Gola v. University of San Francisco*, Case No. CGC-18-565018 (San Francisco Super. Cnty. Ct.)
11 ("Gola Action"). Although they were members of the certified class pursuant to the Superior Court's
12 class certification order entered on January 9, 2020 ("Certification Order"), in the *Gola* Action, their
13 names were omitted from the class list provided by Defendant pursuant to the Certification Order
14 ("Omitted Class Members") and they did not receive notice of class certification. After the class was
15 certified in the *Gola* Action, the case proceeded to trial, following which the trial Court issued Judgment
16 in favor of Gola and 1,350 of the certified class members, which did not include Omitted Class
17 Members.¹ The class was certified and statutory penalties were awarded for the certified period, which
18 was March 15, 2017 to January 3, 2020. Accordingly, as a matter of due process, Plaintiff Salazar and
the Wage Statement Class Members who are Omitted Class Members are not bound by the Judgment
and may seek to recover their statutory penalties in this case for the period of March 15, 2017 through
January 3, 2020, the same period as certified in the *Gola* Action.

19 11. Plaintiffs and Wage Statement Class Members employed during Wage Statement Class
20 Period 2 (January 4, 2020 through to September 8, 2020) by this complaint seek to recover statutory
21 penalties for the identical wage statement violations that the trial Court in the *Gola* Action found
22 Defendant had committed, as Defendant continued to commit those same violations following the
certified class period end date of January 3, 2020.

23 12. During Wage Statement Class Period 3, Defendant misclassified Plaintiffs and Wage
24 Statement Class Members as professionally exempt employees. Defendant should have classified them

25 _____
26 ¹ The Judgment did include civil penalties pursuant to PAGA for the Omitted Class Members, but not
statutory penalties.

1 as non-exempt as they did not earn at least two times the state minimum wage for full time employment
2 and did not meet the exemption criteria under Labor Code § 515.7 because their compensation did not
3 constitute a salary. During Class Period 3, Defendant did not require Plaintiffs and Wage Statement
4 Class Members to track their actual hours worked and did not include an accurate entry for the total
5 hours worked or an applicable hourly rate on their wage statements in violation of Labor Code § 226(a).
6 Defendant's violation of Labor Code § 226(a) was knowing and intentional, and Plaintiffs and Wage
7 Statement Class Members employed during Class Period 3 suffered injury as a result in that they could
8 not ascertain from the wage statement alone the number of hours worked, or the applicable hourly rate
9 earned. As a result, Plaintiffs and Wage Statement Class Members are entitled to statutory penalties and
10 reasonable attorney's fees pursuant to Labor Code § 226(e).

11 13. Plaintiff Beck brings this action on behalf of himself and other current and former
12 employees of Defendant ("Expense Reimbursement Class Members" or "ER Class Members") in
13 California employed at any time from March 18, 2020 through the date of trial ("Expense
14 Reimbursement Class Period" or "ER Class Period") for unreimbursed business expenses incurred by
15 them during that period. During the ER Class Period, as a result of the COVID 19 pandemic, Defendant
16 maintained a policy and/or practice of requiring Plaintiff and ER Class Members to work remotely. In
17 order to carry out and perform their assigned work related duties remotely, Plaintiff and ER Class
18 Members incurred and continue to incur expenses including but not limited to cost of internet service
19 and telephone service (hereinafter, "home office expenses"). However, Defendant maintains a policy
20 and/or practice of denying reimbursing Plaintiff and ER Class Members for these necessarily incurred
21 home office expenses, in violation of Labor Code § 2802.

22 14. In consequence of the violations of Labor Code §§ 226.7, 226.2, 510, 1194, 512, and
23 2802, and IWC Wage Order No. 4-2001, §§ 3, 11, 12 Defendant also committed unfair, unlawful, and
24 fraudulent business practices, in violation of California's Unfair Competition Law ("UCL"), Bus. &
25 Prof. Code § 17200 *et seq.* Plaintiffs, on behalf of themselves, and members of all the Classes, seek
26 restitution and other relief as prayed for below.

15. Plaintiff Salazar also brings this action as a representative action under the California
Labor Code's Private Attorneys General Act ("PAGA"), Cal. Labor Code § 2698 *et seq.*, for civil
penalties on behalf of herself and Class Members employed by USF to teach nursing students from
January 4, 2020 through to September 8, 2020 ("Nursing Aggrieved Employees") for the violations of
Labor Code §§ 226.7, 510, 512, 1194 and IWC Wage Order No. 4-2001 §§ 3, 11 and 12 alleged herein;
and on behalf of herself and Wage Statement Class Members employed by USF from January 4, 2020

1 through to September 8, 2020 ("Adjunct Aggrieved Employees") for the violations of Labor Code §
2 226(a)(2) and (a)(9).

3 16. Plaintiff Beck also brings this action as a PAGA representative action on behalf of
4 himself and all ER Class Members employed by USF in California anytime from March 11, 2020
5 through to the date of trial in this case ("Aggrieved Employees") for the violation of Labor Code § 2802
alleged herein.

6 **PARTIES**

7 17. Plaintiff Bienvenida Salazar is an individual residing in Davis, California. Plaintiff
8 Salazar has taught clinical courses in Defendant's Sacramento Nursing program in 2018, 2019, 2020,
9 2021, and 2022. Throughout the periods of her employment, Plaintiff Salazar was subject to
Defendant's unlawful policies and conduct described herein.

10 18. Plaintiff Dan Beck is an individual residing in San Francisco, California. Plaintiff Beck
11 has taught Behavioral Finance for Defendant in the Spring semesters in 2018, 2019, 2020, and Fall
12 semester in 2021. Plaintiff Beck taught courses at USF's main campus in San Francisco until
13 approximately March 18, 2020 when Defendant began requiring all Expense Reimbursement Class
14 Members to work remotely. Throughout the periods of his employment, Plaintiff Beck was subject to
Defendant's unlawful policies and conduct described herein.

15 19. USF is a private not-for-profit Jesuit Catholic university. USF employs approximately
16 600 part-time adjunct instructors at any one time. Defendant has engaged in the Labor Code violations
alleged herein throughout the Class Period and continues to do so at present.

17 **JURISDICTION**

18 20. This Court has jurisdiction over Plaintiff Salazar's claims for failure to pay overtime
19 wages for work in excess of eight hours in a workday pursuant to Labor Code §§ 510, 1194, 1194.2 and
Wage Order No. 4, § 3.

20 21. This Court has jurisdiction over Plaintiff Salazar's claims for failure to provide off-duty
21 meal periods pursuant to Labor Code § 512 and Wage Order No. 4, § 11.

22 22. This Court has jurisdiction over Plaintiffs' claims for failure to permit and authorize paid
23 off-duty rest breaks in violation of Labor Code §§ 226.2, 226.7 and Wage Order No. 4, § 12.

24 23. This Court has jurisdiction over Plaintiffs' claims for failure to issue accurate itemized
wage statements pursuant to Labor Code § 226(a), (e).

25 24. This Court has jurisdiction over Plaintiff Beck's claims for failure to reimburse for all
26 necessarily incurred business expenses under Labor Code § 2802.

25. This Court has jurisdiction over Plaintiffs' claims for reasonable attorneys' fees and costs pursuant to Labor Code §§ 218.5, 226(e), 1194 and 2802.

26. This Court has jurisdiction over the claims for restitution arising from Defendant's unlawful business practices under the UCL, Bus. & Prof. Code §§ 17203 and 17204.

27. This Court has jurisdiction over Plaintiffs' claims for civil penalties under Labor Code § 2699. On January 4, 2021 Plaintiffs provided PAGA Notice pursuant to Labor Code § 2699.3 to the California Labor & Workforce Development Agency ("LWDA") and Defendant. The LWDA has provided no notice to Plaintiffs within the period specified in Labor Code § 2699.3 regarding its intention to investigate or not investigate any other claims alleged in the PAGA Notice. Plaintiffs have therefore fully complied with the PAGA procedural requirements and may commence this representative action pursuant to Labor Code § 2699.

VENUE

28. Venue is proper in the Superior Court for the County of San Francisco pursuant to Cal. Civ. Proc. Code §§ 395(a) and 395.5. USF is a California corporation with its principal place of business at 2130 Fulton Street San Francisco, California, in the City and County of San Francisco.

FACTUAL BACKGROUND

29. Defendant is the largest non-profit institution of higher education in San Francisco. USF's annual operating budget in recent years has exceeded \$400 million, total revenue exceeded \$500 million in 2017, and total assets exceed \$1 billion. USF's main campus is located in the heart of San Francisco, and it has six branch campuses located in Downtown San Francisco, Orange County, Pleasanton, Sacramento, San Jose, and Santa Rosa.

30. USF operates five schools – College of Arts and Sciences, School of Education, School of Law, School of Managements, and School of Nursing and Health Professions – and offers more than 230 undergraduate, graduate, professional, and certificate programs at its main campus and additional programs at its branch campuses. The total student enrollment within these programs is approximately 10,000 students. Each year, USF offers these programs on traditional fall and spring semester basis, with a winter intersession, and summer courses offered during three modules.

A. General Facts Supporting Claims for Unpaid Wages, Premium Pay and Inaccurate and Incomplete Wage Statements

31. USF employs Class Members to teach courses in its programs.

32. USF classifies Class Members as exempt from minimum wage provisions of the California Labor Code, and has done so at all times relevant hereto.

1 33. As stated above, however, Class Members were and are non-exempt because they do not
2 earn a monthly salary equivalent of two times the state minimum wage for full-time employment, and
3 also because they do not meet the requirements of Labor Code § 515.7, applicable as of September 9,
4 2020, because they are not paid on a salary basis.

5 34. Class Members are not paid a salary because their compensation is subject to reduction
6 because of variations in the quality or quantity of the work performed. Class Members' compensation is
7 subject to reduction because Defendant reserves the right to pay less than the contracted amount,
8 pursuant to Article 18.8 of the CBA set out below, based on low student enrollment in adjunct-taught
9 classes. Additionally, Defendant reserves the right to cancel courses, which results in reduction of
10 compensation if a Class Member was contracted to teach two or three courses in the same semester as
11 the cancelled classes.

12 35. Class Members' compensation is also not a salary because they are not paid any wages
13 outside the time periods specified in their employment contracts even though they perform work during
14 those periods, including but not limited to, syllabi preparation, and trainings.

15 36. Rather, Class Members are paid a piece-rate because they are paid on the basis of the
16 number of units/credit hours taught. The more units/ credit hours they teach the more they are paid.
17 Thus, the unit of production which is the "piece" for which Class Members were and are paid is a
18 college course.

19 **B. Facts Supporting Claims for Unpaid Overtime and Unpaid Premium Pay**

20 **1. Collective Bargaining Agreements**

21 37. During the Class Period, the University of San Francisco Part Time Faculty Association
22 and USF entered into two collective bargaining agreements (hereinafter, "CBAs"). Through the CBAs,
23 the University recognized, the Association as the exclusive representative of the bargaining unit. See
24 CBA Article 1.1. The bargaining unit included all adjunct professors, except those employed by the
25 College of Law. The CBAs' stated purpose was "to set forth the wages, hours of employment, and other
26 terms and conditions of employment" for the Plaintiff Salazar and other bargaining unit members.

38. Article 18 of both CBAs set out the compensation payable to Class Members. Article
18.1.1. of both CBAs provides that "Adjunct professors shall be assigned an appropriate rate of pay by
the University" and Article 18.1.2 provides that "The salary schedule for adjunct professors shall be
based on a per unit minimum rate of pay."

39. Article 18.8. also provides that: "Adjunct professors shall be compensated for assigned
teaching of Directed Study courses and Reduced Enrollment Courses (REC) at the rates described

below: 1/12 multiplied by the appropriate per unit minimum pay rate, the product of which is multiplied by the total number of units taught and the number of students taught. [Example: 1/12 (\$1,918) x 4 units x 8 students = \$5,115.]”

40. During the Class Period, the CBAs did not contain any express references regarding the provision for premium pay for overtime hours worked, off-duty thirty-minute meal breaks, paid or off-duty ten-minute rest breaks, or wage statements and their content.

2. USF Classified Class Members as Exempt Pursuant to the FLSA

41. During the Class Period, USF maintained a policy and/or practice that classified its employees as either non-exempt or exempt. USF’s written policy provides that all of its employees are classified as either non-exempt or exempt according to the following definitions:

- “Non-exempt: Full-time or part-time employees who are subject to the payment of daily and weekly overtime as required by federal and state law based on job responsibilities and duties
- Exempt: Full-time and part-time employees who are exempt from overtime provisions of federal and state laws due to job responsibilities that meet the exemption criteria established under the U.S. Department of Labor’s Fair Labor Standards Act (FLSA)”

(hereinafter “FLSA Exempt policy”).²

42. During the Class Period, and in accordance with the FLSA Exemption policy and definition therein, USF classified Plaintiffs and Class Members as exempt employees. This classification was contrary to California law, under which Plaintiff and Class Members were non-exempt employees.

3. USF Maintained a Policy Denying Overtime to Employees Classified as Exempt

43. USF also maintained a written overtime policy that provided:

“Overtime will be paid to all non-exempt, non-union employees for all hours worked over seven and a half (7.5) in one workday or thirty-seven and a half (37.5) in one workweek or for the first seven and a half (7.5) hours worked on the seventh consecutive day worked in a workweek. Overtime pay is paid at a rate of 1.5 times the non-exempt employee’s regular hourly rate. Overtime hours in excess of twelve (12) in one workday or over seven and a half (7.5) on the seventh consecutive workday are paid at double-time; two (2) times the non-exempt employee’s regular rate of pay. Overtime may be assigned to non-exempt employees by the University in its sole discretion. At this request, employees must discuss scheduling conflicts directly with supervisors. Employees who anticipate the need for overtime to complete assigned work

² See HR - Policies - Payroll Services and Pay Practices | myUSF (usfca.edu) (last accessed on March 11, 2022)

1 must notify their supervisor in advance and obtain approval before working hours that
2 extend beyond their normal schedule.

3 Exempt employees are expected to work as much of each workday as necessary to
4 complete their job responsibilities. No overtime, compensatory time, or additional
5 compensation is provided to exempt employee.

6 Union employees should refer to their collective bargaining agreement for information
7 on overtime pay.”

8 (hereinafter, “Overtime Policy”).³

9 44. As a result of the FLSA Exemption and the Overtime Policies, USF maintained policies
10 and/or practices of denying daily overtime pay to those Class Members who worked more than eight
11 hours in a workday.

12 **4. USF Maintained a Policy and/or Practice of Denying Class Members Paid Rest**
13 **Breaks**

14 45. During the Class Period, USF maintained a written rest break policy that provided:

15 “Non-exempt employees are permitted at minimum a 10-minute rest break for every 3.5-
16 hour period of work. Non-exempt employees are not required to clock in and clock out
17 for rest periods because this time is considered “time worked” and is compensable.
18 *Exempt employees, as they are paid a weekly salary regardless of the hours they work,*
19 *may choose to take breaks as needed.* Union employees should refer to their collective
20 bargaining agreement for information on rest breaks.” (emphasis supplied)

21 (hereinafter, “Rest Break Policy”).⁴

22 46. The CBA contained no language regarding the provision of rest breaks or payment of
23 premium pay for missed breaks.

24 47. Defendant also did not maintain any policy and/or practice of paying Class Members
25 separately and hourly for their rest break time.

26 48. Defendant failed to provide Plaintiffs and Class Members rest breaks as required by law
and the policy of Defendant that applied to non-exempt employees, and Plaintiffs and Class Members
routinely did not have the opportunity to take such rest breaks.

49. As a result of the FLSA Exemption and Rest Break Policies, the absence of policies
and/or practices permitting paid off-duty rest breaks, and Defendant’s failure to provide lawful rest

³ Id.

⁴ Id.

1 breaks to Plaintiffs and Class Members, Defendant maintained policies and/or practices of failing to
2 permit and authorize lawful rest breaks.

3 **5. USF Maintained a Policy of Denying Class Members Meal Breaks**

4 50. During the Class Period, USF maintained a written meal break policy that provided:

5 “Non-exempt employees who work at least five (5) consecutive hours will be provided a
6 meal break not to exceed 60 minutes. The meal period must be provided no later than the
end of the employee’s fifth hour of work. The meal period will not be included in the
total hours of work per day and is not compensable.

7 Non-exempt employees are to be completely relieved of all job duties while on meal
8 breaks. Non-exempt employees can opt to waive the meal period if they do not work
9 more than six (6) hours in the workday. Non-exempt employees who feel that they are
unable to take their required breaks or meal period must contact their supervisor before
the scheduled break or meal period...

10 **Employees can opt to waive the meal period if they do not work more than six (6) hours*
11 *in the workday. Waiver must be written mutual agreement between employee and*
12 *supervisor.” (original emphasis)*

13 (hereinafter, “Meal Break Policy”).⁵

14 51. The CBA contained no language regarding the provision of meal breaks or payment of
premium pay for missed breaks, and no language regarding waiver of meal breaks.

15 52. Defendant failed to provide Plaintiff Salazar and Class Members uninterrupted meal
16 breaks as required by law and the policy of Defendant that applied to non-exempt employees, and
17 Plaintiff Salazar and Class Members did not have the opportunity to take such meal breaks.

18 53. As a result of the FLSA Exemption and Meal Break Policies, and Defendant’s failure to
19 provide lawful rest breaks to Plaintiff Salazar and Class Members, Defendant maintained policies and/or
practices of failing to permit and authorize lawful meal breaks.

20 **6. Hours Caps Policy**

21 54. During the Class Period, USF maintained the following Hours Caps for Part-Time
Employees Policy:

22 **“CALCULATION OF TEACHING HOURS**

23 The number of work hours associated with an adjunct faculty member’s teaching
24 assignment must be calculated by the department when the position is established in
USF’s human capital management (HCM) system. For ACA reporting requirements
25 only, the basis for calculating the hours of service per week is 2.5 hours for each unit

26 ⁵ *Id.*

1 taught (2.25 hours per unit for classroom teaching, including preparation and grading,
2 plus .25 hours per unit for office hours). For example, 8 units of teaching is equivalent to
3 20 hours of work per week, per semester.”⁶

4 55. Pursuant to Defendant’s written Hours Caps Policy, Exempt Employees were not
5 required to keep track of, and report time worked. The policy provided:

6 “A University employee who, based on duties performed and the manner of
7 compensation, is exempt from the provisions of the Fair Labor Standards Act (FLSA). In
8 general, exempt employees are paid a guaranteed minimum salary and perform exempt
9 job duties as defined under FLSA regulations. *Exempt employees are only required to
10 report leave and not time worked.*” (emphasis supplied)

11 (hereinafter “Time Keeping Policy”).⁷

12 **7. USF Failed to Pay Overtime Pay to Class Members**

13 56. During the Class Period, Plaintiff Salazar and Class Members earned less than the
14 equivalent monthly salary of two times the state minimum wage for full time employment and did not
15 meet the exemption requirements under Labor Code § 515.7 because they were not paid a salary, and as
16 such they should have been classified as non-exempt employees. However, Defendant misclassified
17 them as exempt employees.

18 57. As non-exempt employees, pursuant to Labor Code §§ 510, 1194 and Wage Order No. 4,
19 § 3, Defendant was required to pay Plaintiff Salazar and the Class Members one-and-one-half times
20 their regular hourly rate for hours worked in excess of eight in a day.

21 58. During the Class Period, Defendant regularly scheduled Plaintiff Salazar and Class
22 Members to work more than eight hours in a day, and Plaintiff Salazar and Class Members did in fact
23 work more than eight hours in a workday. For example, Defendant scheduled Plaintiff Salazar to work
24 and teach Clinical Lab I: Adult Medical-Surgical Nursing in the spring semester of 2019, for 9 ½
25 consecutive hours, from 6:00 am to 3:30 pm.

26 59. No exception to the requirement contained in Labor Code § 514 for payment of premium
wage rates for all overtime hours work applies to Defendant’s employment of Class Members.

⁶ See HR - Policies - Hours Caps for Part-Time Employees Policy | myUSF (usfca.edu) (last accessed on December 15, 2020)

⁷ *Id.*

1 60. During the Class Period, in accordance with its Overtime Policy, Defendant did not pay
2 Plaintiff and Class Members at one and one-half times their regularly hourly rate, for overtime hours
3 worked in excess of eight in a workday.

4 61. As a result, Plaintiff Salazar and Class Members are entitled to unpaid wages for all
5 overtime hours worked, pursuant to Labor Code §§ 510, 1194 and Wage Order No. 4, § 3, and
6 liquidated damages pursuant to Labor Code § 1194.2.

7 **8. USF Failed to Provide Off-Duty Meal Periods to Class Members**

8 62. During the Class Period, as non-exempt employees, Plaintiff Salazar and Class Members
9 were entitled to thirty-minute off-duty meal periods for work of five or more consecutive hours and to a
10 second third-minute off-duty meal period for work for 10 or more consecutive hours.

11 63. Defendant did not maintain a meal break policy and/or practice for Class Members that
12 provided them with an off-duty meal break for work of five or more hours and a second meal break for
13 work of 12 or more hours.. Defendant also did not maintain a policy and/or practice of paying premium
14 pay for missed meal periods.

15 64. As a result of Defendant's Time Keeping Policy, Defendant did not keep track of the
16 hours worked by Class Members, and did not keep track of the meal breaks taken, in violation of Wage
17 Order No. 4, § 7(A).

18 65. During the Class Period, Defendant routinely scheduled Class Members to work five
19 hours or more in a row without providing Class Members with a meal break before the end of the fifth
20 hour, and routinely scheduled some Class Members, particular those who taught nursing courses, to
21 work up to 12 hours, without providing them with a second meal break before the end of the tenth hour
22 of work.

23 66. In addition to Defendant's lack of a meal break policy and/or practices providing Class
24 Members with compliant meal periods, Class Members also routinely could not take off-duty 30-minute
25 meal periods because the nature of their employment was such that they spent their classroom breaks
26 answering students' questions, and USF required and/or expected them to do the same, i.e. make
themselves available to students for questions before and after class, as well as during classroom breaks.

 67. Class Members who taught clinical courses in the nursing program as part of which
students are placed in clinical settings to apply and practice their skills could not take off-duty meal
breaks because while they gave their students breaks, those breaks were staggered and Class Members
themselves remained on duty during those times because they were required and/or expected to

1 supervise the students who were not on breaks. These Class Members were also required and/or
2 expected to always be available for questions and any issues that arose.

3 68. As a result, Defendant failed to provide compliant meal breaks in accordance with Labor
4 Code § 512 and Wage Order No. 4-2001, § 11(A) thereby triggering an obligation to make premium
5 payments under Labor Code § 226.7 and Wage Order No. 4-2001, § 11(B). However, Defendant did not
6 make any such premium payments to Class Members entitled to them..

7 **9. USF Failed to Permit and Authorize Paid Off-Duty Rest Breaks to Class**
8 **Members**

9 69. During the Class Period, as Plaintiffs and Class Members were non-exempt, in
10 accordance with Labor Code § 226.7 and Wage Order No. 4, § 12, they were entitled to one 10-minute
11 off-duty rest break for shifts between 3.5 and 6 hours, two 10-minute rest breaks for shifts between 6
12 and 10 hours, and three 10-minute rest breaks for shifts between 10 and 12 hours.

13 70. As piece-rate workers, Plaintiffs and Class Members were also entitled to be paid
14 separately and hourly for rest break time in accordance with Labor Code § 226.2.

15 71. Defendant misclassified Plaintiffs and Class Members as exempt employees, and had no
16 policy and/or practice of providing them off-duty rest breaks. Nor did Defendant have any policy and/or
17 practice of paying Plaintiffs and Class Members separately and hourly for rest breaks. They were
18 members of a union, and Defendant, in accordance with its written Rest Break Policy, referred them to
19 their CBA for information on rest breaks; however, the CBA, as cited in paragraph 44 above, and as
20 applied to employees who were treated as exempt employees, misinformed Plaintiffs and Class
21 Members, who were misclassified as exempt, and failed to correctly state what rights they had to off-
22 duty rest breaks.

23 72. During the Class Period, Defendant routinely scheduled Plaintiffs and Class Members to
24 work more than 3.5 hours and particularly Plaintiff Salazar and Class Members who taught nursing
25 courses to work shifts of up to 12 hours, and Plaintiffs and Class Members routinely worked shifts of
26 3.5 hours or more.

73. However, as a result of its policies and/or practices and/or absence thereof, Defendant
failed to pay Plaintiff s and Class Members separate from the course/unit rate and hourly for their rest
break time.

74. Even if Class Members' pay were not considered a piece rate, as a result and
consequence of Defendant's written FLSA Exemption and Rest Break Policies, its failure to make
provision for off-duty rest breaks, and other written policies and/or practices, including the nature of

1 Class Members' job duties, Defendant denied Class Members their legally mandated off-duty rest
2 breaks, because the job duties Defendant imposed on them deprived them of the opportunity to take
3 uninterrupted 10 minute breaks during their assigned shifts.

4 75. As a result of the policies, practices, including the job duties Defendant applied to Class
5 Members and/or the nature of their employment, Defendant failed to authorize and permit compliant
6 rest breaks in accordance with Wage Order No. 4-2001, § 12(A) thereby triggering an obligation to
7 make premium payments under Labor Code § 226.7 and Wage Order No. 4-2001, § 12(B), which it also
8 did not pay.

9 **C. Facts Supporting the Wage Statement Claims**

10 76. During the Wage Statement Class Periods 1, 2, and 3 Defendant was required by law to
11 issue accurate itemized wage statements to Plaintiffs and Wage Statement Class Members semimonthly
12 or at the time of each payment of wages containing: (1) the total number of hours worked during each
13 period, pursuant to subdivision (a)(2) of § 226(a) and (2) all applicable hourly rates in effect during the
14 pay period and corresponding number of hours worked pursuant to subdivision (a)(9) of Labor Code §
15 226(a). During the Wage Statement Class Period 1, 2, and 3, Defendant misclassified Wage Statement
16 Class Members as exempt employees, and did not require them to track their actual hours worked.
17 Moreover, Defendant failed to issue Wage Statement Class Members wage statements showing the
18 actual hours worked by them and applicable hourly rates.

19 77. Defendant knew that it did not require Wage Statement Class Members to track their
20 actual hours worked, that the wage statements it issued to them did not show the total hours actually
21 worked, or an applicable hourly rate. As a result, Defendant's issuance of inaccurate wage statements
22 was knowing and intentional.

23 78. Defendant's practice of furnishing Wage Statement Class Members with incomplete
24 and/or inaccurate wage statements was not an isolated and unintentional payroll error due to a clerical or
25 inadvertent mistake, but rather the result of Defendant's regular compensation policies and/or
26 Defendant's policies of classifying all part-time adjunct instructors as exempt without regard to whether
they earned enough to meet the minimum monthly salary equivalent required to be exempt under
California law and/or willful refusal to bring its wage statements into compliance.

79. Plaintiffs and Wage Statement Class Members could not readily ascertain the number of
total hours they worked in any given pay period, or an applicable hourly rate. As a result, Plaintiffs and
Wage Statement Class Members suffered injury.

1 80. Defendant's policies and practices with regard to wage statements issued to Plaintiffs and
2 Class Members violated their rights under Labor Code section 226(a)(2) and (9).

3 81. Plaintiffs and Class Members are entitled to statutory damages for the violation of their
4 rights to lawful wage statements under Labor Code section 226(e).

5 **1. Facts Supporting Equitable Tolling of Wage Statement Class Period 1 Claims**

6 82. On January 30, 2018, Kelly Gola ("Gola") sent a PAGA notice to the Labor &
7 Workforce Development Agency and, by certified mail, to Defendant. The PAGA Notice alleged that
8 because adjunct professors' "monthly earnings were equivalent to less than two (2) times the prevailing
9 state minimum wage for full-time employment," and because defendant "fail[ed] to issue accurate
10 itemized wage statements that included all hours worked [and] the applicable hourly rate," Defendant
11 had violated Labor Code § 226(a). The PAGA Notice also specified that HammondLaw (Plaintiffs'
12 counsel in this action) was representing Gola:

13 "... on behalf of herself and all other similarly situated individuals who were employed by
14 [USF] as instructors in California and who were paid based on a per unit minimum pay
15 rate...and whose monthly earnings were equivalent to less than two (2) times the prevailing
16 state minimum wage for full-time employment ("Aggrieved Employees") for the following
17 labor code violations: ... (c) failure to issue accurate itemized wage statements that included
18 all hours worked, the applicable hourly rate, ...in violation of Labor Code §[] 226(a)..."

19 83. On March 15, 2018, Gola filed a Complaint, relevantly alleging that Defendant failed to
20 issue accurate itemized wage statements, and subsequently filed a First Amended Complaint ("FAC")
21 on July 19, 2018. In her FAC, Gola relevantly alleged, on behalf of a class of non-exempt adjunct
22 instructors, that Defendant's violation of Labor Code § 226(a)(2) and (a)(9), (e) by failing to include on
23 their wage statements an entry for hours worked and hourly rates. A file stamped copy of the FAC filed
24 in the *Gola* Action is attached hereto as **Exhibit A**.

25 84. The Court held a bifurcated bench trial on the issue of whether Plaintiff's claims were
26 preempted under the LMRA, the Court ruled that Plaintiff's claims for unpaid wages and failure to pay
wages on discharge are preempted. The Court ruled that Plaintiff's wage statement claim was not
preempted, finding that "there are actually no provisions in the CBA on the issuance of paystubs."

 85. The Court subsequently certified the following class for the Labor Code § 226(a) and (e)
wage statement claim only:

 "All part-time adjunct instructors employed by USF at any time between March 15, 2017 and
January 3, 2020 ("Class Period") who in 2017 earned less than \$3,612 in any calendar month
in which the instructor was paid wages; who in 2018 earned less than \$3,784 in any calendar
month in which the instructor was paid wages; who in 2019 earned less than \$4,128 in any
calendar month in which the instructor was paid wages; or who in 2020 earned (or will earn)

1 less than \$4,472 in any calendar month in which the instructor was paid wages ("Class")."

2 A copy of the parties Stipulation for Class Certification in the *Gola* Action is attached as **Exhibit B**.
3 As relevant here, the Stipulation entered by the Court required notice to be sent to all Class members,
4 informing them of their right to opt out of the class action.

5 86. On or about January 10, 2020, plaintiff's counsel in the *Gola* Action engaged Simpluris,
6 a third-party notice administrator, to send out the class notice. On or about January 17, 2020, Defendant
7 sent Simpluris two lists containing the names and mailing addresses, and other contact information of
8 the certified class (hereinafter, the "Class List"). The Class List contained names and contact
9 information for 1,350 members of the certified Class. However, upon information and belief, the
10 certified Class actually contained 1,635 class members, of whom 285 members of the certified Class
11 were omitted from the Class List sent to the administrator by Defendant.

12 87. On February 3, 2020, class notice was sent to members of the certified Class who were
13 on the Class List. The Omitted Class Members did not receive the Class Notice, and were thereby
14 deprived of their due process right both to receive notice of pendency of the action and to opt out of it
15 before trial if they chose to do so.

16 88. In March 2020, in correspondence with the Defendant and during a case management
17 conference ("March CMC") proceeding, Gola's counsel raised the issue of the Omitted Class Members.
18 During that March CMC proceeding, Defendant's counsel, Michael Vartain agreed to provide Gola's
19 counsel with an updated spreadsheet.

20 89. Subsequently in late March and early June, Gola's counsel followed up with Defendant,
21 and requested the updated Class List. Defendant never provided an updated Class List to Gola's
22 counsel.

23 90. Following a bench trial on the wage statement claim, on August 10, 2020, the Court
24 issued its Final Statement of Decision finding for Gola and the Class on their wage statement claims,
25 and awarding them statutory and civil penalties. A copy of that decision is attached as **Exhibit C**. On
26 August 20, 2020, the Court issued its Judgment in the *Gola* Action. A true and correct copy of the
Judgment is attached as **Exhibit D**. On March 3, 2021, the Court issued its Judgment *Nunc Pro Tunc*
awarding Plaintiff fees and costs in specified amounts. A true and correct copy of the Judgment *Nunc*
Pro Tunc is attached as **Exhibit E**.

91. In its Judgment, the Court adopted as the amount of statutory damages awarded the
amount calculated by Gola's damages expert, whose calculation of that amount was based on the 1,350
members of the class identified by Defendant to plaintiff's counsel, not including the additional 285

1 persons whom Defendant left off the class list it supplied to the administrator for the purpose of giving
2 notice and whom Defendant failed to identify to class counsel.

3 92. Plaintiff Salazar is a member of the Certified Class in the *Gola* Action and was an
4 Omitted Class Member. Plaintiff Salazar first learned of the *Gola* Action after the Judgment was
entered, on or about August 20, 2020.

5 **2. Additional Facts Supporting Wage Statement Class Periods 1 and 2 Claims**

6 93. Defendant knew that it did not require Wage Statement Class Members to track their
7 actual hours worked, that the wage statements it issued to the Wage Statement Class Members did not
8 show the total hours actually worked, or an applicable hourly rate, and that it classified Wage Statement
9 Class Members according to the FLSA only. As a result, Defendant's issuance of inaccurate wage
statements was knowing and intentional.

10 94. Defendant's practice of furnishing Wage Statement Class Members with incomplete
11 and/or inaccurate wage statements was not an isolated and unintentional payroll error due to a clerical or
12 inadvertent mistake, but rather the result of Defendant's regular compensation policies and/or
13 Defendant's policies of classifying all part-time adjunct instructors as exempt without regard to whether
14 they earned enough to meet the minimum monthly salary equivalent required to be exempt under
California law and/or willful refusal to bring its wage statements into compliance.

15 95. The trial Court in the *Gola* Action found that Defendant's issuance of inaccurate wage
16 statements was knowing and intentional and that the certified Class was injured as a result, and those
17 findings apply equally to, and preclude Defendant from re-litigating the finding of violation on, the
wage statement claim asserted for Wage Statement Class Periods 1 and 2.

18 96. Plaintiffs and Class Members are entitled to recovery of statutory damages from
19 Defendant for violation of their wage statement rights in Class Periods 1 and 2. As to Class Period 1,
20 Plaintiff Salazar and Class Members were neither included in the Court's calculation of the award of
21 statutory damages, nor bound by the Judgment, because they were not included in the list of class
22 members provided by Defendant to the administrator and to Plaintiff. As to Class Period 2, Class
23 Members' claims were not included in the calculation of damages because the Class Period as defined
by the Court in the *Gola* action ended on January 3, 2020.

24 **3. Additional Facts Supporting Wage Statement Class Period 3 Claims**

25 97. Following the issuance of the Court's Statement of Decision and Judgment in August
26 2020, Defendant continued its policy and practice of failing to issue to Plaintiff and Class Members

1 wage statements containing information required by law, and has continued that policy and practice to
2 the present time, and is continuing to do so.

3 98. Any exemption from the requirements of Labor Code section 226(a) that might otherwise
4 be available to Defendant to provide legal justification for its failure to treat Plaintiffs and Wage
5 Statement Class Members as non-exempt employees entitled to receive wage statements compliant with
6 Labor Code section 226(a) is not applicable to Plaintiffs and the Wage Statement Class Members
because as alleged above they were not paid on a salary basis but on a piece rate basis.

7 **D. Facts Supporting Unreimbursed Expense Claim**

8 99. During the Expense Reimbursement Class Period, Defendant maintained and continues
9 to maintain a written policy and/or practice of requiring Expense Reimbursement Class Members to
perform work related duties remotely ("Temporary Telecommuting Remote Work Agreement").⁸

10 100. As a part of the Temporary Telecommuting Remote Work Agreement, Defendant
11 required and expected Expense Reimbursement Class Members to be readily available by laptop
12 computer, mobile phone, email, messaging application, videoconferencing, instant message, and/or text
13 messaging. Defendant also expected and required Expense Reimbursement Class Members to maintain
14 the same response times as if the Expense Reimbursement Class Members were at their regular USF
location.

15 101. As a result of working remotely, in direct consequence of carrying out their duties, or
16 their obedience to the directions of the Defendant, Expense Reimbursement Class Members incurred
17 home office expenses, as described above, including but not limited to charges for cellular phone
service and internet service.

18 102. Defendant knew or should have known that Expense Reimbursement Class Members
19 incurred those home office expenses.

20 103. However, during the Expense Reimbursement Class Period, Defendant maintained a
21 personal equipment operating expense reimbursement expense policy and/or policies and/or practices
that denied reimbursement for these expenses. That policy provided as follows:

- 22
- 23 • "Employees need to have a working telephone or cellphone at their remote location.
Those employees who have already migrated to Jabber should ensure that incoming
24 calls to their office phone are forwarded to their remote location phone or cellphone.
 - 25 • The University is not responsible for operating costs of any personal equipment
(including, but not limited to, computers, personal devices, cellular or standard
26 telephones), home maintenance of personal equipment, or any other incidental costs

⁸ Telecommuting-Agreement-and-Checklist (usfca.edu) (last accessed December 28, 2020).

(utility provider costs, telephone costs or for any supply costs used in the home) associated with the use of an employee's alternative work arrangement."⁹

104. As a result, Defendant's policies and/or practices required and/or with Defendant's knowledge thereof permit, ER Class Members to pay for their office business expenses including but not limited to internet and phone service in direct discharge of their job duties on behalf of Defendant, without reimbursement by Defendant in full or at all, for such expenses.

105. Defendant is aware that Plaintiff Beck and ER Class Members routinely incur business expenses in the discharge of their duties, as employees, without any reimbursement. Defendant nevertheless has, through the ER Class Period, failed and refused to reimburse Plaintiff Beck and ER Class Members for such expenses incurred by them in their work as they carry out their work duties for Defendant.

106. Defendant failed to implement and maintain a policy of reimbursing ER Class Members' necessarily-incurred business expenses, or substantially similar policies, throughout all of its campuses and across all of its employees and through the ER Class Period.

107. Plaintiff Beck and ER Class Members have been harmed by Defendant's unlawful lack of a reimbursement policy and/or practice in that they have not been paid for any of their expenses incurred in carrying out their job duties for Defendant, thereby diminishing their agreed-upon compensation, in substantial amounts to be proved at trial.

108. As a result, Defendant violated Labor Code § 2802, and Plaintiff Beck and Expense Reimbursement Class Members are entitled to reimbursement for these home office expenses, and their reasonable attorney's fees and costs.

109. **Defendant's Labor Code Violations Were Unfair Business Practices**

110. From at least four years prior to the filing of this complaint, through the present, and/or during otherwise relevant periods set out above, Defendant has adopted and used unfair business practices to reduce compensation of the members of the Classes and increase profits. These unfair business practices include failing to authorize and permit timely off-duty rest periods and pay premium pay for missed rest breaks, failing to provide compliant meal periods, and failing to reimburse necessarily incurred business expenses in carrying out work duties for Defendant.

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⁹ [COVID-19 considerations for remote work 03.06.2020 .pdf \(usfca.edu\)](#) (last accessed December 28, 2020)

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- 1 b. Whether Plaintiffs, Class Members and Wage Statement Class Members
2 employed during Class Period 3 were non-exempt under Labor Code § 515.7 because they were not
3 paid on a salary basis.
- 4 c. Whether Plaintiffs and Class Members are piece-rate workers.
- 5 d. Whether Defendant maintained a policy and/or practice of misclassifying
6 Plaintiffs, Class Members and Wage Statement Class Members as exempt employees.
- 7 e. Whether Defendant required and/or suffered and permitted Class Members to
8 work in excess of 8 hours in a day.
- 9 f. Whether Defendant maintained a policy and/or practice of denying Class
10 Members overtime wages for work in excess of eight hours in a workday.
- 11 g. Whether Defendant failed to pay Class Members overtime wages for time worked
12 in excess of 8 hours in a day in violation of Labor Code § 510 and Wage Order No. 4.
- 13 h. Whether Class Members were entitled to meal breaks pursuant to Labor Code §
14 512 and Wage Order No. 4.
- 15 i. Whether Defendant maintained a policy and/or practice of failing to provide
16 Class Members meal breaks for work of 5 or more hours in a row, and second meal break for work of 12
17 hours or more.
- 18 j. Whether Defendant failed to track hours worked by Class Members and Wage
19 Statement Class Members, and keep required meal break records.
- 20 k. Whether Class Members were entitled to rest breaks pursuant to Labor Code §
21 226.7 and Wage Order No. 4.
- 22 l. Whether Defendant maintained a policy and/or practice of failing to pay Class
23 Members separately and hourly for rest breaks for shifts of 3.5 hours or more.
- 24 m. Whether Defendant maintained a policy and/or practice of failing to permit and
25 authorize Class Members rest breaks on shifts of 3.5 hours or more.
- 26 n. Whether Defendant maintained a policy and/or practice of failing to pay premium
pay for missed meal and rest breaks.
- o. Whether Plaintiff Salazar and Wage Statement Class Members are entitled to
recover statutory penalties for the inaccurate wage statements issued to them during Wage Statement
Class Period 1.
- p. Whether Defendant failed to issue accurate itemized wage statements to Plaintiffs
and Wage Statement Class Members during Wage Statement Class Period 2.

1 q. Whether Defendant failed to issue accurate itemized wage statements to Plaintiffs
2 and Wage Statement Class Members during Wage Statement Class Period 3.

3 r. The proper formula(s) for calculating statutory damages owed to Plaintiffs and
4 the other Wage Statement Class Members for the violations of Labor Code § 226(a)(2), (a)(9) alleged in
this Complaint.

5 s. Whether Defendant maintained a policy and/or practice of requiring and/or
6 expecting Plaintiff Beck and ER Class Members to work remotely;

7 t. Whether Defendant maintained a policy and/or practices of requiring ER Class
Members to stay in communication with Defendant while working remotely;

8 u. Whether ER Class Members incurred expenses as a direct consequence from
9 working remotely, and staying in communication with Defendant;

10 v. Whether Defendant intended, suffer and/or permitted, and/or was aware that
11 Plaintiff Beck and ER Class Members incurred such unreimbursed business expenses in the discharge of
their duties as employees.

12 w. Whether Defendant maintained a policy and/or practice that denied ER Class
13 Members for their expenses that they incurred in working remotely fully, or at all;

14 x. Whether Defendant violated Labor Code § 2802 by denying Plaintiff Beck and
15 other ER Class Members reimbursement for their business expenses.

16 y. The proper formula(s) for calculating damages, interest, and restitution owed to
Plaintiffs and members of the Classes.

17 z. Whether Plaintiffs and members of the Classes are entitled to restitution under
18 Business & Professions Code § 17200 of the unpaid overtime, unpaid premium pay, and unreimbursed
19 business expenses incurred by them.

20 115. Defendant's actions are generally applicable to the entire Class, Wage Statement Class,
and ER Class. Prosecution of separate actions by individual members of the classes creates the risk of
21 inconsistent or varying adjudications of the issues presented herein, which, in turn, would establish
22 incompatible standards of conduct for Defendant.

23 116. Because joinder of all members is impractical, a class action is superior to other available
24 methods for the fair and efficient adjudication of this controversy. Furthermore, the amounts at stake for
many members of each Class, while substantial, may not be sufficient to enable them to maintain
25 separate suits against Defendant.
26

1 117. Class action treatment is superior to any alternative to ensure the fair and efficient
2 adjudication of the controversy alleged herein. Such treatment will permit a large number of similarly
3 situated persons to prosecute their common claims in a single forum simultaneously, efficiently, and
4 without duplication of effort and expense that numerous individuals would entail. No difficulties are
5 likely to be encountered in the management of this class action that would preclude its maintenance as a
6 class action, and no superior alternative exists for the fair and efficient adjudication of this controversy.
7 Members of all class es are readily identifiable from Defendant's employee rosters and/or payroll
8 records.

9 **FIRST CAUSE OF ACTION**
10 **Failure to Pay Overtime Wages**
11 **[Labor Code §§ 510, 1194 and Wage Order No. 4, § 3]**
12 **As to Plaintiff Salazar and the Class Members**

13 118. Plaintiff Salazar re-alleges and incorporates by reference each and every allegation set
14 forth in the preceding paragraphs.

15 119. During the Class Period, Defendant maintained a policy and/or practice of misclassifying
16 Class Members as exempt employees. Moreover, during the Class Period, Defendant maintained a
17 policy and/or practice of denying overtime pay to Plaintiff Salazar and Class Members who worked in
18 excess of eight hours in workday.

19 120. During the Class Period, Defendant scheduled Plaintiff Salazar and Class
20 Members to work more than eight hours in a workday, and they routinely did work more than eight
21 hours in a workday.

22 121. California Labor Code § 510 and the applicable Wage Order require that an employer
23 compensate all work performed by an employee in excess of eight (8) hours per workday and forty (40)
24 hours per workweek, at one and one-half times the employee's regular rate of pay.

25 122. During all relevant times, Defendant knowingly and willfully failed to pay overtime
26 earned and due to Plaintiff Salazar and Class Members. Defendant's conduct deprived Plaintiff Salazar
and Class Members of payment for all overtime hours worked in violation of the California Labor Code.

123. As a result of Defendant's willful and unlawful failure to pay Plaintiff Salazar and
Class Members all earned overtime wages, Plaintiff Salazar and Class Members are entitled to recover
their unpaid overtime wages, and reasonable attorneys' fees and costs.

124. Plaintiff Salazar, on behalf of herself and the Class Members, requests relief as
described below.

SECOND CAUSE OF ACTION

Failure to Provide Meal Periods
[Labor Code §§ 226.7, 512 and Wage Order No. 4, § 12]
As to Plaintiff Salazar and the Class Members

125. Plaintiff Salazar re-alleges and incorporates by reference each and every allegation set forth in the preceding paragraphs.

126. California Labor Code § 512(a) states in pertinent part: “[A]n employer may not employ an employee for a work period of more than five hours per day without providing the employee with a meal period of not less than 30 minutes. An employer may not employ an employee for a work period of more than 10 hours per day without providing the employee with a second meal period of not less than 30 minutes, except that if the total hours worked is no more than 12 hours,”

127. IWC Wage Order No. 4 § 11 states in pertinent part, “No employer shall employ any person for a work period of more than five (5) hours without a meal period of not less than 30 minutes. . . . If an employer fails to provide an employee a meal period in accordance with the applicable provision of this order, the employer shall pay the employee on (1) hour of pay at the employee’s regular rate of compensation for each workday that the meal period is not provided.” Labor Code § 226.7(a) explains that “no employer shall require any employee to work during any meal or rest period mandated by an applicable order of the Industrial Welfare Commission.”

128. During the Class Period, Plaintiffs Salazar and Class Members routinely worked five (5) hours or more in a row, and particularly when teaching nursing clinical courses up to 12 hours in a row, without being provided a one-half hour meal period during which they are relieved of their duties, as required by Labor Code §§ 226.7 and 512 and Wage Order No. 4, § 11.

129. As a result of Defendant’s willful and unlawful failure to provide Plaintiff Salazar and Class Members mandated meal periods, Plaintiff Salazar and Class Members are entitled to recover one (1) hour of pay at their regular rate of compensation for each workday that a meal period was not provided, plus interest thereon.

130. Plaintiff Salazar, on behalf of herself and the Class Members, requests relief as described below.

THIRD CAUSE OF ACTION
Failure to Authorize and Permit Off-Duty Rest Breaks
[Labor Code §§ 226.2, 226.7 and Wage Order No. 4]
As to Plaintiffs and the Class Members

131. Plaintiffs re-alleges and incorporates by reference each and every allegation set

1 forth in the preceding paragraphs.

2 132. IWC Wage Order No. 4, § 12 states in pertinent part, "Every employer shall authorize
3 and permit all employees to take rest periods, which insofar as practicable shall be in the middle of each
4 work period. The authorized rest period time shall be based on the total hours worked daily at the rate of
5 ten (10) minutes net rest time per four (4) hours or major fraction thereof. . . . If any employer fails to
6 provide and employee a rest period in accordance with the applicable provisions of this order, the
7 employer shall pay the employee on (1) hour of pay at the employee's regular rate of compensation for
8 each workday that the rest period is not provided."

9 133. Labor Code § 226.7(a) similarly states that "no employer shall require any employee to
10 work during any meal or rest period mandated by an applicable order of the Industrial Welfare
11 Commission."

12 134. Labor Code § 226.2(a) provides that "[f]or employees compensated on a piece-rate basis
13 during a pay period, ...employees shall be compensated for rest and recovery periods... separate from
14 any piece-rate compensation."

15 135. Labor Code § 226.7 also provides that if an employer fails to provide compliant rest
16 breaks, "employer shall pay the employee one additional hour of pay at the employee's regular rate of
17 compensation for each workday that the meal or rest or recovery period is not provided."

18 136. During the Class Period, Plaintiffs and Class Members routinely worked in excess of 3.5
19 hours a workday without being provided the requisite paid rest periods during which they are relieved of
20 their duties, as required by Labor Code §§ 226.7, 226.2 and Wage Order No. 4, § 12.

21 137. As a result of Defendant's willful and unlawful failure to provide Plaintiffs and
22 members of the Class mandated paid rest periods, Plaintiffs and member of the Class are entitled to
23 recover one (1) hour of pay at their regular rate of compensation for each workday that a rest was not
24 provided, plus interest thereon, attorneys' fees and costs.

25 138. Plaintiffs, on behalf of themselves, and the Class Members, request relief as described
26 below.

FOURTH CAUSE OF ACTION
Failure to Issue Accurate Itemized Wage Statements
[Labor Code § 226(a), (e)]
As to Plaintiffs and the Wage Statement Class

27 139. Plaintiffs re-allege and incorporate by reference each and every allegation set forth in the
28 preceding paragraphs.

29 140. Labor Code 226(a) provides:

1 "Every employer shall, semimonthly or at the time of each payment of wages, furnish each
2 of his or her employees, either as a detachable part of the check, draft, or voucher paying the
3 employee's wages, or separately when wages are paid by personal check or cash, an
4 accurate statement in writing showing (1) gross wages earned, (2) total hours worked by
5 the employee, (3) the number of piece-rate units earned, (4) all deductions, (5) net wages
6 earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name
of the employee and his or her 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 the hours worked at each hourly rate by the
employee..."

7 141. Based on the allegations above, during the Wage Statement Class Periods, Defendant
8 issued Plaintiffs and other Wage Statement Class Members employed in Class Period 1, 2, and 3 wage
9 statements which were inaccurate and/or incomplete in that they did not contain the total hours worked
10 and all applicable hours rates in effect during the pay period and all applicable hourly rates in effect
11 during the pay period and the corresponding number of hours worked at each hourly rate by the
12 employee in violation of Labor Code § 226(a), (a)(2), and (a)(9), respectively.

13 142. Defendant did not require Plaintiffs and Wage Statement Class Members to track their
14 hours worked, and classified them as exempt employees.

15 143. Defendant knew the wage statements it issued to Plaintiffs and Wage Statement
16 Class Members did not contain any entries for the total hours worked, or the applicable hourly rate, and
17 Defendant's failure to include the information was not an isolated and unintentional payroll error due to
18 a clerical or inadvertent mistake. As such, Defendant knowing and intentionally violated Labor code §
19 226(a).

20 144. Plaintiffs and Wage Statement Class Members could not promptly and easily determine
21 the total hours worked, or the applicable hourly rate from the wage statement alone, and, as such, they
22 suffered injury as a result of Defendant's knowing and intentional failure to comply with Labor Code §
23 226(a).

24 145. Plaintiffs, on behalf of themselves and the Wage Statement Class Members, request relief
25 as described below.

26
FIFTH CAUSE OF ACTION
Failure to Reimburse for Business Expenses
[Labor Code § 2802]

As to Plaintiff Beck and the Expense Reimbursement Class

146. Plaintiff Beck re-alleges and incorporates by reference each and every allegation set forth
in the preceding paragraphs.

147. Labor Code § 2802(a) provides that "[a]n employer shall indemnify his or her employees

1 for all necessary expenditures or losses incurred by the employee in direct consequences of the
2 discharges of his or her duties, or of his or her obedience to the directions of the employer.”

3 148. As described above, on or about March 18, 2020, Defendant instituted a policy and/or
4 practice of requiring it's all non-essential employees which included Plaintiff Beck and all faculty) to
5 work remotely, away from the Defendant's premises. While working remotely, Defendant required and
6 expected and continues to require and expect ER Class Members to be in communication through such
7 means that included, but was not limited to email, mobile phone, videoconferencing, and text
8 messaging.

9 149. As a result of the Defendant's Remote Work policy and/or practice, Plaintiff Beck and
10 ER Class Members, in order to discharge their job duties for Defendant and or their obedience to the
11 directions of the employer, Plaintiff Beck and other ER Class Members incurred expenses, that
12 included, but was not limited to internet and mobile phone expenses.

13 150. However, Defendant maintained a policy and/or practice of denying Plaintiff Beck and
14 ER Class Members full reimbursement, or any reimbursement for these office expenses.

15 151. Defendant's failure to pay for or reimburse the work-related business expenses of
16 Plaintiff Beck and other ER Class Members violated non-waivable rights secured to Plaintiff Beck and
17 other ER Class Members by Labor Code § 2802. Plaintiff Beck and ER Class Members are entitled to
18 reimbursement for these necessary expenditures, plus interest and reasonable attorneys' fees and costs,
19 under Labor Code § 2802.

20 152. Plaintiff Beck, on behalf of himself and ER Class Members, requests relief as described
21 below.

22 **SIXTH CAUSE OF ACTION**

23 **Unfair Competition Law Violation**

24 **[Business & Professions Code § 17200]**

25 **As to Plaintiffs, the Class, and Expense Reimbursement Class**

26 153. Plaintiffs re-allege and incorporate by reference each and every allegation set forth in the
preceding paragraphs.

154. The UCL prohibits any unlawful, unfair, or fraudulent business practices. Labor Code
§ 90.5(a) states that it is the public policy of California to vigorously enforce minimum labor standards
in order to ensure employees are not required to work under substandard and unlawful conditions, and
to protect employers who comply with the law from those who attempt to gain competitive advantage at
the expense of their workers by failing to comply with minimum labor standards. Through its actions

1 alleged herein, Defendant has engaged in unfair competition within the meaning of the UCL, because
2 Defendant's conduct has violated state wage and hour laws as herein described.

3 155. Defendant committed, and continues to commit, acts of unfair competition, as defined in
4 the UCL by, among other things, engaging in the acts and practices described above—to wit, wrongfully
5 denying Class Members overtime pay, off-duty meal breaks, and paid off-duty rest breaks, and
6 wrongfully denying ER Class Members reimbursement for their necessarily incurred office expense
7 described above. Defendant's conduct as herein alleged has damaged and was substantially injurious to
8 Plaintiffs, the Class, and the ER Class.

9 156. Defendant engaged in unfair competition in violation of the UCL by violating Labor
10 Code §§ 226.2, 226.7, 510, 512, 2802 and IWC Wage Order No. 4, §§ 3, 11, 12. Defendant's course of
11 conduct, act and practice in violation of the California law mentioned above constitutes violations of the
12 UCL.

13 157. The harm to Plaintiffs and members of the Classes in being denied overtime
14 compensation, compliant rest and meal breaks and premium pay for missed and/or unpaid breaks, and
15 reimbursement for the necessarily incurred business expense in carrying out their duties for Defendant,
16 outweighs the utility, if any, of Defendant's policies and practices. Therefore, Defendant's actions
17 described herein constitute an unfair business practice or act within the meaning of the UCL.

18 158. The unlawful, unfair and fraudulent business practices and acts of Defendant, as
19 described above, have injured Plaintiffs and the Classes, in that they were wrongfully denied overtime
20 pay, compliant meal and rest breaks and premium pay for missed and/or unpaid breaks, and
21 reimbursement for their necessarily incurred business expense in carrying out their duties for Defendant,
22 and therefore was substantially injurious to Plaintiffs and the members of the Classes.

23 159. Plaintiffs, on behalf of themselves and other members of the Class and ER Class, request
24 relief as described below.

25 **SEVENTH CAUSE OF ACTION**

26 **Civil Penalties**

[Cal. Labor Code § 2698 *et seq.*]

160. Plaintiffs re-allege and incorporate by reference each and every allegation set forth in the
preceding paragraphs.

161. Plaintiffs are each "aggrieved employees" under PAGA because they were employed by
Defendant during the applicable statutory period and suffered one or more of the Labor Code violations
alleged herein. As such, Plaintiffs seek to recover, on behalf of themselves and all other aggrieved

1 employees, civil penalties under PAGA, plus reasonable attorneys' fees and costs.

2 162. Plaintiffs seek to recover the PAGA penalties through a representative action as permitted
3 by PAGA and the California Supreme Court in *Arias v. Superior Court*, 46 Cal. 4th 969 (2009).
4 Therefore, class certification of the PAGA claims is not required, but Plaintiffs may choose to seek
5 certification of the PAGA claims.

6 163. Plaintiffs seek PAGA penalties on behalf of themselves, Nursing Aggrieved Employees,
7 Adjunct Aggrieved Employees, and Aggrieved Employees, for the following violations:

8 ***Violation of Labor Code §§ 510, 1194 and IWC Wage Order No. 4-2001, § 3***

9 164. During the relevant period (January 4, 2020 through September 8, 2020), Defendant
10 failed to pay Nursing Aggrieved Employees overtime compensation for hours worked in excess of 8 in a
11 day, as required under Labor Code §§ 510, 1194 and IWC Wage Order No. 4-2001, § 3.

12 165. Pursuant to Labor Code § 2699(f)(2), Plaintiff Salazar and Nursing Aggrieved Employees
13 are entitled to one hundred dollars (\$100) per pay period for each initial violation and two hundred
14 dollars (\$200) per pay period for each subsequent violation.

15 ***Violation of Labor Code §§ 226.7 and 512***

16 166. During the relevant period (January 4, 2020 through September 8, 2020), Defendant
17 failed to provide off-duty meal periods to Nursing Aggrieved Employees pursuant to Labor Code §§ 512
18 and Wage Order No. 4, § 11, thereby triggering an obligation to make premium pay pursuant to Labor
19 Code § 226.7, which Defendant also did not pay.

20 167. Pursuant to Labor Code § 2699(f)(2), Plaintiff Salazar and Nursing Aggrieved Employees
21 are entitled to one hundred dollars (\$100) per pay period for each initial violation and two hundred
22 dollars (\$200) per pay period for each subsequent violation.

23 ***Violation of Labor Code § 226.7***

24 168. During the relevant period (January 4, 2020 through September 8, 2020), Defendant
25 failed to permit and authorize Nursing Aggrieved Employees to take off-duty rest breaks pursuant to
26 Wage Order No. 4, § 12, thereby triggering an obligation to make premium pay pursuant to Labor Code
§ 226.7, which Defendant also did not pay.

27 169. Pursuant to Labor Code § 2699(f)(2), Plaintiff Salazar and Nursing Aggrieved Employees
28 are entitled to one hundred dollars (\$100) per pay period for each initial violation and two hundred
29 dollars (\$200) per pay period for each subsequent violation.

30 ***Violation of Labor Code § 226(a)***

31 170. During the relevant period (January 4, 2020 through September 8, 2020) Defendant failed

1 to issue Adjunct Aggrieved Employees accurate itemized wage statements containing entries for total
2 hours worked and applicable hourly rate in effect during each pay period pursuant to Labor Code §
3 226(a)(2), (a)(9).

4 171. Pursuant to Labor Code § 226.3, Plaintiff Salazar and Adjunct Aggrieved Employees are
5 entitled to two hundred fifty dollars (\$250) for each initial violation of Labor Code § 226(a) and one
6 thousand dollars (\$1,000) for each subsequent violation of Labor Code § 226(a).

7 172. Alternatively, pursuant to Labor Code § 2699(f)(2), Plaintiff Salazar and Adjunct
8 Aggrieved Employees are entitled to one hundred dollars (\$100) for each initial violation of Labor Code
9 § 226(a) and two hundred dollars (\$200) for each subsequent violation of Labor Code § 226(a).

10 ***Violation of Labor Code § 2802***

11 173. During the relevant period (March 11, 2020 through to the date of trial in this case),
12 Defendant failed to reimburse Plaintiff Beck and Aggrieved Employees for their business expenses,
13 incurred pursuant to Defendant's written policies and in carrying out Defendant's business. Plaintiff
14 Beck and Aggrieved Employees have been harmed by Defendant's failure to reimburse their expenses in
15 clear violation of Labor Code § 2802.

16 174. Pursuant to Labor Code § 2699(f)(2), Plaintiff Beck and Aggrieved Employees are
17 entitled to one hundred dollars (\$100) for each initial violation of Labor Code § 2802 and two hundred
18 dollars (\$200) for each subsequent violation of § 2802.

19 **PRAYER FOR RELIEF**

20 **WHEREFORE**, Plaintiffs, on behalf of themselves and the members of the Class, the Wage
21 Statement Class, and the ER Class, pray for judgment against Defendant and request the following relief:

22 A. That the Court order that this action may proceed and be maintained as a class action
23 under Code of Civil Procedure § 382; and that the Court define the Class, Wage Statement Class, and ER
24 Class as specified above and appoint Plaintiffs as Class Representatives and HammondLaw as Class
25 Counsel for those Classes.

26 B. On the First Cause of Action: That the Court find and declare that Defendant violated
Labor Code §§ 510, 1194 and Wage Order No. 4-2001, § 3 by failing to pay Plaintiffs Salazar and Class
Members overtime wages for work in excess of 8 hours in a day, and award Plaintiff Salazar and Class
Members unpaid wages pursuant to Labor Code §§ 510, 1194 and Wage Order No. 4, § 3, and liquidated
damages pursuant to Labor Code § 1194.2.

C. On the Second Cause of Action: That the Court find and declare that Defendant violated

1 Labor Code §§ 226.7, 512 and Wage Order No. 4-2001, § 11 by failing to provide Plaintiff Salazar and
2 Class Members with off-duty meal breaks, and award Plaintiffs Salazar and Class Members unpaid
3 premium pay for missed meal periods pursuant to Labor Code § 226.7 and Wage Order No. 4, § 11.

4 D. On the Third Cause of Action: That the Court find and declare that Defendant violated
5 Labor Code §§ 226.2, 226.7 and Wage Order No. 4-2001, § 12 by failing to pay Plaintiffs and Class
6 Members separately and hourly for rest breaks, and by failing to permit and authorize them to take off-
7 duty rest breaks, and award Plaintiffs and Class Members unpaid premium pay for missed/ unpaid rest
8 breaks pursuant to Labor Code § 226.7.

9 E. On the Fourth Cause of Action: That the Court find and declare that Defendant has violated
10 Labor Code §§ 226(a), (e), and award Plaintiffs and Wage Statement Class Members who worked for
11 Defendant during the Wage Statement Class Periods 1, 2, and 3 statutory penalties under Labor Code §
12 226(e).

13 F. On the Fifth Cause of Action: That the Court find and declare that Defendant violated
14 Labor Code § 2802 by failing to reimburse Plaintiff Beck and ER Class Members for the home office
15 expenses incurred in carrying out their work for Defendant during the ER Class Period, and award Plaintiff
16 Beck and ER Class Members who worked during the ER Class Period their unreimbursed business
17 expenses, that they are owed, pursuant to Labor Code § 2802, in the amount to be proved at trial; and

18 G. On the Sixth Cause of Action: That the Court find and declare that Defendant violated
19 the UCL by failing to pay Class Members overtime compensation, by failing to provide them with paid
20 rest breaks and off-duty meal and rest breaks and pay premium pay for missed breaks, and by failing to
21 reimburse ER Class Members for their necessarily incurred business expenses; and award restitution to
22 the Class in the amount of unpaid wages and premium pay and to the ER Class in the amount of their
23 unreimbursed expenses.

24 H. That the Court award PAGA Civil Penalties, and attorneys' fees and costs, as provided
25 under Labor Code § 2699.

26 I. That the Court award attorneys' fee and costs of suit to the extent permitted by law,
including, but not limited to, Labor Code §§ 226(e), 1194, 218.5, 2802(c), 2699(g), and Cal. Civil
Procedure Code § 1021.5.

J. That the Court award pre-judgment and post-judgment interest, including, but not limited
to, pursuant to Labor Code §§ 218.6, 1194, 2802.

K. All other relief as this Court deems proper.

JURY DEMAND ON CLASS CLAIMS

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Plaintiffs hereby demand trial by jury of the Class claims against Defendant alleged herein.

Dated: April 4, 2022

Respectfully submitted,
HAMMONDLAW, P.C.



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ELECTRONICALLY
FILED
Superior Court of California,
County of San Francisco
07/19/2018
Clerk of the Court
BY: VANESSA WU
Deputy Clerk

11
12 **SUPERIOR COURT FOR THE STATE OF CALIFORNIA**
13 **COUNTY OF SAN FRANCISCO**

14 **KELLY GOLA**, individually and on behalf of
15 all others similarly situated,

16 Plaintiff,

17 vs.

18 **UNIVERSITY OF SAN FRANCISCO**, a
California Corporation,

19 Defendant.

CASE NO. CGC-18-565018

**FIRST AMENDED CLASS AND
REPRESENTATIVE ACTION COMPLAINT
FOR:**

- (1) Failure to Pay Minimum Wages for All Hours Worked (Cal. Labor Code §§ 1194, 1194.2 and IWC Wage Order No. 4, § 4);
- (2) Failure to Issue Accurate Itemized Wage Statements (Cal. Labor Code §§ 226(a), (e));
- (3) Failure to Pay All Wages Due Upon Termination (Cal. Labor Code §§ 201-203);
- (4) Unfair, Unlawful, or Fraudulent Business Practices (Cal. Bus. & Prof. Code § 17200 *et seq.*);
- (5) Private Attorneys General Act, (Cal. Lab. Code § 2698 *et seq.*)

**DEMAND FOR JURY TRIAL ON CLASS
CLAIMS**

Complaint filed: March 15, 2018

1 Plaintiff Kelly Gola ("Plaintiff"), on behalf of herself and all others similarly situated, complains
2 and alleges the following:

3 INTRODUCTION

4 1. This is a class action under California Code of Civil Procedure § 382 seeking damages
5 for unpaid wages, restitution, statutory penalties, civil penalties, interest, equitable relief, and reasonable
6 attorneys' fees and costs under California Labor Code ("Labor Code") §§ 1194, 1194.2, 226(a) and (e),
7 201-203, and IWC Wage Order ("Wage Order") No. 4-2001 § 4, California Code of Civil Procedure
8 § 1021.5, and California Business & Professions Code § 17200 *et seq.*

9 2. Plaintiff brings this action on behalf of herself and all other similarly situated individuals
10 currently and formerly employed as part-time adjunct instructors or in a similar capacity by University
11 of San Francisco ("Defendant" or "USF") in the State of California ("Class Members") from four years
12 prior to the filing of this Complaint through the trial date ("Class Period"). Defendant's violations of
13 California's wage and hour laws and unfair competition laws, as described more fully below, have been
14 ongoing for at least the past four years, and are continuing at present.

15 3. During the Class Period, Defendant employed Plaintiff and Class Members on a semester
16 by semester basis and compensated them a salary for an assigned term, beginning and ending on dates
17 set in their appointment letters ("Assignment Period"). Assignment Periods typically began on, or
18 sometime after, the first day of classes indicated on the Academic Calendar and typically ended on
19 approximately the last day of classes, during the final examination period, or at the end of the final
20 examination period. Defendant, however, expected and required Plaintiff and Class Members to work
21 outside of their Assignment Periods. Specifically, Plaintiff and Class Members spent time working prior
22 to the beginning of their Assignment Periods to prepare to teach their courses, including preparing
23 syllabi, lectures outlines, written exams, and spent time working after the end of their Assignment
24 Periods to, among other things, grade exams and assignments, submitting grades, and responding to any
25 questions from students. The salary Defendant paid Plaintiff and Class Members covered work
26 performed only during their Assignment Periods, Defendant failed to compensate Plaintiff and Class
27 Members for all hours worked, namely the work they performed prior to the beginning of and after the
28 end of their Assignment Periods, in violation of Labor Code §§ 1194, 1194.2 and/or Wage Order No. 4,
§ 4.

4. In addition, Plaintiff brings this action on behalf of a subclass of Class Members
comprised of herself and all other part-time adjunct instructors employed by Defendant within the one
year preceding the filing of this Complaint who earned less than a monthly salary equivalent to two

1 times the state minimum wage for full-time employment during any pay period and were therefore non-
2 exempt employees (“Wage Statement Subclass Members”). *See* Wage Order No. 4, § 1(A)(3)(d).
3 During the “Wage Statement Subclass Period” – designated as the period of one year prior to the filing
4 of this Complaint through to the trial date – Defendant knew or should have known that as Plaintiff and
5 the Wage Statement Subclass Members were non-exempt salaried employees, it was required to furnish
6 them with accurate itemized wage statements, semimonthly, showing the total hours worked and all
7 applicable hourly rates in effect during each pay period for the hours worked. However, Defendant
8 furnished Plaintiff and members of the Wage Statement Subclass with wage statements only monthly, in
9 violation of Labor Code § 226(a), and those wage statements were incomplete and/or inaccurate in that
10 they failed to show the total hours worked each pay period, in violation of Labor Code § 226(a)(2), and
the applicable hourly rate earned for the hours worked, in violation of Labor Code § 226(a)(9).

11 5. In addition, Plaintiff brings this action on behalf of a subclass of Class Members
12 comprised of Plaintiff and all other individuals formerly employed by Defendant during the three year
13 period prior to the filing of this Complaint (“Waiting Time Subclass Members”). During the “Waiting
14 Time Penalty Subclass Period” – designated as the period from three years prior to the filing of this
15 Complaint through the trial date – Defendant failed to pay all compensation (based on the violations
16 described in paragraph 3, above) due and owing to Class Members upon discharge from employment, in
violation of Labor Code §§ 201-203.

17 6. In consequence of the above Labor Code violations, Defendant also committed unfair,
18 unlawful, and fraudulent business practices, in violation of California’s Unfair Competition Law
19 (“UCL”), Bus. & Prof. Code § 17200 *et seq.* Plaintiff, on behalf of herself and Class Members, seeks
restitution and other relief as prayed for below.

20 7. Plaintiff, as an aggrieved employee, also brings this action as a representative action
21 under the Labor Code Private Attorneys General Act (“PAGA”), Labor Code §§ 2698, *et seq.*, for civil
22 penalties on behalf of herself and other current and former instructors of Defendant (“Aggrieved
23 Employees”) for the Labor Code and Wage Order violations alleged herein, specifically Labor Code §§
1194, 226(a), (a)(2) and (a)(9), 201-203, and Wage Order No. 4-2001 § 4.

24 8. The “PAGA Period” is designated as the period from one year prior to the postmark date
25 of Plaintiff’s notice of intent to seek PAGA penalties (“PAGA Notice”) through to the trial date.

26 PARTIES

27 9. Plaintiff Kelly Gola is an individual residing in San Francisco, California who was
28 employed by USF as an adjunct instructor at USF’s main campus in San Francisco from approximately

1 January 2016 through June 2017. Throughout her employment as an adjunct instructor, Plaintiff Gola
2 was subject to Defendant's unlawful policies and conduct described herein.

3 10. USF is a private not-for-profit Jesuit Catholic university. USF offers more than 230
4 undergraduate, graduate, and professional programs at its main campus in San Francisco, as well as
5 programs at its seven branch campuses throughout California. USF employs numerous Class Members
6 to teach its courses at each campus location. Defendant has engaged in the Labor Code violations
7 alleged herein throughout the Class Period and continues to do so at present.

8 JURISDICTION

9 11. This Court has jurisdiction over Plaintiff's claims for failure to pay for all hours worked
under Labor Code §§ 1194, 1194.2 and/or Wage Order No. 4-2001 § 4.

10 12. This Court has jurisdiction over Plaintiff's claims for failure to issue accurate wage
11 statements pursuant to Labor Code § 226(a), (e).

12 13. This Court has jurisdiction over Plaintiff's claims for failure to pay all wages owed upon
13 termination pursuant to Labor Code §§ 201-203.

14 14. This Court has jurisdiction over the claims for restitution arising from Defendant's
unlawful business practices under the UCL, Bus. & Prof. Code §§ 17203 and 17204.

15 15. This Court has jurisdiction over Plaintiff's claims for civil penalties under Labor Code §
16 2699. On January 30, 2018 Plaintiff provided notice of her intent to seek PAGA penalties pursuant to
17 Labor Code § 2699.3 ("PAGA Notice") to the California Labor & Workforce Development Agency
18 ("LWDA") and Defendant. The LWDA has provided no notice to Plaintiff within the period specified in
19 Labor Code § 2699.3 regarding its intentions to investigate or not to investigate Plaintiff's claims.
20 Plaintiff has therefore fully complied with the PAGA procedural requirements and may commence this
21 representative action pursuant to Labor Code § 2699. On April 16, 2018 Plaintiff provided her
22 Amended PAGA Notice setting forth amended facts to support the previously alleged violations of
Labor Code §§ 1194, 1194.2, 226(a), (a)(2) and (a)(9), and 201-203 and Wage Order No. 4, § 4.

23 16. The amount in controversy for Plaintiff, and for each individual Class Member, including
24 claims for civil penalties and pro rata share of attorney's fees, is less than seventy-five thousand dollars
25 (\$75,000).

26 VENUE

27 17. Venue is proper in the County of San Francisco pursuant to Cal. Civ. Proc. Code
28 §§ 395(a) and 395.5. USF is a California corporation with its principal place of business at 2130 Fulton
Street San Francisco, California, in the City and County of San Francisco. Additionally, the unlawful

1 acts alleged herein had a direct effect on Plaintiff and other Class Members within the State of
2 California, many of whom incurred uncompensated wages, while working for Defendant within San
3 Francisco County.

4 **FACTUAL BACKGROUND**

5 18. USF is a 4-year private not-for-profit university in the State of California. USF's main
6 campus is located in the heart of San Francisco, and it has six branch campuses located in Downtown
7 San Francisco, Orange County, Pleasanton, Sacramento, San Jose, and Santa Rosa. USF operates five
8 schools – College of Arts and Sciences, School of Education, School of Law, School of Managements,
9 and School of Nursing and Health Professions – and offers more than 230 undergraduate, graduate,
10 professional, and certificate programs at its main campus and additional programs at its branch
11 campuses.

12 19. USF is on a semester system, with its academic year divided into 15-week fall and spring
13 sessions, and their equivalent in terms of the number of credit hours, but shorter winter intersessions and
14 summer sessions. Courses are typically taught by Class Members in 1 hour and 45 minutes to 3 hour 40
15 minute class sessions ranging from one to three days a week for different courses. Class Members
16 typically teach 1 to 3 courses per semester for a total of 3 to 9 units per semester. In order to teach
17 courses, Class Members are required to and do spend time working outside their Assignment Periods.

18 ***A. USF Failed to Compensate Plaintiff and Class Members For The Hours Worked 19 Outside Their Assignment Period***

20 20. USF employs Class Members as adjunct instructors to teach the curriculum offered at
21 Defendant's main campus and each branch campus. USF assigns Class Members to teach on a term by
22 term basis and issues new appointment letters each academic term. The appointment letters provide the
23 Assignment Period, salary for the Assignment Period, and anticipated teaching assignment including
24 days and hours of class meetings. The Assignment Period typically begins at, or sometime after, the first
25 day of classes, as specified in the Academic Calendar, and ends on the last day of classes, during the
26 final exam period, or at the end of the final exam period. However, Defendant expects and requires
27 Plaintiff and other Class Members to prepare for their assigned class, and to submit course content for
28 each class, one week prior to the first day of classes for approval to the dean or Program Assistant,
including detailed syllabi, with a summary of course content, and copies of the written final exams.
Defendant also requires Plaintiff and Class Members to grade exams and to submit an accurate and
complete grade list for all students registered for the course to the dean within seven days after final
examinations. Further, Plaintiff and Class Members were and are expected to and do respond to

1 students' emails with questions regarding their final grades, or other similar matters, after the grades are
2 submitted. As a result, Plaintiff and Class Members worked before and after their Assignment Periods,
3 for which USF does not pay them, in violation of Labor Code §§ 1194, 1194.2 and Wage Order No. 4-
4 2001 § 4.

5 ***B. USF Failed to Issue Accurate Itemized Wages Statements***

6 21. Defendant knew or should have known that as Plaintiff and Wage Statement Subclass
7 Members were non-exempt salaried employees, it was required to furnish them with accurate itemized
8 wage statements semimonthly, showing the total hours worked during the pay period, and all the
9 applicable hourly rates in effect during the pay period for the hours worked.

10 22. However, rather than furnish Plaintiff and other Wage Statement Subclass Members with
11 accurate itemized wage statements semimonthly, Defendant furnished Wage Statement Subclass
12 Members with only monthly wage statements, which were also incomplete and/or inaccurate in that they
13 failed to show total hours worked during each pay periods, and all applicable hourly rates in effect
14 during each pay period for the hours worked (which is calculated by dividing the weekly compensation
15 by the number of hours in a regular workweek).

16 23. Defendant's practice of furnishing Wage Statement Subclass Members with incomplete
17 and/or inaccurate wage statements and only on a monthly basis was not an isolated and unintentional
18 payroll error due to a clerical or inadvertent mistake, but rather the result of Defendant's regular
19 compensation policies.

20 24. As a result of the above described violations, Plaintiff and other members of the Wage
21 Statement Subclass did not receive semimonthly wage statements, and were unable to determine their
22 total hours worked each semimonthly pay period and all applicable hourly rates and the corresponding
23 number of hours worked at each hourly rate each semimonthly pay period from the wage statements
24 they received. Plaintiff and Subclass Members have therefore suffered injury for purpose of Labor Code
25 § 226(e).

26 ***C. USF Failed to Pay All Wages Due and Owing Upon Termination***

27 25. During the Waiting Time Penalty Subclass Period, as a result of failing to pay Plaintiff
28 and Waiting Time Subclass Members for the work performed prior to the beginning of their Assignment
Periods and after the end of their Assignment Periods, Defendant failed to pay them all compensation
due and owing at the time their employment terminated, at the end of each quarter, as required by Labor
Code §§ 201 and 202.

///

1 ***D. Defendant's Labor Code Violations Were Unfair Business Practices***

2 26. From at least four years prior to the filing this complaint, through the present, Defendant
3 has adopted, and uses, unfair business practices to reduce its Class Members' compensation and
4 increase its own profits. These unfair business practices include failing to pay Class Members for the
5 work performed prior to and after their Assignment Periods, and failing to issue semimonthly complete
6 and/or accurate itemized wage statements.

7 **CLASS ACTION ALLEGATIONS**

8 27. Plaintiff brings this class action pursuant to Cal. Civ. Pro. Code. § 382 to seek relief on
9 behalf of the Class Members for the Defendant's violations of their rights as set forth above. Upon
10 information and belief, there are at least 100 Class Members and at least 100 members of the Wage
11 Statement Subclass and of the Waiting Time Penalties Subclass. Given Defendant's systemic failure to
12 pay for the work performed outside Assignment Periods, failure to issue wage statement or failure to
13 issue accurate itemized wage statements to Wage Statement Subclass Members, and failure to pay
14 Waiting Time Subclass Members all wages due and owing upon termination of employment, the
15 members of the Class seeking relief for those violations are so numerous that joinder of all members is
16 impractical.

17 28. Plaintiff's claims are typical of the claims of the members of the Class and subclasses
18 because they were adjunct instructors who sustained damages arising out of Defendant's failure during
19 the Class Period to (a) pay for the work performed outside the Assignment Periods, (b) issue
20 semimonthly complete and/or accurate itemized wage statements, and (c) pay Waiting Time Subclass
21 Members all wages due and owing upon termination of employment.

22 29. Plaintiff will fairly and adequately represent the interests of the Class and subclasses.
23 Plaintiff has no conflict of interest with any member of the Class or either subclass. Plaintiff has
24 retained competent and experienced counsel in complex class action litigation. Plaintiff's counsel has
25 the expertise and financial resources to adequately represent the interests of the Class.

26 30. Common questions of law and fact exist as to all members of the Class and subclass and
27 predominate over any questions solely affecting individual members of the Class. Among the questions
28 of law and fact common to the Plaintiff and the Class are the following:

 a. Whether the salary Defendant paid to Plaintiff and Class Members compensated
them for the work performed outside the Assignment Periods;

- 1 b. Whether Defendant violated Labor Code § 1194 and/or the applicable Wage
2 Order by failing to pay Plaintiff and the members of the Class for all the hours worked to perform
3 required duties outside their periods of appointments;
- 4 c. Whether Defendant is liable for liquidated damages to Plaintiff and the members
5 of the Class under Labor Code § 1194.2 for its failures described in the preceding paragraph;
- 6 d. Whether Plaintiff and Class Members who earn less than the monthly salary
7 equivalent to two times the state minimum wage are non-exempt employees;
- 8 e. Whether Defendant was required to issue wage statements semimonthly to
9 Plaintiff and members of the Wage Statement Subclass;
- 10 f. Whether Defendant failed to issue complete and/or accurate semimonthly
11 itemized wage statements to Plaintiff and members of the Wage Statement Subclass;
- 12 g. Whether Defendant failed to pay all wages due upon termination of employment
13 to Waiting Time Subclass Members by virtue of failing to pay for the work performed outside the
14 Assignment Periods;
- 15 h. Whether Defendant violated the UCL by failing to pay Plaintiff and the Class
16 Members for the work performed outside the periods of appointment, and by failing to issue
17 semimonthly completely and/or accurate wage statements to members of the Wage Statement Subclass;
- 18 i. Whether Plaintiff is entitled to restitution under Bus. & Prof. Code § 17200 *et*
19 *seq.* for uncompensated wages; and
- 20 j. The proper formula(s) for calculating damages, interest, and restitution owed to
21 Plaintiff and the Class Members for the violations alleged in this Complaint.

22 31. Class action treatment is superior to any alternative to ensure the fair and efficient
23 adjudication of the controversy alleged herein. Such treatment will permit a large number of similarly
24 situated persons to prosecute their common claims in a single forum simultaneously, efficiently, and
25 without duplication of effort and expense that numerous individuals would entail. No difficulties are
26 likely to be encountered in the management of this class action that would preclude its maintenance as a
27 class action, and no superior alternative exists for the fair and efficient adjudication of this controversy.
28 Class Members are readily identifiable from Defendant's employee rosters and/or payroll records.

32. Defendant's actions are generally applicable to the entire Class. Prosecution of separate
actions by individual members of the Class creates the risk of inconsistent or varying adjudications of
the issues presented herein, which, in turn, would establish incompatible standards of conduct for
Defendant.

1 33. Because joinder of all members is impractical, a class action is superior to other available
2 methods for the fair and efficient adjudication of this controversy. Furthermore, the amounts at stake for
3 many members of the Class, while substantial, may not be sufficient to enable them to maintain separate
4 suits against Defendant.

FIRST CAUSE OF ACTION

**Failure To Pay Wages For Hours Worked Outside the Assignment Periods
[Labor Code §§ 1194, 1194.2, and/or IWC Wage Order No. 4-2001 § 4]
As to Plaintiff and the Class**

7 34. Plaintiff re-alleges and incorporates by reference each and every allegation set forth in
8 the preceding paragraphs.

9 35. Labor Code § 1194 provides, in relevant part:

10 Notwithstanding any agreement to work for a lesser wage, any employee receiving less
11 than the legal minimum wage ... applicable to the employee is entitled to recover in a
12 civil action the unpaid balance of the full amount of this minimum wage [...], including
13 interest thereon, reasonable attorney's fees, and costs of suit.

14 Labor Code § 1194.2 provides, in relevant part:

15 In any action under ... Section 1194 to recover wages because of the payment of a wage
16 less than the minimum wage fixed by an order of the commission, an employee shall be
17 entitled to recover liquidated damages in an amount equal to the wages unlawfully unpaid
18 and interest thereon. ...

19 36. Based on the allegations above, Plaintiff and Class Members were paid a salary by the
20 Defendant only for their Assignment Periods. However, during the Class Period, Plaintiff and Class
21 Members were required, as part of their job duties, to perform work before and after their Assignment
22 Periods. Thus, Plaintiff and Class Members were not paid anything for the time spent working before
23 and after their Assignment Periods.

24 37. Accordingly, pursuant to Labor Code §§ 1194 and 1194.2, and/or Wage Order No. 4 § 4
25 Plaintiff and Class Members are entitled to recover, at a minimum, their unpaid hourly wages, plus
26 liquidated damages in an additional amount equal to the total amount minimum wages unlawfully
27 withheld during the Class Period.

28 38. Plaintiff, on behalf of herself and all other Class Members, requests relief as described
below.

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SECOND CAUSE OF ACTION
Failure to Issue Accurate Itemized Wage Statements
[Labor Code § 226(a), (e)]
As to Plaintiff and Wage Statement Subclass

39. Plaintiff re-alleges and incorporates by reference each and every allegation set forth in the preceding paragraphs.

40. Labor Code 226(a) provides:

Every employer shall, semimonthly or at the time of each payment of wages, furnish each of his or her employees, either as a detachable part of the check, draft, or voucher paying the employee's wages, or separately when wages are paid by personal check or cash, an accurate statement in writing showing (1) gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned, (4) all deductions, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and his or her 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 the hours worked at each hourly rate by the employee...

41. Based on the allegations above, Defendant issued Plaintiff and Wage Statement Subclass Members wage statements on a monthly basis, instead of semimonthly, and which were inaccurate and/or incomplete itemized wage statements in that they did not contain the total hours worked and all applicable hours rate in effect during the pay period for the hours worked in violation of Labor Code § 226(a), (a)(2), and (a)(9), respectively.

42. Plaintiff and Wage Statement Subclass Members suffered injury as a result of Defendant's knowing and intentional failure to comply with Labor Code § 226(a).

43. Plaintiff, on behalf of herself and Wage Statement Subclass Members, requests relief as described below.

THIRD CAUSE OF ACTION
Failure to Pay Compensation at Time of Termination
[Labor Code §§ 201-203]
As to Plaintiff and Waiting Time Subclass Members

44. Plaintiff re-alleges and incorporates by reference each and every allegation set forth in the preceding paragraphs.

45. Labor Code §§ 201 and 202 require Defendant to pay all compensation due and owing to Plaintiff and formerly employed Class Members at the time employment was terminated. Labor Code § 203 provides that if an employer willfully fails to pay compensation promptly upon discharge or

1 resignation, as required under §§ 201 and 202, then the employer is liable for penalties in the form of
2 continued compensation for up to thirty (30) work days.

3 46. Defendant willfully failed to pay Plaintiff and members of the Waiting Time Subclass all
4 compensation due upon termination of employment as required under Labor Code §§ 201 and 202. As a
5 result, Defendant is liable to such class members for penalties pursuant to Labor Code § 203.

6 47. Plaintiff, on behalf of herself and Waiting Time Subclass, requests relief as described
7 below.

8 **FOURTH CAUSE OF ACTION**
9 **Violation of Unfair Competition Laws**
10 **[Bus. & Prof. Code §§ 17200 *et seq.*]**
11 **As to Plaintiff and the Class**

12 48. Plaintiff re-alleges and incorporates by reference each and every allegation set forth in
13 the preceding paragraphs.

14 49. The UCL prohibits any unlawful, unfair, or fraudulent business practices. Labor Code
15 § 90.5(a) states that it is the public policy of California to vigorously enforce minimum labor standards
16 in order to ensure employees are not required to work under substandard and unlawful conditions, and
17 to protect employers who comply with the law from those who attempt to gain competitive advantage at
18 the expense of their workers by failing to comply with minimum labor standards. Through its actions
19 alleged herein, Defendant has engaged in unfair competition within the meaning of the UCL, because
20 Defendant's conduct has violated state wage and hour laws as herein described.

21 50. Beginning at least four years prior to the filing of this Complaint, Defendant committed,
22 and continues to commit, acts of unfair competition, as defined in the UCL by, among other things,
23 engaging in the acts and practices described above—to wit, wrongfully denying the Class Members
24 payment for work performed outside the dates of their Assignment Periods, and failing to issue wage
25 statements or failing to issue accurate itemized wage statements to the Wage Statement Subclass
26 Members. Defendant's conduct as herein alleged has damaged and was substantially injurious to
27 Plaintiff, the Class, and Subclasses.

28 51. Defendant engaged in unfair competition in violation of the UCL by violating Labor
Code §§ 1194, 1194.2, 226, and § 4 of the applicable Wage Order. Defendant's course of conduct, act
and practice in violation of the California law mentioned above constitutes a violation of the UCL.

52. The harm to Plaintiff and Class Members in being denied payment for all hours worked,
in addition to being denied accurate wage statements on a semimonthly basis, outweighs the utility, if

1 any, of Defendant's policies and practices. Therefore, Defendant's actions described herein constitute an
2 unfair business practice or act within the meaning of the UCL.

3 53. The unlawful, unfair and fraudulent business practices and acts of Defendant, as
4 described above, have injured Plaintiff and the Class, in that they were wrongfully denied payment for
5 all hours worked, and were not able to determine from their wage statements their total hours worked
6 and whether they were paid correctly, and therefore was substantially injurious to Plaintiff and the Class
members.

7 54. Plaintiff, on behalf of herself, and all other Class Members, requests relief as described
8 below.

9 **FIFTH CAUSE OF ACTION**
10 **Civil Penalties**
11 **[Labor Code §§ 2698 *et seq.*]**
As to Plaintiff and Aggrieved Employees

12 55. Plaintiff re-alleges and incorporates by reference each and every allegation set forth in
13 the preceding paragraphs.

14 56. Plaintiff is an "aggrieved employee" under PAGA as she was employed by Defendant
15 during the applicable statutory period and suffered one or more of the Labor Code violations alleged
16 herein. As such, Plaintiff seeks to recover, on behalf of herself and all other currently and formerly
17 employed aggrieved employees of Defendant, civil penalties provided by PAGA, plus reasonable
attorneys' fees and costs.

18 57. Plaintiff seeks to recover the PAGA civil penalties through a representative action as
19 permitted by PAGA and the California Supreme Court in *Arias v. Superior Court*, 46 Cal. 4th 969
20 (2009). Therefore, class certification of the PAGA claims is not required, but Plaintiff may choose to
seek certification of the PAGA claims.

21 58. Plaintiff seeks PAGA penalties on behalf of herself and Aggrieved Employees against
22 Defendant for the following:

23 **Violation of Wage Order No. 4, § 4, and Labor Code § 1194, 203**

24 59. During the PAGA Period, Defendant failed to pay Plaintiff and Aggrieved Employees for
25 all hours worked in violation of Wage Order No. 4, § 4 and Labor Code § 1194 as described above.

26 60. During the PAGA Period, Defendant failed to pay formerly employed Aggrieved
27 Employees all wages due within 30 days of the separation of their employment from Defendant, in
28 violation of Labor Code § 203.

1 61. Under Labor Code § 558 Plaintiff and Aggrieved Employees are entitled to penalties
2 amounting to fifty dollars (\$50) for each underpaid Aggrieved Employees for each pay period for which
3 the employee was underpaid, and one hundred dollars (\$100) for each underpaid Aggrieved Employees
4 for each pay period for which the employee was underpaid for each subsequent violation, in addition to
5 an amount sufficient recovery underpaid wages.

6 **Violation of Labor Code § 226(a)**

7 62. During the PAGA Period, Defendant failed to provide Plaintiff and Aggrieved
8 Employees with accurate wage statements in violation of Labor Code § 226(a), (a)(2), and (a)(9), as
9 described above.

10 63. Under Labor Code § 2699(f)(2), Plaintiff and Aggrieved Employees are entitled to a
11 PAGA penalty equal to one hundred dollars (\$100) per pay period per Aggrieved Employee for each
12 initial violation of Labor Code § 226(a), (a)(2), and (a)(9), and two hundred dollars (\$200) per pay
13 period for each subsequent violation.

14 **PRAYER FOR RELIEF**

15 **WHEREFORE**, Plaintiff, on behalf of herself and the members of the Class, prays for
16 judgment against Defendant and request the following relief:

17 A. That the Court order that this action may proceed and be maintained as a class action
18 under Code of Civil Procedure § 382; and that the Court define the Class and Subclasses as specified
19 above and appoint Plaintiff as Class Representatives and her attorneys as Class Counsel for that Class.

20 B. On the First Cause of Action:

21 i. A declaratory judgment that Defendant violated Labor Code §§ 1194,
22 1194.2 and/or § 4 of the applicable IWC Wage Order by failing to pay Plaintiff and Class Members for
23 work performed outside their Assignment Periods;

24 ii. An award to Plaintiff and Class Members in the amount of their unpaid
25 wages owed to them, plus liquidated damages in an additional amount equal to the amount wages
26 unlawfully withheld during the Class Period, as well as an award of costs, interest, and reasonable
27 attorney's fees; and

28 iii. An award of reasonable attorneys' fees and costs pursuant to Labor Code
§ 1194, Cal. Civ. Pro. Code § 1021.5 and/or other state laws.

C. On the Second Cause of Action:

i. A declaratory judgment that Defendant willfully violated Labor Code §
226(a) by failing to issue semimonthly accurate itemized wage statements to Plaintiff and Wage

1 Statement Subclass Members that lacked, *inter alia*, total hours worked, and applicable hourly rates and
2 corresponding hours worked at each hourly rate, and

3 ii. An award to Plaintiff and Wage Statement Subclass Members of statutory
4 penalties and attorneys' fees and costs pursuant to Labor Code § 226(e).

5 D. On the Third Cause of Action:

6 i. A declaratory judgment that Defendant willfully failed to pay Plaintiff and
7 Waiting Time Subclass Members all compensation due upon termination of employment in violation of
8 Labor Code §§ 201 and 202.

9 ii. An award to Plaintiff and Waiting Penalties Subclass Members for
10 waiting time penalties in the amount of thirty (30) days' wages per Waiting Time Subclass Members;
11 and

12 iii. An award of reasonable attorneys' fees and costs pursuant to Cal. Civ.
13 Pro. Code § 1021.5 and/or other state laws.

14 E. On the Fourth Cause of Action:

15 i. Restitution to the Class, including, but not limited to, the relief permitted
16 by Labor Code § 1194; and

17 ii. An award to Plaintiff and Class Members of their attorneys' fees and costs
18 of suit to the extent permitted by law, including to, but not limited to, Cal. Civ. Pro. Code § 1021.5.

19 F. All other relief as this Court deems proper.

20 **WHEREFORE**, Plaintiff, on behalf of herself and the Aggrieved Employees, prays for
21 judgment against Defendant and requests the following relief:

22 A. On the Fifth Cause of Action:

23 i. Civil penalties pursuant to PAGA for failing to pay Plaintiff and Aggrieved
24 Employees for all hours worked; failing to pay all wages upon termination; and failing to issue accurate
25 itemized wage statements.

26 ii. Attorneys' fees and costs pursuant to Labor Code § 2699(g) and California
27 Code of Civil Procedure § 1021.5; and

28 iii. All other relief as this Court deems appropriate.

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Dated: July 19, 2018

Respectfully submitted,
HAMMONDLAW, P.C.

By: Samuel Hammond (SEN 268489)
HAMMONDLAW, P.C.
1829 Reisterstown Rd. Suite 410
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Facsimile: (310) 295-2385
jhammond@hammondlawpc.com

EXHIBIT B

FILED
San Francisco County Superior Court

JAN 9 - 2020

CLERK OF THE COURT

BY: [Signature] Deputy Clerk

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jhammond@hammondlawpc.com
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Attorneys for Defendant
UNIVERSITY OF SAN FRANCISCO

SUPERIOR COURT FOR THE STATE OF CALIFORNIA
COUNTY OF SAN FRANCISCO

KELLY GOLA, individually and on behalf of
all others similarly situated,

Plaintiff,

vs.

UNIVERSITY OF SAN FRANCISCO, a
California Corporation,

Defendant.

CASE NO. CGC-18-565018

AMENDED STIPULATION AND
~~[PROPOSED]~~ ORDER FOR CLASS
CERTIFICATION

Singly Assigned for All Purposes to Hon. Curtis
Karnow, Dept. 611

MV
1-3-20

1 **WHEREAS**, Plaintiff commenced the instant class and representative action lawsuit on March
2 15, 2018, alleging, among other things, that Defendant violated California Labor Code § 226(a) and (e)
3 by failing to issue wage statements to its part-time adjunct instructors who earned less than a monthly
4 salary equivalent of two times the state minimum wage for full time employment, defined as 40 hours
5 per week (*see* IWC Wage Order No. 4, § 1(A)(3)(d)), that contained entries for total hours worked and
6 applicable hourly rates and corresponding number of hours worked during each pay period.

7 **WHEREAS**, Defendant denies each allegation contained in the operative Complaint (the First
8 Amended Complaint, filed on July 19, 2018) and asserts multiple affirmative defenses; and

9 **WHEREAS**, to avoid unnecessary motion practice, the parties have agreed to the following
10 terms to certify a plaintiff class for the California Labor Code § 226(a) and (e) wage statements claims
11 only;

12 **IT IS HEREBY STIPULATED AND AGREED**, by and between the undersigned, as follows:

13 1. That the Court, upon stipulation by the parties hereto, order the certification,
14 pursuant to California Civil Procedure Code § 382, of the following class for the California Labor Code
15 § 226(a) and (e) wage statements claims only:

16 All part-time adjunct instructors employed by the University of San Francisco at
17 any time between March 15, 2017 and January 3, 2020 ("Class Period") who in
18 2017 earned less than \$3,612 in any calendar month in which the instructor was
19 paid wages; who in 2018 earned less than \$3,784 in any calendar month in which
20 the instructor was paid wages; who in 2019 earned less than \$4,128 in any calendar
21 month in which the instructor was paid wages; or who in 2020 earned (or will earn)
22 less than \$4,472 in any calendar month in which the instructor was paid wages
23 ("Class")

24 2. The Class is so numerous that joinder of all members is impracticable.

25 3. There are questions of law and fact common to the Class.

26 4. The claims or defenses of Plaintiff are typical of the claims or defenses of the
27 Class because she seeks to recover relief (in form of statutory penalties) caused by the same course of
28 conduct that purportedly injured all Class Members.

 5. The Plaintiff will fairly and adequately protect the interests of the Class

1 because her interests are not antagonistic to those of other Class Members; her attorneys are qualified
2 and experienced in the litigation of complex class action cases, particularly involving wage and hour
3 violations including those alleged on behalf of adjunct instructors, and have more than ample resources
4 available to be able to conduct the litigation.

5 6. The prosecution of separate actions by individual members of the Class would
6 create a risk of inconsistent or varying adjudications for individual members of the Class and of
7 establishing incompatible standards of conduct for Defendant.

8 7. Plaintiff alleges that Defendant has acted or refused to act on grounds that
9 apply generally to the Class, so that final relief or judgment for the defendant is appropriate respecting
10 the class as whole.

11 8. This Stipulation and [Proposed] Order is solely for the purpose of resolving
12 class certification for the California Labor Code § 226(a) and (e) wage statements claims, and is without
13 prejudice to the right of any party to raise any and all facts, arguments or defenses concerning the claims
14 of Plaintiff and/or the Class, including but not limited to preemption because elements of the wage
15 statement claim require resolution of competing interpretations of the Collective Bargaining Agreement
16 and/or because of waiver by the Collective Bargaining Agreement.

17 9. Accordingly, it is stipulated and agreed between the Parties that on or about
18 January 3, 2020, the Court issue an order that this action be certified as a class action as to the Second
19 Cause of Action alleged in the First Amended Complaint pursuant to Labor Code § 226(a), (e) only and
20 no other claim. The Class shall consist of all members who fall within the Class as defined above.
21 Plaintiff Kelly Gola is hereby designated lead Plaintiff and Julian Hammond, Polina Brandler, and Ari
22 Cherniak of HammondLaw, P.C. are hereby designated Class Counsel.

23 10. It is further stipulated and agreed between the Parties that Notice of Pending
24 Action, in the form attached, be disseminated to all the Class Members by no later than February 3, 2020
25 (provided that the Court enters Order Granting this Stipulation on or before January 3, 2020).

26 11. The Parties propose Simpluris, Inc., as the third-party administrator to serve
27
28

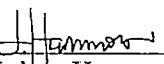
1 notice of the pendency of this action to Class Members. The third-party administrator will handle all
2 return mail. The third-party administrator shall perform a Skip Trace for all mail returned and not bearing
3 a forwarding address. For all mail returned bearing a forwarding address, the third-party administrator
4 will re-mail it to the forwarding address provided.

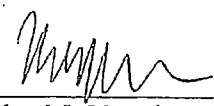
5 12. Defendant will provide the authorized third-party administrator with a
6 comprehensive list of the names and last known contact of Class Members by no later than January 20,
7 2020 (provided that the Court enters Order Granting this Stipulation on or before January 3, 2020). The
8 list shall identify each Class Member and provide all known contact information, including last known
9 physical address, email address, and telephone number(s). When Defendant provides this list to the third-
10 party administrator, and not earlier than then, Defendant will at the same time provide the list to Plaintiff's
11 counsel. The Parties agree that they will not disclose the list or any information on the list to anyone
12 other than the third-party administrator and the Parties' attorneys.

13 Dated: January 3, 2020

14
15 HAMMONDLAW, P.C.
16 Julian Hammond
17 Polina Brandler
18 1829 Reisterstown Rd., Suite 410
19 Baltimore, MD 21028
(310) 601-6766
(310) 295-2385 (Fax)
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San Francisco, CA 94111
(415) 391-1155
(415) 391-1177 (Fax)
Attorneys for Defendant

20 By: 
21 Julian Hammond

By: 
Michael J. Vartain

22
23 ~~[PROPOSED]~~ ORDER

24 **IT IS ORDERED** that the Stipulation for Class Certification pursuant to Cal. Code of Civil
25 Procedure § 382 is GRANTED.

26 Defendant shall provide the authorized third-party administrator with a comprehensive list of the
27 names and last known physical address, email address, and telephone number(s) of Class Members
28 within 15 days of this Order and the Class Notice process shall proceed as follows:

Event	Date
Stipulated Order Granting Class Certification	January 3, 2020
Deadline for Defendant to send Class List to Notice Administrator (15 days from date of Order)	January 20, 2020
Deadline for Notice Administrator to Mail Class Notice (30 days from date of Order)	February 3, 2020
Opt-out/Object Deadline (30 days after the mailing of the Notice)	March 4, 2020

11/9/20

SO ORDERED:


Hon. Curtis Karnow
Judge of the Superior Court

N



CALIFORNIA SUPERIOR COURT
FOR THE COUNTY OF SAN FRANCISCO

NOTICE OF PENDING CLASS ACTION

Kelly Gola v. University of San Francisco
Case No. CGC-18-565018

A California State Court authorized this Notice. This is not a solicitation from a lawyer.

To: All current and former part-time adjunct instructors employed by the University of San Francisco at any time between March 15, 2017 and [January 3, 2020] who in 2017 earned less than \$3,612 in any calendar month in which the instructor was paid wages; who in 2018 earned less than \$3,784 in any calendar month in which the instructor was paid wages; who in 2019 earned less than \$4,128 in any calendar month in which the instructor was paid wages; or who in 2020 earned (or will have earned) less than \$4,472 in any calendar month in which the instructor was paid wages

This Notice May Affect Your Rights. Please Read It Carefully.

This notice pertains to a class action lawsuit currently pending against University of San Francisco in the Superior Court for the State of California, San Francisco County, entitled *Kelly Gola v. University of San Francisco* (Case No. CGC-18-565018). You are receiving this Notice because you may be a member of the Class for whom monetary and other relief is being sought. This Notice is intended to advise you of the certification of the Class in this Action and of your right to exclude yourself from the Class. The Court has not decided yet whether University of San Francisco did anything wrong. There is no money available now, and no guarantee there will be. However, you now have a choice to make, which may affect your legal rights.

DO NOTHING	By doing nothing, you keep the possibility of getting money or benefits that may come from a trial or a settlement. But, you will be bound by any rulings of the Court applicable to the Class, including <u>adverse</u> rulings, and you give up any rights to sue University of San Francisco separately about the class action claim described in paragraph I below.
ASK TO BE EXCLUDED	If you ask to be excluded and money or benefits are later awarded, you won't share in those. But, you keep any rights to sue University of San Francisco separately about the same legal claims in this lawsuit.

I. DESCRIPTION OF CLASS ACTION CLAIM

On March 15, 2018, Plaintiff Kelly Gola ("Plaintiff") filed this Class Action Complaint alleging causes of action against University of San Francisco for, among other things, failure to issue accurate itemized wage statements that included entries for hours worked during the pay period and applicable hourly rates earned, in violation of Labor Code § 226(a), (e).

University of San Francisco strongly denies liability for this claim. Specifically, University of San Francisco contends that its policies are legally compliant, and that under the law and the collective bargaining agreement, it was not required to include information concerning hours worked and applicable hourly rates on the wage statements issued to its part-time adjunct instructors.

The Court has not decided whether the University of San Francisco or the Plaintiff is correct. By establishing the class and ordering the issuance of this Notice, the Court is not suggesting that the Plaintiff will win or lose this case. Plaintiff must prove her claims at a trial.

No money or benefits are available now because the Court has not decided that any party did anything wrong, and the two sides have not settled the case. There is no guarantee that money or benefits ever will be obtained. If they are, you will be notified about how to receive a share.

If recovery is obtained for the Class, Class Counsel will request from the Court an award for attorneys' fees and expenses as the law allows. Class Counsel may also ask the Court to approve a reasonable incentive award for the Class Representative. If approved as fair and reasonable, these fees and expenses and incentive award will either be paid from the recovery obtained for the Class or separately by the Defendant.

II. CLASS CERTIFICATION

On [January 3, 2020], the Court entered an Order certifying the Class, as defined below. This means that the Court has allowed this case to proceed on behalf of all University of San Francisco's part-time adjunct instructors who fall within the definition of the "Class" below. The Court has appointed Plaintiff Kelly Gola as the Class Representative for the following certified Class:

The "Class": All current and former part-time adjunct instructors employed by the University of San Francisco at any time between March 15, 2017 and [January 3, 2020] who in 2017 earned less than \$3,612 in any calendar month in which the instructor was paid wages; who in 2018 earned less than \$3,784 in any calendar month in which the instructor was paid wages; who in 2019 earned less than \$4,128 in any calendar month in which the instructor was paid wages; or who in 2020 earned (or will have earned) less than \$4,472 in any calendar month in which the instructor was paid wages ("Class")

III. YOUR RIGHT TO BE INCLUDED IN THE CLASS

If you are a member of the Class as described above, you have the right to decide whether to remain a member of the Class or not.

If you choose to remain a member of the Class, you do not need to do anything at this time. If you do not request to be excluded from the Class by the exclusion deadline of March 4, 2020, you will automatically be included in the Class and you will be permitted to share in a recovery, if any, that may occur in this lawsuit, but you will also be bound by the proceedings in this lawsuit, including all past, present and future orders and judgments of the Court, whether favorable or unfavorable.

If you do not wish to remain a member of the Class, you must exclude yourself from the Class. If you ask to be excluded from the Class, you will not be bound by any order or judgment in the lawsuit, and you will not be eligible to receive a share of any money which might be recovered for the benefit of the Class. To exclude yourself from the Class, you must submit a written request for exclusion postmarked no later than March 4, 2020 to the Class Notice Administrator at the following address:

Your request must clearly be titled "REQUEST FOR EXCLUSION FROM UNIVERSITY OF SAN FRANCISCO CLASS."

IV. NO RETALIATION

No one may retaliate against you or treat you adversely because you are part of the Class or because you choose to be excluded from the Class. You are protected by law against any such retaliation.

V. CLASS COUNSEL

The following attorneys have been appointed as Class Counsel by the Court:

HAMMONDLAW, P.C.
Julian Hammond, Esq.
Polina Brandler, Esq.
Ari Cherniak, Esq.
1829 Reisterstown Rd. Suite 410
Baltimore, MD 21208
Telephone: (310) 601-6766
Facsimile: (310) 295-2385
jhammond@hammondlawpc.com

If you have questions or information regarding this lawsuit or this Notice, you may contact Class Counsel at (310) 601-6766. You will not have to individually pay the Class attorneys. You have the right to retain your own independent attorney, at your own expense, and to have him, her, or them enter an appearance in this lawsuit.

VI. CLASS NOTICE ADMINISTRATOR AND FURTHER INFORMATION

You may call the Class Notice Administrator at [Phone Number], or Class Counsel above, or write to the Class Notice Administrator at [Address] with questions regarding the litigation and class certification.

You may view court-filed documents relevant to this case, including the complaint, the statement of decision following a bench trial on the issue of Labor Management Relations Act preemption, and class certification order by visiting www.sfsuperiorcourt.org.

You may also view the Court files in this case by going to www.sfsuperiorcourt.org or by going to the California Superior Court, San Francisco County, Civil Center Courthouse 400 McAllister Street San Francisco, CA 94102.

DO NOT contact the Court or any Court personnel with questions concerning this case.

CALIFORNIA SUPERIOR COURT
FOR THE COUNTY OF SAN FRANCISCO

NOTICE OF PENDING CLASS ACTION

Kelly Gola v. University of San Francisco

Case No. CGC-18-565018

A California State Court authorized this Notice. This is not a solicitation from a lawyer.

To: All current and former part-time adjunct instructors employed by the University of San Francisco at any time between March 15, 2017 and [January 3, 2020] who in 2017 earned less than \$3,612 in any calendar month in which the instructor was paid wages; who in 2018 earned less than \$3,784 in any calendar month in which the instructor was paid wages; who in 2019 earned less than \$4,128 in any calendar month in which the instructor was paid wages; or who in 2020 earned (or will have earned) less than \$4,472 in any calendar month in which the instructor was paid wages

This Notice May Affect Your Rights. Please Read It Carefully.

This notice pertains to a class action lawsuit currently pending against University of San Francisco in the Superior Court for the State of California, San Francisco County, entitled *Kelly Gola v. University of San Francisco* (Case No. CGC-18-565018). You are receiving this Notice because you may be a member of the Class for whom monetary and other relief is being sought. This Notice is intended to advise you of the certification of the Class in this Action and of your right to exclude yourself from the Class. The Court has not decided yet whether University of San Francisco did anything wrong. There is no money available now, and no guarantee there will be. However, you now have a choice to make, which may affect your legal rights.

DO NOTHING	By doing nothing, you keep the possibility of getting money or benefits that may come from a trial or a settlement. But, you will be bound by any rulings of the Court applicable to the Class, including <u>adverse</u> rulings, and you give up any rights to sue University of San Francisco separately about the class action claim described in paragraph I below.
ASK TO BE EXCLUDED	If you ask to be excluded and money or benefits are later awarded, you won't share in those. But, you keep any rights to sue University of San Francisco separately about the same legal claims in this lawsuit.

I. DESCRIPTION OF CLASS ACTION CLAIM

On March 15, 2018, Plaintiff Kelly Gola ("Plaintiff") filed this Class Action Complaint alleging causes of action against University of San Francisco for, among other things, failure to issue accurate itemized wage statements that included entries for hours worked during the pay period and applicable hourly rates earned, in violation of Labor Code § 226(a), (e).

University of San Francisco strongly denies liability for this claim. Specifically, University of San Francisco contends that its policies are legally compliant, and that under the law and the collective bargaining agreement, it was not required to include information concerning hours worked and applicable hourly rates on the wage statements issued to its part-time adjunct instructors.

The Court has not decided whether the University of San Francisco or the Plaintiff is correct. By establishing the class and ordering the issuance of this Notice, the Court is not suggesting that the Plaintiff will win or lose this case. Plaintiff must prove her claims at a trial.

No money or benefits are available now because the Court has not decided that any party did anything wrong, and the two sides have not settled the case. There is no guarantee that money or benefits ever will be obtained. If they are, you will be notified about how to receive a share.

If recovery is obtained for the Class, Class Counsel will request from the Court an award for attorneys' fees and expenses as the law allows. Class Counsel may also ask the Court to approve a reasonable incentive award for the Class Representative. If approved as fair and reasonable, these fees and expenses and incentive award will either be paid from the recovery obtained for the Class or separately by the Defendant.

II. CLASS CERTIFICATION

On [January 3, 2020], the Court entered an Order certifying the Class, as defined below. This means that the Court has allowed this case to proceed on behalf of all University of San Francisco's part-time adjunct instructors who fall within the definition of the "Class" below. The Court has appointed Plaintiff Kelly Gola as the Class Representative for the following certified Class:

The "Class": All current and former part-time adjunct instructors employed by the University of San Francisco at any time between March 15, 2017 and [January 3, 2020] who in 2017 earned less than \$3,612 in any calendar month in which the instructor was paid wages; who in 2018 earned less than \$3,784 in any calendar month in which the instructor was paid wages; who in 2019 earned less than \$4,128 in any calendar month in which the instructor was paid wages; or who in 2020 earned (or will have earned) less than \$4,472 in any calendar month in which the instructor was paid wages ("Class")

III. YOUR RIGHT TO BE INCLUDED IN THE CLASS

If you are a member of the Class as described above, you have the right to decide whether to remain a member of the Class or not.

If you choose to remain a member of the Class, you do not need to do anything at this time. If you do not request to be excluded from the Class by the exclusion deadline of March 4, 2020, you will automatically be included in the Class and you will be permitted to share in a recovery, if any, that may occur in this lawsuit, but you will also be bound by the proceedings in this lawsuit, including all past, present and future orders and judgments of the Court, whether favorable or unfavorable.

If you do not wish to remain a member of the Class, you must exclude yourself from the Class. If you ask to be excluded from the Class, you will not be bound by any order or judgment in the lawsuit, and you will not be eligible to receive a share of any money which might be recovered for the benefit of the Class. To exclude yourself from the Class, you must submit a written request for exclusion postmarked no later than March 4, 2020 to the Class Notice Administrator at the following address:

Your request must clearly be titled "REQUEST FOR EXCLUSION FROM UNIVERSITY OF SAN FRANCISCO CLASS."

IV. NO RETALIATION

No one may retaliate against you or treat you adversely because you are part of the Class or because you choose to be excluded from the Class. You are protected by law against any such retaliation.

V. CLASS COUNSEL

The following attorneys have been appointed as Class Counsel by the Court:

HAMMONDLAW, P.C.
Julian Hammond, Esq.
Polina Brandler, Esq.
Ari Cherniak, Esq.
1829 Reisterstown Rd. Suite 410
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jhammond@hammondlawpc.com

If you have questions or information regarding this lawsuit or this Notice, you may contact Class Counsel at (310) 601-6766. You will not have to individually pay the Class attorneys. You have the right to retain your own independent attorney, at your own expense, and to have him, her, or them enter an appearance in this lawsuit.

VI. CLASS NOTICE ADMINISTRATOR AND FURTHER INFORMATION

You may call the Class Notice Administrator at [Phone Number], or Class Counsel above, or write to the Class Notice Administrator at [Address] with questions regarding the litigation and class certification.

You may view court-filed documents relevant to this case, including the complaint, the statement of decision following a bench trial on the issue of Labor Management Relations Act preemption, and class certification order by visiting www._____.com.

You may also view the Court files in this case by going to www.sfsuperiorcourt.org or by going to the California Superior Court, San Francisco County, Civil Center Courthouse 400 McAllister Street San Francisco, CA 94102.

DO NOT contact the Court or any Court personnel with questions concerning this case.

EXHIBIT C



FILE
San Francisco County Superior Court

AUG 10 2020

CLERK OF THE COURT
BY: [Signature] Deputy Clerk

SUPERIOR COURT OF CALIFORNIA
COUNTY OF SAN FRANCISCO

KELLY GOLA, ET AL.

Plaintiff,

vs.

UNIVERSITY OF SAN FRANCISCO,

Defendant.

Case No. CGC – 18-565018

STATEMENT OF DECISION

Gola represents a Class of adjunct professors suing the University of San Francisco. Remaining are the Class' claims based on wage statements as not compliant with Labor Code § 226. The matter was the subject of a bench trial conducted on papers, including declarations subject to cross examination via deposition. The procedure allowed the University to assemble its evidence after reviewing Gola's evidence, and for Gola to prepare her rebuttal case after reviewing the University's evidence. After concluding briefs were filed (I refer below to the University's Brief and Gola's Brief), I heard closing argument July 9, and issued a proposed statement of decision on July 22, 2020. I have reviewed the parties' objections dated August 7, 2020.

Request for Judicial Notice

Gola filed a "Supplemental Request for Judicial Notice" dated July 2, 2020. My tentative ruling suggested some of the materials pertained to bills that were never enacted, but this isn't

1 right. All the materials in the Supplemental Request relate to either enacted legislation or opinion
2 letters from the California Division of Labor Standards, and the University has provided no
3 reason why I should not grant the request. It is granted.
4

5 6 **Sealing**

7 By papers dated April 29, 2020 Gola sought to seal documents. I then asked the parties
8 whether sealing was required or whether, alternatively, the assertedly confidential materials
9 could be withdrawn as unnecessary to my determination. At the July 9 argument the parties
10 confirmed that the materials were unnecessary, they had not yet been filed, and Gola will file an
11 amended set omitting assertedly confidential materials. The motion to seal was withdrawn
12 formally on July 20, 2020.
13
14

15 **Factual Background**

16 Gola and the Class teach at the University part time. They are part time adjunct
17 instructors or professors. The Class received wage statements which do not show the hours
18 worked, or the hourly rate. The format is the same for all class members. The University issued
19 two types of wage statements, one type up to 2019, and then a second type thereafter. The
20 differences are immaterial; neither format shows hours or rate. Salaries for the Class are
21 contracted on a per course basis. Trial Testimony/Decl. of D.J. Philpott For Bench Trial No.2
22 dated May 19, 2020 ("Philpott Decl.") ¶¶ 41, 43.
23
24

25 **Business & Professions Code ¶ 17200 (UCL)**

26 The University argues that the UCL claim has in effect been dropped; and at argument
27

1 plaintiffs' counsel did not disagree. Gola's trial brief does not argue on the basis of the UCL.
2 Gola seeks neither restitution nor an injunction. The UCL claim has been abandoned.
3
4

5 **Labor Code Section 226**

6 To make out a claim under § 226 plaintiff must show:

- 7 • The employer did not furnish a wage statement showing (among other things):
8 ○ "total hours worked by the employee, except as provided in subdivision (j)," (§
9 226(a))
10 or
11 ○ "all applicable hourly rates" (§ 226 (a) (9))
12
13 • The employee suffered injury (§ 226(e) (1))
14 ○ The employee suffers injury if the wage statement does not include to total hours
15 worked and the hourly rate, and if "the employee cannot promptly and easily
16 determine from the wage statement alone" the total hours worked or the hourly rate.
17 (§ 226 (e)(B))
18 ▪ "'promptly and easily determine' means a reasonable person would be able to
19 readily ascertain the information without reference to other documents or
20 information." § 226 (e)(C)
21
22 • The employer failure was "knowing and intentional" § 226 (e)(1)
23 ○ A "'knowing and intentional failure' does not include an isolated and unintentional
24 payroll error due to a clerical or inadvertent mistake." It is relevant "whether the
25 employer, prior to an alleged violation, has adopted and is in compliance with a set of
26 policies, procedures, and practices that fully comply with this section." § 226 (e)(3)
27

1 Subsection (j), which provides the exception to § 226(a), holds that total hours need not be in the
2 wage statement if:

- 3 • “The employee’s compensation is solely based on salary and the employee is exempt
4 from payment of overtime under subdivision (a) of Section 515 or any applicable order of
5 the Industrial Welfare Commission,”
6

7 or

- 8 • The employee is exempt for various reasons including:
9 “(A) The exemption for persons employed in an executive, administrative, or professional
10 capacity provided in any applicable order of the Industrial Welfare Commission.”
11

12 13 **Section 226 Liability**

14 1. It is obvious that the wage statement does not contain the required information, hours
15 worked or applicable rate:

16 2. It is clear that subsection (j) does not provide an exception. The University has made no
17 argument that suggests the Class was actually exempt under Labor Code § 515(a) or some order
18 of the Industrial Welfare Commission.¹ Its brief argues that I should indeed avoid addressing
19 whether the Class is exempt. University Brief at 3:8-9; 8. Although the University discusses the
20 notion of employees’ exempt status, this is *solely* in the context of a ‘good faith’ defense
21 (University Brief at 11 ff.). The University makes no argument that the instructors actually meet
22 the definitions of § 515, and with good reason: The section requires among other things the IWC
23 to have acted to establish the exemption, and that the monthly salary be at least twice the
24 minimum wage, neither of which is true and neither of which the University argues is actually
25
26

27 ¹ The University did suggest at argument an IWC order applied, but could not tell me which one. The University’s
argument on proration is discussed on the next page. But that argument, University Brief at 11-12, was made in the
context of the good faith defense. See argument caption at University Brief at 10:18.

1 true.

2 The Industrial Welfare Commission may establish exemptions from the requirement that
3 an overtime rate of compensation be paid pursuant to Sections 510 and 511 for executive,
4 administrative, and professional employees, if the employee is primarily engaged in the
5 duties that meet the test of the exemption, customarily and regularly exercises discretion
6 and independent judgment in performing those duties, and earns a monthly salary
equivalent to no less than two times the state minimum wage for full-time employment.

7 Lab. C. § 515(a).

8 The parties have spent some time arguing whether the salary applicable to part time work
9 could be extrapolated or prorated to generate a number which would apply if the instructor
10 worked fulltime. For example if one were paid more than twice the minimum wage for one hour
11 a month, might that be sufficient to meet the “earns a monthly salary equivalent to no less than
12 two times the state minimum wage for full-time employment” test? The University notes there’s
13 nothing in § 515 that says the salary *can’t* be prorated, University Brief at 11 n.3, and Gola cites
14 an opinion from the Chief Legal Counsel of the Labor Commissioner suggesting otherwise. Gola
15 Brief at 22. Gola has the better of this argument, based on the opinion² and e.g., *Kao v. Holiday*,
16 12 Cal. App. 5th 947, 958 (2017), but it doesn’t matter: There is no IWC action³ and the
17 University doesn’t make the argument that the Class is exempt.

18 3. The Class suffered injury. As I have found and as the parties conceded, the wage
19 statements don’t have the required information. And there is no way to figure it out from
20 looking at the statement “alone” (with or without referring to other documents), which is the
21 statutory test. The University’s argument here is that the class is “highly educated and literate,”
22 University Brief at 9, which may well be true but is not in the record. The argument then
23 continues to suggest these sorts of people can’t be injured when they know full well they are paid
24

26 ² “DLSE’s interpretation is entitled to great weight and under established principles of statutory construction, unless
27 it is clearly unreasonable, it will be upheld.” *Skyline Homes, Inc. v. Dep’t of Indus. Relations*, 165 Cal. App. 3d 239,
249 (1985), *disapproved of on separate grounds*, *Tidewater Marine W., Inc. v. Bradshaw*, 14 Cal. 4th 557 (1996).

³ I directly asked the University’s counsel about this at the July 9 argument but he was not able to cite an IWC order.

1 by the course, and not per hour. University Brief at 9. But this isn't the statutory test. The
2 University never addresses the statutory test.

3 *Raines v. Coastal Pac. Food Distributors, Inc.*, 23 Cal. App. 5th 667 (2018) doesn't help
4 the University. It doesn't stand for the vague proposition advanced by the University at
5 argument that one must be practical or reasonable in interpreting § 226, whatever that means.
6 What the case stands for is that if words of the statute apply—if one *can* figure out the missing
7 information from the four corners of the document, then there's no injury:
8

9 Here, one can determine the hourly overtime rate "from the wage statement alone." (§
10 226(e)(2)(B).) It can be "promptly and easily" determined by simple arithmetic. (*Ibid.*)
11 The mathematical operation required is division, which is taught in grade school.
12 Although many people cannot perform the calculation in their heads, it can be easily
performed by use of a pencil and paper or a calculator; no additional documents or
information are necessary. (§ 226(e)(2)(C).)

13 23 Cal. App. 5th at 677.

14 That's not the situation here.

15 The University cites two nonbinding federal trial court decisions in support of the notion
16 that Gola must have viewed a wage statement before she can be harmed by the missing
17 information. One of these cases does say that, *Holak v. K Mart Corp.*, No. 1:12-CV-00304-
18 AWI-MJ, 2015 WL 2384895, at *7 (E.D. Cal. May 19, 2015) ("the employee must still have
19 viewed the wage statement in question") but it just relies on the second case, *Nguyen v. Baxter*
20 *Healthcare Corp.*, No. 8:10-CV-01436-CJC, 2011 WL 6018284, at *9 (C.D. Cal. Nov. 28,
21 2011). *Nguyen* does *not* say what *Holak* says it holds; instead, it finds that because the plaintiff
22 wasn't really confused about any of the information required to be on the wage statement she
23 suffered no injury. *Nguyen* at *9. And even *Holak* recognizes that the statute was amended as of
24 2013, probably to impose "a new objective standard by which a plaintiff need not even view a
25 wage statement to be injured by allegedly contained therein," *Holak* at *7. (But the amendment
26
27

1 came too late to do the plaintiff any good in that case.) It does appear that the amendments,
2 enacted in 2012, were done to make clear that the omission of the data is injury. See legislative
3 history at Ex. K to Plaintiff's Supplemental Request for Judicial Notice.
4

5 *Holak* is worth no more than *Nguyen*, and *Nguyen* doesn't help the University.

6 4. The University has referred to the "knowing and intentional" test as a scienter
7 requirement, and for convenience I will do the same. The central disagreement between the
8 parties here has to do with the test, not the underlying facts. The University says the test is one of
9 "good faith" so that a plausible but ultimately unconvincing position on whether the employees
10 are exempt suffices. E.g., *Stafford v. Brink's, Inc.*, No. CV141352MWFPLAX, 2014 WL
11 12586066, at *6 (C.D. Cal. Aug. 5, 2014); *Harris v. Vector Mktg. Corp.*, 656 F. Supp. 2d 1128,
12 1146 (N.D. Cal. 2009) (suggesting "good faith" dispute is a defense). See also e.g., *Chavez v.*
13 *Converse, Inc.*, No. 15-CV-03746-NC, 2020 WL 1233919, at *1 (N.D. Cal. Mar. 13, 2020)
14 ("California law precludes the recovery of penalties when a good faith dispute exists as to
15 whether wages are owed").
16

17 First, it is odd that while the University claims it honestly thought in good faith the Class
18 was exempt (University Brief at 11-12 n.3), as I have noted the University is not able to actually
19 articulate an argument that instructors were exempt under state law. Further, the evidence is not
20 that the University had a good faith belief of this nature; the evidence is that they never thought
21 about it. University PMK deposition at 98 ff., 101 ff. at pages 116-117, 119);⁴ Philpott trial
22 testimony at page 10. Philpott's testimony is not directly to the contrary: he implies, although
23 he does not actually say, that the University's counsel approved paying the part time instructors
24
25
26
27

⁴ "Pages" refers to the page numbers superimposed by Gola's counsel on the original material.

1 by the course. Philpott Decl. ¶ 44.⁵ But for reasons I detail below under “Other issues,” the fact
2 that pay is contracted one way or the other—by the piece, by commission, or otherwise—is not
3 relevant to whether an employee is exempt and so is not relevant to whether the wage statements
4 must include certain data.⁶

5
6 Secondly, the University implies it relied on the collective bargaining agreement (CBA)
7 with a union which represents the Class. The University suggests the rights at issue are waivable
8 (that is not clear), and understands that for a statutory right to be waived by a CBA, the waiver
9 must be clear and unmistakable. University Brief at 12 n.4. E.g., *Mendez v. Mid-Wilshire Health*
10 *Care Ctr.*, 220 Cal. App. 4th 534, 543 (2013). The University says that sort of waiver is found at
11 Article 23 of the CBA. See e.g. Ex. B to Philpott Decl. That’s obviously not true: Article 23
12 doesn’t even mention wage statements. Subsection A says the parties must follow the law.
13 Subsection B says the agreement, including the pay, is legal. Even if such a self-serving
14 declaration were meaningful, it is patently not a clear and unmistakable statement that the wage
15 statements need not have certain information.

16
17 Thirdly, the federal trial court decisions relied on the University, to the extent one
18 considers them to be interpretations of the scienter requirement under § 226,⁷ are probably not
19 correct. There is no good faith defense. I am bound by state appellate authorities which use a

20
21 ⁵ Philpott does say, in the most general terms, that he considered California law: Philpott Decl. ¶ 58. I do not place
weight on this post-hoc general statement; it is consistent with the consideration whether it was legal to have a
contractual calculation by the piece, discussed next in the text.

22 ⁶ For these reasons, the University’s suggestion, made for the first time in its suggested Principal Controverted
Issues Nos. 19 and 20 (dated July 20, 2020) that CCR tit. 8 § 13520(a) proves a good faith defense doesn’t work
23 either. First, the University can’t make a legal argument for the first time in these suggested Issues (the CCRs aren’t
mentioned in e.g., the University Brief 10-13, its discussions of good faith). And even if § 13520(a) applied, the
24 University would still lose because “Defenses presented which, under all the circumstances, are unsupported by any
evidence, are unreasonable....” The defense is not supported by evidence.

25 ⁷ Not all of them actually are. *Chavez v. Converse, Inc.*, for example, is about waiting time penalties, not the issue in
this case, and where the rule is different, i.e., where good faith *does* have a role. *Kao v. Holiday*, 12 Cal. App. 5th
26 947, 963 (2017). See also *Caudle v. Sprint/United Mgmt. Co.*, No. C 17-06874 WHA, 2019 WL 2716291, at *3
(N.D. Cal. June 28, 2019); *Deluca v. Farmers Ins. Exch.*, 386 F. Supp. 3d 1235, 1266 (N.D. Cal. 2019). Another
27 case relied on by the University is also about waiting time penalties. *Amaral v. Cintas Corp. No. 2*, 163 Cal. App.
4th 1157, 1201 (2008).

1 different test, which one might dub the ‘predicate facts’ test.

2 A violation exists if the employer “knew that facts existed that brought its actions or
3 omissions within the provisions of [the statute]” (*Willner v. Manpower, Inc.* (N.D. Cal. 2014) 35
4 F.Supp.3d 1116, 1131) or, in other words, “was aware of the factual predicate underlying the
5 violation,” (*Novoa v. Charter Communications, LLC* (E.D. Cal. 2015) 100 F.Supp.3d 1013,
6 1028). Thus, an employer’s knowledge that its wage statements did not contain the pay period’s
7 inclusive dates was held to be a knowing and intentional failure to comply with the statute. *Kao*
8 *v. Holiday*, 12 Cal. App. 5th 947, 961 (2017). See also *Furry v. E. Bay Publ’g, LLC*, 30 Cal.
9 App. 5th 1072, 1085 (2018); *Diaz v. Grill Concepts Servs., Inc.*, 23 Cal. App. 5th 859, 868
10 (2018). Other federal courts have recognized the state predicate facts test. E.g., *Fox v. Eclear*
11 *Int’l CO. Ltd.*, No. CV 17-0865 AS, 2018 WL 6118525, at *9 (C.D. Cal. June 13, 2018); *Suarez*
12 *v. Bank of Am. Corp.*, No. 18-CV-01202-MEI, 2018 WL 3659302, at *11 (N.D. Cal. Aug. 2,
13 2018); *Mays v. Wal-Mart Stores, Inc.*, 354 F. Supp. 3d 1136, 1144 (C.D. Cal. 2019); *Bernstein v.*
14 *Virgin Am., Inc.*, No. 15-CV-02277-JST, 2018 WL 3344316, at *6 (N.D. Cal. July 9, 2018).

15 The University makes no argument under the predicate facts test.

16 Here, the contents of the wage statements are undisputed: They don’t have the required
17 information. The instructors are not exempt, and the University does not actually argue that they
18 are. The University knew all the facts needed to figure it out. The predicate facts are established
19 and thus so is the scienter requirement.

20 The scienter requirement is not met where the problem is the result of for example, an
21 “unintentional payroll error due to a clerical or inadvertent mistake.” § 226 (e) (3). The
22 University does not press this, and the evidence is to the contrary: There was no mistake. Philpott
23 trial testimony at 31 (Ex A to Amended Decl. of P. Brandler (Rebuttal case) dated June 16,
24
25
26
27

1 2020.

2 The University does ask me to consider that it has “a set of policies, procedures, and
3 practices that fully comply with this section.” § 226 (e) (3). By this, the University means to
4 point to its “Banner payroll system.” University Brief at 10-11. This system we are told
5 properly handles the wage statements of *other* employees which the University has treated as
6 non-exempt. *Id.* The argument is baffling. It seems to be that the University has the systems to
7 issue compliant wage statements, and does so for some employees, and that I should conclude
8 therefore that it did not act knowingly and intentionally regarding the Class. But to the contrary:
9 This is evidence that the University deliberately treated the instructors differently. The statutory
10 language relied on by the University seems to be an extrapolation of the “clerical or
11 inadvertence” language that precedes it, i.e., that the scienter requirement may not be met if the
12 employer’s *practice* was to issue legally required statements, but where, in fact, some non-
13 compliant statements were, nevertheless, for some reason, issued.
14

15 This does not affect my conclusions on scienter.
16

17 The discussion of these four points completes the analysis of liability under § 226, and
18 shows the University is liable.
19

20 **Other issues**

21 The University raises other issues which don’t seem directly relevant to liability. The
22 argument focuses on § 226 (a)’s requirement of “accurate” statements: because the Class’
23 negotiated pay is on a per course basis, and not hourly, stating hours on the wage statement
24 would be inaccurate. University Brief at 7-9. The argument then invokes legislative intent to
25 support two closely related points: first, in support of the notion of accuracy, and second, that the
26
27

1 point of § 226 is not to make “mischief” or mislead, but to have transparency in reporting pay.
2 Id. at 7-8. Because instructors know exactly how they are paid, and that it is done on a per
3 course basis, the intent of the statute (transparency) is fulfilled.
4

5 I take these in reverse order.

6 First, the fact that the Class knows how it is paid is irrelevant. I assume most workers
7 know how they are paid-- their rate for example, if not also the number of hours they work a
8 week or a month. No authority suggests this moots the requirements of § 226. Courts do not
9 conduct a factual inquiry into whether an employee knows his rate of pay before deciding his
10 wage statement must contain that figure.
11

12 Second, legislative intent (a legal fiction at best) can be interesting but usually only in
13 figuring ambiguous or otherwise problematic statutes. It starts with an identified ambiguous
14 word or phrase. The analysis then often looks at extrinsic materials, such as legislative reports,
15 debates, and so on, which pertain to the wording issue. E.g., *Coburn v. Sievert*, 133 Cal. App.
16 4th 1483, 1500 (2005). Here, the University’s argument proceeds from the unambiguous
17 language of the law, invokes intent, and then applies it to obviate the words of the statute. The
18 statute does not say that transparency is required: It says that certain information such as hours
19 and rate have to be on the wage statement. Using legislative intent to defeat the plain meaning of
20 a statute is dubious work. E.g., *Bonome v. City of Riverside*, 10 Cal. App. 5th 14, 21 (2017);
21 *Whaley v. Sony Computer Entm’t Am., Inc.*, 121 Cal. App. 4th 479, 485 (2004).
22

23 The two cases quoted by the University are not useful, because in those cases there was a
24 question of interpretation which does not exist here. *Ward v. United Airlines, Inc.*, 9 Cal. 5th
25 732, at *9 (2020) (“geographic scope of the labor protection in section 226”); *Soto v. Motel 6*
26 *Operating, L.P.*, 4 Cal. App. 5th 385, 390 (2016) (rejecting interpretation, contrary to statute’s
27

1 wording, that “section 226 requires the monetary amount of earned vacation pay to be listed on
2 each itemized wage statement”). The legislative intent which those two courts thought was
3 pertinent doesn’t necessary apply in this case where we’re looking at a different language and
4 different issues,⁸ and where no ambiguity has been identified.

5
6 As an aside, I also reject Gola’s legislative intent argument in support of the position that
7 California did not pass legislation which if enacted would have made adjunct faculty members
8 exempt employee, all in an effort to suggest they are, therefore, non-exempt. Gola Brief at 10-11.
9 “All we can know for certain is that speculation about why a later Congress declined to adopt
10 new legislation offers a “particularly dangerous” basis on which to rest an interpretation of an
11 existing law a different and earlier Congress did adopt.” *Bostock v. Clayton Cty., Georgia*, __
12 U.S. __, 140 S.Ct. 1731, at *12 (2020).

13
14 Finally, we come to what may be at the heart of the University’s position, which is that
15 because the “basis for compensation” is not hourly, there is nothing to put in the wage statement.
16 University Brief at 4:26 -5 (“There is no hourly rate of pay”); 8:18-20. Any data in that box
17 would be inaccurate. *Id.* at 9. This argument by counsel tracks the same fallacy which guided his
18 client: that one may not enter a number of hours or rate on the wage statement if the employee is
19 not contracted to be paid by the hour. Philpott Decl. at e.g., ¶¶ 107-108. But all employees, no
20 matter the basis of payment, and no matter how their contracts are phrased, are entitled to the §
21 226(a) types of data—unless excepted by e.g. subsection (j). One can imagine employees paid,
22 as matter of contract, by the piece, by the month, by commission, or other measure; no matter.
23

24
25 ⁸ Here, for example, perhaps the legislative intent is that setting out the hourly rate is likely to lead to fewer
26 violations of the state’s minimum wage laws. E.g., *Magadia v. Wal-Mart Assocs., Inc.*, 384 F. Supp. 3d 1058, 1086
27 (N.D. Cal. 2019) (“While amending § 226(a), the California Legislature found that “California employers are
‘chronic violators of wage and hour, safety, and tax laws.’ ” California Assembly Committee on Labor &
Employment, Bill Analysis, A.B. 2509 (Steinberg), April 12, 2000. Given accurate wage information, employees
would be more able to identify any violation of wage and hour laws, so California employers would be less likely to
attempt to cheat employees.”)

1 Insisting on the entry of the required data on the statement doesn't imply that any of those types
2 of contracts are improper.

3 The other way of understanding the University here is that it is not *possible* to obtain the
4 data to insert into the statements. For example, the instructors do their "thinking" at various
5 times, and the University doesn't track that time. University Brief at 5:8 ff. If that were a valid
6 impossibility excusing compliance with the statute, no wage statement could be accurate: it
7 would be a rare employee indeed who never thought constructively about work except at the
8 office or factory. There's no authority cited in support of the impossibility defense, and no good
9 evidence of it. The University does not consider the feasibility of, for example, asking instructors
10 to track their time, or that the University might limit their work time to a specific number of
11 hours subject to an increase (or decrease), which, as it turns out, is exactly what the University
12 does.⁹ (See Letters of Appointment, Philpott Decl. ¶¶ 41, 42, referring to the Handbook, which
13 refers to expected weekly hours of work, and the ability of the instructor to seek approval for
14 more time. Philpot Decl., Ex E at 6 § 2.7 (Handbook); Ex F –H (Letters of Appointment).¹⁰

15 There is a slightly different way to phrase the University's position, which is that because
16 the Class is paid by the course, and the University has thus not set an hourly rate, there simply is
17 no "applicable" rate to put into the wage statements. The argument would rely on § 226(a)'s
18 requirement to show "(9) all *applicable* hourly rates in effect during the pay period and the
19 corresponding number of hours worked at each hourly rate." (Emphasis supplied.) In this
20 reading, "applicable" requires the existence of an actual hourly rate, and because the University
21

22
23
24
25 ⁹ The University's trial counsel provided a declaration, which might include either (or both) percipient or expert
26 testimony, to the effect that the hours were only an artifact of the Affordable Care Act, essentially fake numbers.
27 Decl. of M. Varian for Bench Trial No. 2, dated May 20, 2020 at ¶¶ 17 ff. Compare, CRPC Rule 3.7 (Lawyer as
Witness). Even so, the mechanism seems reasonable, which is to state numbers of hours and allow for modifications.

¹⁰ The University's witness Mr. Philpott thought tracking time would reduce "morale and enthusiasm," Philpott
Decl. ¶ 98. Maybe. Every lawyer who's tracked time for his or her entire professional career in six-minute
increments will understand the testimony. It's not evidence of impossibility, unfortunately.

1 didn't set one, it doesn't exist. There are two sorts of problems with this reading. First, the logic
2 allows an employer easily to devise a compensation system which undermines the statute; if the
3 employer insists on paying by the week or other period, or every time there's a full moon, there
4 would be under this logic no applicable hourly rate. This makes little sense. Compare *Skyline*
5 *Homes, Inc. v. Dep't of Indus. Relations*, 165 Cal. App. 3d 239, 249 (1985) (calculating hourly
6 rate based on work week), *disapproved of on separate grounds, Tidewater Marine W., Inc. v.*
7 *Bradshaw*, 14 Cal. 4th 557 (1996). Secondly, § 226 was amended to *delete* the constraint that
8 hourly rates had to be reported only for hourly workers, and opened it up to a requirement that
9 applied to wage statement for *any* non-exempt employee. Plaintiff's Supplemental Request for
10 Judicial Notice dated July 2, 2020, Ex. M, Legislative Counsel's Digest (AB 2509) at p.18
11 (showing redlines to older version of statute).
12
13

14 These arguments from the University do not affect liability.
15

16 **Statutory Damages**

17 The unchallenged evidence on damages calculation shows statutory damages are
18 \$1,621,600. Kriegler Decl. ¶ 22.
19
20

21 **PAGA**

22 1. *Liability*

23 The University's arguments against PAGA liability are these: (1) The underlying § 226
24 violation has not been established; (2) The PAGA notice was insufficient, (3) Gola is not
25 "aggrieved" because she did not look at her pay stubs (wage statements). The first issue is
26 disposed of above.
27

1 The notice was sufficient. While Gola sent a series of notice letters to the Labor &
2 Workforce Development Agency (LWDA), counsel clarified at the July 9 hearing that he relied
3 solely on the January 30, 2018 notice. Decl. A Cherniak, dated April 20, 2020, Ex. A at page 18.
4 The University says that notice does not meet “specificity requirements,” in that it just complains
5 the adjunct instructors are not treated as “piece workers,” which is not the issue litigated here.
6 University Brief at 15. It’s true the notice complains about the piece worker issue, but it also
7 expressly, and repeatedly, cites § 226 and complains that the wage statements don’t show the
8 hours worked or the applicable rate, and provides factual support. In fact, the University does
9 not argue that the notice doesn’t sufficiently describe “facts and theories supporting the
10 violation,” *Brown v. Ralphs Grocery Co.*, 28 Cal. App. 5th 824, 835 (2018). Rather, the
11 University’s position is that the additional claims—the piece work issue—in effect voids the
12 LWDA notice as to other issues. I am unaware of authority for the proposition that a PAGA
13 plaintiff must prosecute every theory set out in a notice; and it would be bad policy, encouraging
14 useless litigation, if there were such authority. A notice with more than one theory still allows the
15 LWDA “to decide whether to allocate scarce resources to an investigation” and “the employer to
16 submit a response to the agency,” *Williams v. Superior Court*, 3 Cal. 5th 531, 546 (2017). And
17 that’s the point of the notice.
18

19 As to the third issue—whether Gola is “aggrieved”—I note that the term is defined by
20 law: an “aggrieved employee” means any person who was employed by the alleged violator and
21 against whom one or more of the alleged violations was committed. *Williams v. Superior Court*,
22 237 Cal. App. 4th 642, 649 (2015), quoting Lab. C. § 2699 (c). One can cite cases without end,
23 e.g., *Kim v. Reins Int’l California, Inc.*, 9 Cal. 5th 73, 82 (2020), but it won’t change what is, at
24 least in our context, a definition as straightforward as one could wish for. As noted above, the
25
26
27

1 University's notion that the pay stub has to be viewed before an employee could be the subject of
2 a violation conjures an element of the offense which is not in the statute, and whether she did or
3 not is immaterial. Having found above that the University is liable to Gola (and the Class) for
4 violating § 226, it is impossible to me to also find that she was not aggrieved.¹¹
5

6 7 2. *Penalties*

8 *A. Parties' contentions*

9 The parties agree I have substantial discretion in imposing penalties. The University
10 argues the court's discretion on assessing penalties should be "fully exercised" to impose "only
11 the most minute of PAGA penalties," University Brief at 18. The reasons are: the University had
12 a Banner system which produces compliant wage statements; compensation was the result of
13 negotiations with the union; the University's good faith; there was no injury (e.g., Gola proves
14 no loss of wages); and penalties will reduce funds available for education of the students.
15 University Brief 18-19.
16

17 There's no evidence a penalty will affect students' educations, and it's not self-evident.
18 The University also invokes the good works of its students, University Brief at 19-20. I don't
19 dispute this last point, but I put no more weight on students' good efforts than I would increase
20 penalties because students behaved badly.
21

22 Gola seeks 100% of the potential penalties, i.e. \$3,634,900. Gola Brief at 27; B. Kriegler
23 Decl. dated April 17, 2020 at page 14). The University does not dispute this is the maximum
24 penalty. Gola notes the University has never thought about compliance with state law such as §
25

26 ¹¹ Indeed, I would have expected to see this argument set out in opposition to class certification, since it might pose
27 a serious individual issue, blocking certification, to determine whether every member of a proposed class did or
didn't view some or each of the paystubs. But the parties stipulated to certification, entailing an agreement that there
are no such disqualifying individual issues.

1 226, i.e., made no serious attempt to comply with law; the University knows—at least now—that
2 other universities understand their part time adjuncts to be non-exempt; the penalty would
3 represent less than one half percent of total assets; and other cases have awarded penalties in
4 about the same amount as the statutory damages. Gola Brief at 25 ff. To this day, the University
5 has made no move to issue wage statements showing hours and rate.
6

7 B. *Authorities*

8 It is difficult to extract much guidance from the authorities, so I have taken the
9 opportunity to examine the issues at some length.

10 I. *Basic rules*

11 I am to avoid an award that is unjust, arbitrary, oppressive, or confiscatory. Lab. C. §
12 2699(e) (2); CALIFORNIA CIVIL PRACTICE EMPLOYMENT LITIGATION § 5:3.50 (as of March 2020
13 Update), citing *Carrington v. Starbucks Corp.*, 30 Cal. App. 5th 504 (2018); Leonora M.
14 Schloss, Cari A. Cohorn, “Assessing the Amended Labor Code Private Attorneys General Act,”
15 *L.A. Law.*, 13, 16 (February 2006). The point is to “punish and deter employer practices that
16 violate the rights of numerous employees,” *Iskanian v. CLS Transportation Los Angeles, LLC*,
17 59 Cal. 4th 348, 384 (2014); see also *Villacres v. ABM Indus. Inc.*, 189 Cal. App. 4th 562, 581
18 (2010) (penalty “serves a public interest similar to that of other law enforcement statutes”). The
19 Class here has by definition already been compensated by the award of statutory damages; the
20 PAGA penalties are not imposed to benefit the employees, *Lopez v. Friant & Assocs., LLC*, 15
21 Cal. App. 5th 773, 780 (2017), and in that sense at least the Class has no interest in the amount
22 imposed.
23
24

25 2. *Use of class action settlements*

26 Looking at settlements involving PAGA and class actions is useless. E.g., *Magadia v.*
27

1 *Wal-Mart Assocs., Inc.*, 384 F. Supp. 3d 1058, 1101 (N.D. Cal. 2019). The parties in those
2 cases, specifically plaintiffs (defendants don't care), have much incentive to allocate funds to the
3 class claims and not to the PAGA claims, even when the possibility of substantial PAGA
4 penalties is wielded during negotiations to argue for large settlements, because so much of the
5 PAGA penalties go to the state. See generally, *Nordstrom Com. Cases*, 186 Cal. App. 4th 576,
6 589 (2010) (zero dollars to PAGA penalties); *O'Connor v. Uber Techs., Inc.*, 201 F. Supp. 3d
7 1110, 1134 (N.D. Cal. 2016); *Cotter v. Lyft, Inc.*, 176 F. Supp. 3d 930, 932, 941 (N.D. Cal.
8 2016); Matthew J. Goodman, "The Private Attorney General Act: How to Manage the
9 Unmanageable," 56 *Santa Clara L. Rev.* 413, 440 (2016).

11 3. General factors

12
13 Factors may include the defendant's ability to pay (not raised here), whether there have
14 been attempts to correct the violations before or after the suit was filed (not here); whether there
15 were prior complaints (apparently here there were not), and whether employees suffered no
16 injury, at least in the sense of no lost wages (which is the case here considering solely the § 226
17 claim). Kenneth D. Sulzer, Robert A. Escalante, "Uncertain Waivers While California Courts
18 Follow Iskanian, Most Federal Courts Have Sharply Criticized Its Preemption Analysis," *L.A.*
19 *Law.* 20, 24–26 (October 2015), citing on the last issue *Fleming v. Covidien Inc.*, No. (OPX),
20 2011 WL 7563047, at *4 (C.D. Cal. Aug. 12, 2011). *Fleming* thought it relevant that (as is may
21 be true here) the defendant did not know it was violating the law, although unlike here the
22 defendant in *Fleming* "took prompt steps to correct all violations once notified." *Fleming* issued
23 a penalty of just under 18% of the maximum. *Carrington v. Starbucks Corp.*, 30 Cal. App. 5th
24 504, 529 (2018) noted a reduction to 10%, apparently, based on "good faith attempts" to comply
25 with meal break obligations and because the court found the violations were minimal.
26
27

1 Another reason to discount is the fact that employees can, from various sources
2 (including their own memory and records, if they cared to keep them), figure out the rate, even if
3 the wage statements are not compliant. E.g., *Aguirre v. Genesis Logistics*, No.
4 SACV1200687JVSANX, 2013 WL 10936035, at *2 (C.D. Cal. Dec. 30, 2013), noting the
5 adverse fact that the defendant there, like the one here, was still not in compliance.
6

7 The penalties may be reduced “for technical violations that cause no injury,” and I should
8 assess if the “violation was inadvertent,” *Raines v. Coastal Pac. Food Distributors, Inc.*, 23 Cal.
9 App. 5th 667, 681 (2018). One court considered the duplicative effect of statutory and PAGA
10 penalties. *Aguirre v. Genesis Logistics*, No. SACV1200687JVSANX, 2013 WL 10936035 (C.D.
11 Cal. Dec. 30, 2013).
12

13 4. Variance in cases

14 Some courts evaluate penalties as a discount from the maximum, some compare the
15 penalties to the other damages (e.g. statutory damages) and consider the ratio, e.g. *Magadia v.*
16 *Wal-Mart Assocs., Inc.*, 384 F. Supp. 3d 1058, 1101 (N.D. Cal. 2019). The cases vary widely.
17 As *Magadia* noted, there are penalties of 30% of the maximum sought (where “defendants
18 attempted to comply with the law”), 28%, and 18% (where defendants were not aware they were
19 violating the law and took prompt steps to correct once notified). *Magadia* awarded 20% of the
20 maximum, 384 F. Supp. 3d at 1104, and 36%, *id.* at 1100. A judge was affirmed in the award of
21 10% of the maximum penalty, because there were “‘good faith attempts’ to comply with meal
22 break obligations and because the court found the violations were minimal.” *Carrington v.*
23 *Starbucks Corp.*, 30 Cal. App. 5th 504, 529 (2018). Where there were very significant damages
24 (over \$45 million), a different judge awarded 75% of the requested penalties. *Bernstein v. Virgin*
25 *Am., Inc.*, 365 F. Supp. 3d 980, 991, 992 (N.D. Cal. 2019) (appeal filed). In *Thurman v.*
26
27

1 *Bayshore Transit Mgmt., Inc.*, 203 Cal. App. 4th 1112, 1136 (2012), *disapproved of on separate*
2 *issue by ZB, N.A. v. Superior Court*, 8 Cal. 5th 175 (2019), the maximum was apparently reduced
3 by 30 percent, i.e., it seemed to impose 70% of the maximum. *Id.* at 1135. There was a twist in
4 *Aguirre v. Genesis Logistics*, No. SACV1200687JVSANX, 2013 WL 10936035 (C.D. Cal. Dec.
5 30, 2013). The underlying statutory award was \$441,000. *Id.* at *2. The maximum PAGA
6 penalties were \$1.8 million. *Id.* The court appears to have imposed penalties of \$500,000—over
7 100% of the statutory penalties—and threatened up to another \$500,000 if the defendant did not
8 come into compliance in the future. *Id.* at *3.

9
10 In each of these cases the selection of a specific percentage of the maximum penalty may
11 be arbitrary, but despite that, as a whole they provide a range—one might say they create a
12 market—of 10% to 100%.

13 5. *Three approaches*

14
15 As noted, some cases adjust the percentage of the maximum PAGA penalties (which is
16 the direct statutorily prescribed procedure), others evaluate the propriety of the absolute number
17 of dollars awarded, and others review the ratio of PAGA penalties to damages (statutory or
18 actual). The three approaches are compatible, and some cases at least note more than one, even if
19 they do not rely on all of them.

20 The approaches suggest this framework to evaluate PAGA penalties:

21 1. Absolute dollars. We may compare the absolute dollars of the penalty to the
22 wealth or ability to pay of the defendant to avoid an “oppressive, or confiscatory” award. Lab. C.
23 § 2699(e) (2). That’s what we do in punitive damages cases, and these can provide insight. For
24 example, they tend to look not at gross, but net, assets. “[T]he purpose of punitive damages is
25 not served by financially destroying a defendant. The purpose is to deter, not to destroy.”
26
27

1 *Bankhead v. ArvinMeritor, Inc.*, 205 Cal. App. 4th 68, 78 (2012) (internal quotes removed). And
2 on the other hand, “obviously, the function of deterrence ... will not be served if the wealth of
3 the defendant allows him to absorb the award with little or no discomfort.” *Id.* (internal quotes
4 removed); *Baxter v. Peterson*, 150 Cal. App. 4th 673, 680 (2007). See e.g., *Little v. Stuyvesant*
5 *Life Ins. Co.*, 67 Cal. App. 3d 451, 469 (1977) (“reasonable relationship to the net assets”). I
6 don’t know what the University’s net assets are (Gola argues from its “total assets,” Gola Brief at
7 4:20; 28:14), see Philpott Trial Testimony / Decl. dated May 19, 2020 at ¶ 24 and Ex. A at p.69
8 (2018 budget of \$457 million, tuition income of \$410 million, plus additional “tuition budget”),
9 and total assets around \$1 billion (Ex A at 65). The endowment provides substantial assistance to
10 the operating budget. *Id.* at p.66. In any event, the University has not claimed that the PAGA
11 penalties would be in this sense confiscatory or oppressive, so there is no further need to discuss
12 this approach.
13
14

15 2. The ratio of damages (actual or statutory) to the PAGA penalties. This may be
16 evaluated as a court determines if a penalty is “unjust” or “arbitrary”. It is a proportionality
17 analysis, and a similar operation (although with a very different set of accepted ratios) is
18 undertaken in punitive damages cases. E.g., *Simon v. San Paolo U.S. Holding Co.*, 35 Cal. 4th
19 1159, 1183 (2005). A number of courts have approved penalties of 100% of the damages. E.g.,
20 *Magadia v. Wal-Mart Assocs., Inc.*, 384 F. Supp. 3d 1058, 1100 (N.D. Cal. 2019), cf., *Aguirre v.*
21 *Genesis Logistics*, No. SACV1200687JVSANX, 2013 WL 10936035 (C.D. Cal. Dec. 30, 2013)
22 (apparently in excess of 100% of damages). In some cases, there do not seem to have been any
23 statutory or actual damages, so this type of calculation was not available. E.g., *Carrington v.*
24 *Starbucks Corp.*, 30 Cal. App. 5th 504, 517 (2018); *Jordan v. NCI Grp., Inc.*, No.
25 EDCV161701JVSSPX, 2018 WL 1409590, at *3 (C.D. Cal. Jan. 5, 2018). Generally, courts do
26
27

1 not seem to rely on the ratio approach, even when it is mentioned.

2 3. The “unjust” statutory test of Lab. C. § 2699(e) (2) seems to be best handled in the
3 context of assessing the percentage of maximum penalty to award. I do so below. I have noted a
4 spectrum of 10%-100%.

5
6 6. *Punishment & Deterrence*

7 I am to focus on punishment and deterrence, according to *Iskanian*.

8 **Punishment** is, I assume, proportional to the two related facets of culpability: severity of
9 the offense and the defendant’s scienter. Here, we have a failure to report numbers the Class
10 itself could determine in some way, and no delay or cheating on wages, and no evidence that the
11 wage statement issue was in aid of such a scheme. PAGA penalties rise rapidly with the number
12 of employees affected, even when the employer has in effect made a single decision to e.g. leave
13 out a number from the wage statement. That is understandable in the sense that many employees
14 are affected, but the high penalties are not necessarily proportionate to the culpability of the
15 employer.¹²

16
17 The scienter is moderate: worse than innocent error, better than deliberate. I conclude
18 that punishment considerations warrant a penalty at the lower end of the spectrum.

19
20 **Deterrence** is a more delicate issue, and our commonsense notions of what it takes to
21 deter either this University (specific deterrence), or others considering the penalties imposed
22 (general deterrence), are not reliable guides. David A. Dana, “Rethinking the Puzzle of
23 Escalating Penalties for Repeat Offenders,” 110 *Yale L.J.* 733, 735 (2001); Eric Rasmusen,
24 “How Optimal Penalties Change with the Amount of Harm,” 15 *Int’l Rev. L. & Econ.* 101 (1995)

25
26
27 ¹² E.g., assuming “the PAGA penalty of \$200 per week is triggered; for one employee, a potential recovery of more
than \$40,000 would amount; this sum is then multiplied by 10,000 employees, and, the employer now faces a
litigation risk of \$400 million.” Matthew J. Goodman, “The Private Attorney General Act: How to Manage the
Unmanageable,” 56 *Santa Clara L. Rev.* 413, 440 (2016) (note omitted).

1 (correlation of penalties and harm, which seems a matter of common sense, is often not correct).

2 For example, it is unwise to presume that the maximum penalty should be exacted to secure
3 maximum deterrence, as obvious as that might seem, because there are costs to over-deterrence.

4 Those costs include:

- 5 • an equivalence of the culpability of trivial¹³ and serious offenses, where the message is
6 that e.g., murder is the same as jaywalking, which wrongly skews the moral weight of
7 court judgments;
- 8 • encouraging the approach of ‘might as well be hung for a sheep as lamb’ where
9 employers may calculate that the great benefits of serious offenses (such as e.g. outright
10 wage theft or denying all breaks) are worth it, if they are to reap as serious consequences
11 of more minor offenses with fewer benefits to the employer;¹⁴
- 12 • resources are misallocated in at least two ways:
 - 13 ○ plaintiffs and their lawyers have the same economic incentive to prosecute trivial
14 offenses as serious offenses, and so will not pursue as often the more serious
15 offenses such as (in the employment context) outright wage theft;¹⁵ nor will they
16 spend as much, if any, resources distinguishing between trivial and serious
17 offenses; and
 - 18 ○ employers wishing to comply with law and faced with serious consequences for
19 more trivial offenses may spend as many resources guarding against those as they
20 do the more serious offenses, and where employers’ resources are limited—and

21 ¹³ I use the word “trivial” and “minor” only as a rhetorical devices to contrast more serious offenses; I do not mean
22 technical or other violations including those at stake in this case are actually trivial.

23 ¹⁴ See e.g., Peter D. Nestor, Comment, “When the Price Is Too High: Rethinking China’s Deterrence Strategy for
24 Robbery,” 16 *Pac. Rim L. & Pol’y J.* 525 (2007), available at: <https://digitalcommons.law.uw.edu/wilj/vol16/iss2/9>
25 (failures of China’s death penalty and mass executions for robbery as well as more serious crimes such as murder).

26 ¹⁵ On wage theft, see e.g., Jennifer J. Lee, Annie Smith, “Regulating Wage Theft,” 94 *Wash. L. Rev.* 759 (2019);
27 Jeremy Blasi, “Using Compliance Transparency to Combat Wage Theft,” 20 *Geo. J. on Poverty L. & Pol’y* 95, 96
(2012).

1 they always are—this can result in fewer resources to guard against serious
2 offenses;

- 3 • in the context of PAGA, high PAGA penalties may confusingly skew class actions
4 settlements in cases with both types of claims; as discussed above, and may result in the
5 LWDA getting far less than it should;
- 6 • as stakes rise in a case, i.e., where very high penalties are available, the parties will spend
7 more on litigation, and courts, under doctrines of proportionality, will permit high
8 spending on discovery;¹⁶ this may be a misallocation of resources (of the parties *and* the
9 courts) when the subject matter of the suit is a relatively trivial offense. The impact on
10 plaintiffs is not however the same as it is on defendants, because while defendants lose
11 100% of the penalties they pay, plaintiffs only get 25%. E.g., *Atempa v. Pedrazzani*, 27
12 Cal. App. 5th 809, 828 (2018).

13 For these reasons, we should be as alert to over-deterrence as under deterrence.

14 Typically, effective deterrence is a function of either (a) low-penalty-high-enforcement or (b)
15 high-penalty-low-enforcement schemes. Michael W. Carroll, “When Congress Just Says No:
16 Deterrence Theory and the Inadequate Enforcement of the Federal Election Campaign Act,” 84
17 *Geo. L.J.* 551, 566 (1996). Research from other areas such as criminal penalties suggests that the
18 severity of punishment is not as reliable a deterrence as certainly of punishment; to be more
19 precise, the “certainty of apprehension” is a far more powerful deterrent. Daniel S. Nagin,
20 “Deterrence in the Twenty-First Century,” 42 *Crime & Just.* 199 (2013). This seems to suggest,
21 again, that a low-penalty-high-enforcement scheme works. This is confirmed by other studies of
22 corporate compliance:

23
24
25
26
27 ¹⁶ E.g., Weil & Brown, et al., CALIFORNIA PRACTICE GUIDE: CIVIL PROCEDURE BEFORE TRIAL ¶ 8:74.1 (Rutter:
2020); Fed. R. Civ. P. 26(b)(2)(C); Craig B. Shaffer, “The ‘Burdens’ of Applying Proportionality,” 16 *Sedona Conf.*
J. 55, 123 n.36 (2015).

1 We find partial support for the certainty of detection as a predictor of both self-reported and
2 officially recorded compliance but no support for the certainty or severity of sanctioning. The
3 narrow range of sanctions available in the particular regulatory domain studied (regulation of
4 nursing home quality) has enabled a fuller specification than was possible in previous studies
5 of an expected utility model for all available sanctions. Managers' expected corporate
6 disutility from all sanctions fails to explain compliance. Deterrence does not work
7 significantly more effectively for chief executives (a) of for-profit versus nonprofit
8 organizations, (b) who are owners compared with those who are not owners, (c) who say they
9 think about sanctions more (sanction salience), (d) who may better fit the rational choice
10 model in that they are low on emotionality, (e) who have a weaker belief in the law. Nor is
11 deterrence more effective when compliance costs are low.

12 John Braithwaite et al., "Testing an Expected Utility Model of Corporate Deterrence," 25 *Law &*
13 *Soc'y Rev.* 7 (1991) (emphasis supplied); see also id. at 35-36. See e.g., Alex Raskolnikov,
14 "Crime and Punishment in Taxation: Deceit, Deterrence, and the Self-Adjusting Penalty," 106
15 *Colum. L. Rev.* 569 (2006) ("likelihood of detection" correlating with deterrence).

16 Given the qui tam nature of the PAGA action, together with the availability of attorney
17 fees and statutory damages, we have a high enforcement scheme. This suggests a lower penalty
18 scheme is probably sufficient to deter.¹⁷ I also note that in this specific case, based on the patent
19 absence of hours and rates on the wage statements, the likelihood of detection is very high (as
20 opposed to other sorts of cases, such as wage theft, where it can be difficult to discover the
21 offense).

22 The University has pointed me to the fact that it is an educational, nonprofit institution.
23 The rights of the employees and need for enforcement, of course, are exactly the same as they
24 are in any other context. The University does not point me to any authority on California's

25 ¹⁷ I note one court's view that \$150,000 is a "substantial penalty" and "has a substantial deterrent effect on NCI and
26 other California employers." *Jordan v. NCI Grp., Inc.*, No. EDCV161701JVSSPX, 2018 WL 1409590, at *3 (C.D.
27 Cal. Jan. 5, 2018). Nothing except PAGA penalties was awarded in this PAGA settlement, the sum was some
undisclosed % of the maximum but clearly under 33%, and it is not apparent why the court thought this sum had a
deterrent effect. The sum was awarded in a case with allegations far more serious than those here, i.e., "(1) failure to
provide meal periods; (2) failure to provide rest periods; (3) failure to issue itemized wage statements; (4) failure to
pay wages due and payable twice each calendar month; (5) failure to pay wages due upon demand; (6) failure to
issue notice of pay; and (7) failure to pay wages due upon termination." However, all of the employee portion of the
penalties (i.e., 25%) went to one person, the plaintiff, suggesting only one person was aggrieved.

1 policy regarding penalties and nonprofits. I have found some vague support for the notion that
2 penalties which would impact others might for that reason be reduced. Cf., *Notrica v. State*
3 *Comp. Ins. Fund*, 70 Cal. App. 4th 911, 952 (1999) (punitive damages); Daniel A. Barfield,
4 "Notes," 29 *Val. U. L. Rev.* 1193, 1222 (1995) (noting rationale that penalties could affect
5 innocent donors to non-profits). But I also see arguments that some nonprofits may be more in
6 need of constraints and deterrence than for-profit companies (which may have better oversight).
7 E.g., Denise Ping Lee, "The Business Judgment Rule: Should It Protect Nonprofit Directors?,"
8 103 *Colum. L. Rev.* 925, 935 (2003).

9
10 Finally, two other factors.

11 First, we want a penalty that exceeds the cost of compliance. Here, that is difficult to
12 evaluate: the cost seems to be tracking time, and we don't know what that cost is; it might not be
13 much, as the University already has the computer systems needed, and might for example just
14 tell instructors to track their time. But there is insufficient evidence for me to consider this.

15 The last factor can be significant, but it too is not the subject of anything in the record.
16 This is the role of competing norms. Corporate decision makers may be motivated by quarterly
17 profits and advancement; not-for-profit officers may be motivated by various factors, and
18 officers all stripes may be motivated by reputational interests such as efficiency, and saving
19 money including low legal compliance costs, and so on. See generally, Jodi L. Short,
20 "Competing Normative Frameworks and the Limits of Deterrence Theory: Comments on Baker
21 and Griffith's Ensuring Corporate Misconduct," 38 *Law & Soc. Inquiry* 493, 504 (2013). But, as
22 I say, there's nothing in the record to assist me in deciding how much of a penalty I must impose
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1 to overcome competing norms.¹⁸

2 *C. Calculations*

3 The mandate to impose a 'just' penalty I take as a directive that I evaluate punishment
4 and deterrence; and the mandate not to be 'arbitrary' is a directive to tailor the penalty to the
5 facts of this case and have a reasonable basis for the adjustment that I make.
6

7 *General Remarks on the University's role.* While the University had a good faith
8 argument, it is more akin to reckless ignorance of the law: the University seemed to think that if
9 the Union did not raise a fuss, and the University's practices were consistent with its view of
10 federal law, there was nothing to worry about. This is reckless. The defendant is not a small
11 business suffering financial or other impediments in obtaining legal advice. But the University
12 did not act with malice, or with an ulterior motive of cheating the Class; the Class did not suffer
13 injury in the sense of lost or delayed wages as a result of the claim decided here; and —perhaps
14 concomitantly—the Union saw no harm in the practice. The statutory penalties are already
15 substantial, and together with the costs of suit—and plaintiffs intend to seek their attorneys'
16 fees—substantial additional PAGA penalties in the range of \$3.5 million won't impose
17 materially more punishment and deterrence than would lesser penalties. But I note that the
18 anticipated cost of suit, even after it was filed and the University was familiar with Gola's
19 theory, was insufficient to deter the University: as I say, it has still not issued compliant wage
20 statements.
21

22 *Punishment.* Moral culpability: this is low. There was no 'harm' in the sense of lost
23 breaks or wages, or delayed compensation; there were no prior complaints; the Union was
24 satisfied with the status quo, as far as we can tell; the Class could figure out the time and rate
25

26
27 ¹⁸ These last two factors, and perhaps some of the others, are difficult to ascertain and so likely would incur substantial discovery and other litigation costs to determine. It can be more efficient to gloss over some factors in favor of a rougher justice than to seek disproportionately costly precision.

1 from a variety of sources (such as their memories and records if they wished to keep them), even
2 if not from the wage statements. Scier: this is low, or moderate: it is either reckless, which is
3 my view, or at least negligent. The University did not act in aid of scheme to injure the Class.
4 Reviewing other cases imposing penalties, the punishment interests here could warrant
5 something in the area of 10-30% of the maximum penalty:
6

7 *Deterrence.* In this particular case it is difficult to know what would have deterred the
8 University (specific deterrence), as the University didn't think it had violated § 226, and as far as
9 I can tell, still doesn't. One cannot deter with any kind of a fine a driver who thinks she's
10 driving below the speed limit. But a penalty here will help the University think through what I
11 have termed the fallacy at heart of its approach, which is to believe that only people who are
12 contracted to be paid on an hourly basis are entitled to wage statements in full compliance with
13 §226 (a). General deterrence is obviously furthered by a penalty. Given a scheme of high
14 enforcement, already encouraged by attorneys' fees awards and statutory damages, and with the
15 specific type of patent violation we have here, a lower penalty is warranted by these deterrence
16 considerations.
17

18 I conclude that a penalty of 15% of the maximum, which is \$545,235.00, is the
19 appropriate penalty.
20

21 **Conclusion**

22 The University is liable for Labor Code § 226 violations, and must pay statutory damages
23 of \$1,621,600.00 for the period March 15, 2017 through and including January 3, 2020. PAGA
24 penalties for the period March 15, 2017 through and including January 3, 2020 are an additional
25 \$545,235.00.
26
27

1 Plaintiffs' counsel should promptly prepare a proposed judgment, reflecting rulings of the
2 court on each claim (and the proper allocation of penalties,¹⁹) present it to defense counsel
3 allowing five days for comment, make such modifications as seem reasonable, and present the
4 result to me together with any views from the University which Gola's counsel did not adopt.
5

6 I suggest the parties seek agreement on costs and fees before filing motions for those
7 sums.
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11 Dated: August 10, 2020



Curtis E.A. Karnow
Judge Of The Superior Court

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27 ¹⁹ See e.g., *Moorer v. Noble L.A. Events, Inc.*, 32 Cal. App. 5th 736, 742 (2019); M. Chin, et al., CALIFORNIA
PRACTICE GUIDE: EMPLOYMENT LITIGATION ¶ 17:760 (Rutter: 2019).

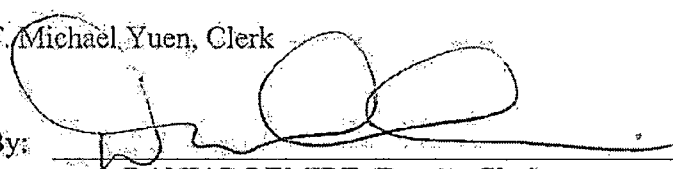
CERTIFICATE OF ELECTRONIC SERVICE
(CCP 1010.6(6) & CRC 2.260(g))

I, DANIAL LEMIRE, a Deputy Clerk of the Superior Court of the County of San Francisco, certify that I am not a party to the within action.

On **AUG 11 2020**, I electronically served THE ATTACHED DOCUMENT via File & ServeXpress on the recipients designated on the Transaction Receipt located on the File & ServeXpress website.

Dated: **AUG 11 2020**

T. Michael Yuen, Clerk

By: 

DANIAL LEMIRE, Deputy Clerk

EXHIBIT D

FILE
San Francisco County Superior Court



AUG 20 2020

CLERK OF THE COURT

BY: [Signature] Deputy Clerk

SUPERIOR COURT OF CALIFORNIA
COUNTY OF SAN FRANCISCO

KELLY GOLA, ET AL.

Plaintiff,

vs.

UNIVERSITY OF SAN FRANCISCO,

Defendant.

Case No. CGC-18-565018

Judgment

The Court conducted a bench trial on Plaintiff Kelly Gola's Second and Fifth Causes of Action in her operative First Amended Complaint, alleging violations of California Labor Code § 226(a) and - (e) and the Private Attorneys General Act (Labor Code § 2698 et seq.) based on the alleged violations of Labor Code § 226(a). Prior to those proceedings, the Court conducted a bifurcated bench trial on Defendant's claim that various of Plaintiff's causes of action were barred by federal pre-emption.

Plaintiff Kelly Gola, the Class and Aggrieved Employees were represented by Julian Hammond, Polina Brandler, and Ari Cherniak of Hammondlaw, P.C., and Morris J. Baller, Of Counsel to Goldstein, Borgen, Dardarian & Ho. Defendant University of San Francisco was represented by Michael J. Vartain and Kathryn Burke of Vartain Law Group, P.C.

The Court now enters this judgment:

I. That Plaintiff Kelly Gola and the Class, as defined in the Amended Stipulation and Order for Class Certification, dated January 9, 2020, have judgment on her Second Cause of Action against Defendant University of San Francisco in the sum of \$1,621,600.00 for statutory

1 penalties for the Labor Code § 226(e) violations for the period of March 15, 2017 through
2 January 3, 2020.¹

3 2. That Plaintiff Kelly Gola, members of the Class, and the Aggrieved Employees, as
4 defined in Plaintiff's PAGA Notice dated January 30, 2018, have judgment on her Fifth Cause of
5 Action, to the extent based on the violations alleged in her Second Cause of Action, against
6 Defendant University of San Francisco in the sum of \$545,235.00 for PAGA penalties pursuant
7 to Labor Code § 2699(f)(2) for the period of January 30, 2017 through January 3, 2020. Of this
8 amount, 75% or \$408,926.25 shall be paid to the California Labor Workforce and Development
9 Agency (LWDA), and 25% or \$136,308.75 shall be paid to Plaintiff Kelly Gola as an aggrieved
10 employee and the other Aggrieved Employees, pro rata based on the number of pay periods
11 worked between January 30, 2017 and January 3, 2020.

12 3. That Defendant University of San Francisco have judgment against Plaintiff on her First
13 Cause of Action.

14 4. That Defendant University of San Francisco have judgment against Plaintiff on her
15 Third Cause of Action.

16 5. That Defendant University of San Francisco have judgment against Plaintiff on her
17 Fourth Cause of Action to the extent it is based on violations alleged in her First and Third
18 Causes of Action, pursuant to the Ruling entered March 8, 2019.

19 6. That Defendant University of San Francisco have judgment against Plaintiff on her
20 Fifth Cause of Action to the extent it is based on violations alleged in her First and Third Causes
21 of Action, pursuant to the Ruling entered March 8, 2019.

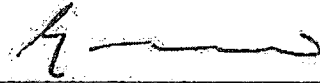
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¹ The Statement of Decision contains an error; the correct dates are in this Judgment.

1 7. That Defendant University of San Francisco have judgment against Plaintiff's Fourth
2 Cause of Action to the extent it is based on the violations alleged in her Second Cause of Action,
3 as Plaintiff abandoned the claim.
4

5 8. That Plaintiff Kelly Gola, as the prevailing party shall recover from Defendant
6 University of San Francisco statutory costs in the amount of \$__ by Memorandum of Costs, and
7 reasonable attorneys' fees and costs in the amounts \$__ by further proceedings as specified in
8 the Statement of Decision filed on August 10, 2020. These costs and attorneys' fees, when
9 determined, shall be incorporated into an amended judgment.
10

11 Dated: August 20, 2020
12



Curtis E.A. Karnow
Judge of the Superior Court
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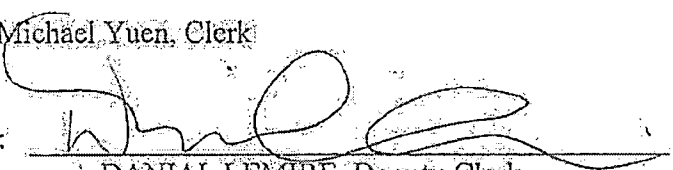
CERTIFICATE OF ELECTRONIC SERVICE
(CCP 1010.6(6) & CRC 2.260(g))

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On **AUG 20 2020**, I electronically served THE ATTACHED DOCUMENT via File & ServeXpress on the recipients designated on the Transaction Receipt located on the File & ServeXpress website.

Dated: **AUG 20 2020**

T. Michael Yuen, Clerk

By: 

DANIAL LEMIRE, Deputy Clerk

ATTORNEY OR PARTY WITHOUT ATTORNEY (Name, State Bar number, and address): Julian Hammond (SBN 268489) HammondLaw, P.C. 11780 W Sample Rd., Suite 103 Coral Springs, FL 33065 TELEPHONE NO.: (310) 601-6766 FAX NO.: (310) 295-2385 ATTORNEY FOR (Name): Dan Beck and Bienvenida Salazar		FILED Superior Court of California County of San Francisco JAN 05 2021 CLERK OF THE COURT BY:  Deputy Clerk BOWMAN LIU	
SUPERIOR COURT OF CALIFORNIA, COUNTY OF San Francisco STREET ADDRESS: 400 McAllister Street MAILING ADDRESS: CITY AND ZIP CODE: San Francisco 94102 BRANCH NAME: Civic Center Courthouse		CASE NAME: Beck v. University of San Francisco	
CIVIL CASE COVER SHEET ☒ Unlimited (Amount demanded exceeds \$25,000) ☐ Limited (Amount demanded is \$25,000 or less)		Complex Case Designation ☐ Counter ☐ Joinder Filed with first appearance by defendant (Cal. Rules of Court, rule 3.402)	
		CASE NUMBER: CGC -21 -588930 JUDGE: DEPT:	

Items 1–6 below must be completed (see instructions on page 2).

1. Check one box below for the case type that best describes this case:

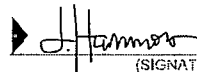
Auto Tort ☐ Auto (22) ☐ Uninsured motorist (46) Other PI/PD/WD (Personal Injury/Property Damage/Wrongful Death) Tort ☐ Asbestos (04) ☐ Product liability (24) ☐ Medical malpractice (45) ☐ Other PI/PD/WD (23) Non-PI/PD/WD (Other) Tort ☐ Business tort/unfair business practice (07) ☐ Civil rights (08) ☐ Defamation (13) ☐ Fraud (16) ☐ Intellectual property (19) ☐ Professional negligence (25) ☐ Other non-PI/PD/WD tort (35) Employment ☐ Wrongful termination (36) ☒ Other employment (15)	Contract ☐ Breach of contract/warranty (06) ☐ Rule 3.740 collections (09) ☐ Other collections (09) ☐ Insurance coverage (18) ☐ Other contract (37) Real Property ☐ Eminent domain/Inverse condemnation (14) ☐ Wrongful eviction (33) ☐ Other real property (26) Unlawful Detainer ☐ Commercial (31) ☐ Residential (32) ☐ Drugs (38) Judicial Review ☐ Asset forfeiture (05) ☐ Petition re: arbitration award (11) ☐ Writ of mandate (02) ☐ Other judicial review (39)	Provisionally Complex Civil Litigation (Cal. Rules of Court, rules 3.400–3.403) ☐ Antitrust/Trade regulation (03) ☐ Construction defect (10) ☐ Mass tort (40) ☐ Securities litigation (28) ☐ Environmental/Toxic tort (30) ☐ Insurance coverage claims arising from the above listed provisionally complex case types (41) Enforcement of Judgment ☐ Enforcement of judgment (20) Miscellaneous Civil Complaint ☐ RICO (27) ☐ Other complaint (not specified above) (42) Miscellaneous Civil Petition ☐ Partnership and corporate governance (21) ☐ Other petition (not specified above) (43)
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2. This case ☒ is ☐ is not complex under rule 3.400 of the California Rules of Court. If the case is complex, mark the factors requiring exceptional judicial management:
- | | |
|---|--|
| a. ☐ Large number of separately represented parties | d. ☒ Large number of witnesses |
| b. ☒ Extensive motion practice raising difficult or novel issues that will be time-consuming to resolve | e. ☐ Coordination with related actions pending in one or more courts in other counties, states, or countries, or in a federal court |
| c. ☒ Substantial amount of documentary evidence | f. ☒ Substantial postjudgment judicial supervision |
3. Remedies sought (check all that apply): a. ☒ monetary b. ☒ nonmonetary; declaratory or injunctive relief ☐ punitive
4. Number of causes of action (specify): six (6) The Related Action styled as Gola v. University of San Francisco, Case No. CGC-18-565018 (San Francisco Superior Cnty. Ct.) was assigned to, tried and decided by Hon. Curtis Karnow
5. This case ☒ is ☐ is not a class action suit.
6. If there are any known related cases, file and serve a notice of related case. (You may use form CM-015.)

Date: January 4, 2021

Julian Hammond

(TYPE OR PRINT NAME)



(SIGNATURE OF PARTY OR ATTORNEY FOR PARTY)

NOTICE

- Plaintiff must file this cover sheet with the first paper filed in the action or proceeding (except small claims cases or cases filed under the Probate Code, Family Code, or Welfare and Institutions Code). (Cal. Rules of Court, rule 3.220.) Failure to file may result in sanctions.
- File this cover sheet in addition to any cover sheet required by local court rule.
- If this case is complex under rule 3.400 et seq. of the California Rules of Court, you must serve a copy of this cover sheet on all other parties to the action or proceeding.
- Unless this is a collections case under rule 3.740 or a complex case, this cover sheet will be used for statistical purposes only.

Page 1 of 2

INSTRUCTIONS ON HOW TO COMPLETE THE COVER SHEET

CM-010

To Plaintiffs and Others Filing First Papers. If you are filing a first paper (for example, a complaint) in a civil case, you must complete and file, along with your first paper, the Civil Case Cover Sheet contained on page 1. This information will be used to compile statistics about the types and numbers of cases filed. You must complete items 1 through 6 on the sheet. In item 1, you must check **one** box for the case type that best describes the case. If the case fits both a general and a more specific type of case listed in item 1, check the more specific one. If the case has multiple causes of action, check the box that best indicates the **primary** cause of action. To assist you in completing the sheet, examples of the cases that belong under each case type in item 1 are provided below. A cover sheet must be filed only with your initial paper. Failure to file a cover sheet with the first paper filed in a civil case may subject a party, its counsel, or both to sanctions under rules 2.30 and 3.220 of the California Rules of Court.

To Parties in Rule 3.740 Collections Cases. A "collections case" under rule 3.740 is defined as an action for recovery of money owed in a sum stated to be certain that is not more than \$25,000, exclusive of interest and attorney's fees, arising from a transaction in which property, services, or money was acquired on credit. A collections case does not include an action seeking the following: (1) tort damages, (2) punitive damages, (3) recovery of real property, (4) recovery of personal property, or (5) a prejudgment writ of attachment. The identification of a case as a rule 3.740 collections case on this form means that it will be exempt from the general time-for-service requirements and case management rules, unless a defendant files a responsive pleading. A rule 3.740 collections case will be subject to the requirements for service and obtaining a judgment in rule 3.740.

To Parties in Complex Cases. In complex cases only, parties must also use the Civil Case Cover Sheet to designate whether the case is complex. If a plaintiff believes the case is complex under rule 3.400 of the California Rules of Court, this must be indicated by completing the appropriate boxes in items 1 and 2. If a plaintiff designates a case as complex, the cover sheet must be served with the complaint on all parties to the action. A defendant may file and serve no later than the time of its first appearance a joinder in the plaintiff's designation, a counter-designation that the case is not complex, or, if the plaintiff has made no designation, a designation that the case is complex.

CASE TYPES AND EXAMPLES

Auto Tort

Auto (22)—Personal Injury/Property Damage/Wrongful Death
Uninsured Motorist (46) (*if the case involves an uninsured motorist claim subject to arbitration, check this item instead of Auto*)

Other PI/PD/WD (Personal Injury/Property Damage/Wrongful Death) Tort

Asbestos (04)
Asbestos Property Damage
Asbestos Personal Injury/Wrongful Death
Product Liability (*not asbestos or toxic/environmental*) (24)
Medical Malpractice (45)
Medical Malpractice—Physicians & Surgeons
Other Professional Health Care Malpractice
Other PI/PD/WD (23)
Premises Liability (e.g., slip and fall)
Intentional Bodily Injury/PD/WD (e.g., assault, vandalism)
Intentional Infliction of Emotional Distress
Negligent Infliction of Emotional Distress
Other PI/PD/WD

Non-PI/PD/WD (Other) Tort

Business Tort/Unfair Business Practice (07)
Civil Rights (e.g., discrimination; false arrest) (*not civil harassment*) (08)
Defamation (e.g., slander, libel) (13)
Fraud (16)
Intellectual Property (19)
Professional Negligence (25)
Legal Malpractice
Other Professional Malpractice (*not medical or legal*)
Other Non-PI/PD/WD Tort (35)

Employment

Wrongful Termination (36)
Other Employment (15)

Contract

Breach of Contract/Warranty (06)
Breach of Rental/Lease
Contract (*not unlawful detainer or wrongful eviction*)
Contract/Warranty Breach—Seller Plaintiff (*not fraud or negligence*)
Negligent Breach of Contract/Warranty
Other Breach of Contract/Warranty
Collections (e.g., money owed, open book accounts) (09)
Collection Case—Seller Plaintiff
Other Promissory Note/Collections Case
Insurance Coverage (*not provisionally complex*) (18)
Auto Subrogation
Other Coverage
Other Contract (37)
Contractual Fraud
Other Contract Dispute

Real Property

Eminent Domain/Inverse Condemnation (14)
Wrongful Eviction (33)
Other Real Property (e.g., quiet title) (26)
Writ of Possession of Real Property
Mortgage Foreclosure
Quiet Title
Other Real Property (*not eminent domain, landlord/tenant, or foreclosure*)

Unlawful Detainer

Commercial (31)
Residential (32)
Drugs (38) (*if the case involves illegal drugs, check this item; otherwise, report as Commercial or Residential*)

Judicial Review

Asset Forfeiture (05)
Petition Re: Arbitration Award (11)
Writ of Mandate (02)
Writ—Administrative Mandamus
Writ—Mandamus on Limited Court Case Matter
Writ—Other Limited Court Case Review
Other Judicial Review (39)
Review of Health Officer Order
Notice of Appeal—Labor Commissioner Appeals

Provisionally Complex Civil Litigation (Cal. Rules of Court Rules 3.400–3.403)

Antitrust/Trade Regulation (03)
Construction Defect (10)
Claims Involving Mass Tort (40)
Securities Litigation (28)
Environmental/Toxic Tort (30)
Insurance Coverage Claims (*arising from provisionally complex case type listed above*) (41)

Enforcement of Judgment

Enforcement of Judgment (20)
Abstract of Judgment (Out of County)
Confession of Judgment (*non-domestic relations*)
Sister State Judgment
Administrative Agency Award (*not unpaid taxes*)
Petition/Certification of Entry of Judgment on Unpaid Taxes
Other Enforcement of Judgment Case

Miscellaneous Civil Complaint

RICO (27)
Other Complaint (*not specified above*) (42)
Declaratory Relief Only
Injunctive Relief Only (*non-harassment*)
Mechanics Lien
Other Commercial Complaint Case (*non-tort/non-complex*)
Other Civil Complaint (*non-tort/non-complex*)

Miscellaneous Civil Petition

Partnership and Corporate Governance (21)
Other Petition (*not specified above*) (43)
Civil Harassment
Workplace Violence
Elder/Dependent Adult Abuse
Election Contest
Petition for Name Change
Petition for Relief From Late Claim
Other Civil Petition

EXHIBIT E



FILED
San Francisco County Superior Court

MAR 3 - 2021

CLERK OF THE COURT

BY: [Signature] Deputy Clerk

SUPERIOR COURT OF CALIFORNIA
COUNTY OF SAN FRANCISCO

KELLY GOLA, individually and on behalf of
all others similarly situated,

Plaintiff,

vs.

UNIVERSITY OF SAN FRANCISCO, a
California Corporation,

Defendant.

Case No. CGC-18-565018

**[Proposed] Amended Judgment
Nunc Pro Tunc (Amending Judgment Entered
August 20, 2020)**

The Court conducted a bench trial on Plaintiff Kelly Gola's Second and Fifth Causes of Action in her operative First Amended Complaint, alleging violations of California Labor Code § 226(a) and - (e) and the Private Attorneys General Act (Labor Code § 2698 et seq.) based on the alleged violations of Labor Code § 226(a). Prior to those proceedings, the Court conducted a bifurcated bench trial on Defendant's claim that various of Plaintiff's causes of action were barred by federal pre-emption. The Court entered Judgment on August 20, 2020, subject to further proceedings on costs and attorneys' fees.

Plaintiff Kelly Gola, the Class and Aggrieved Employees were represented by Julian Hammond, Polina Brandler, and Ari Cherniak of HammondLaw, P.C., and Morris J. Baller, Of Counsel to Goldstein, Borgen, Dardarian & Ho. Defendant University of San Francisco was represented by Michael J. Vartain and Kathryn Burke of Vartain Law Group, P.C.

The Court now enters this Amended Judgment, Nunc Pro Tunc:

1. That Plaintiff Kelly Gola and the Class, as defined in the Amended Stipulation and Order for

**[PROPOSED] AMENDED JUDGMENT
CGC-18-565018**

1 Class Certification, dated January 9, 2020, have judgment on her Second Cause of Action against
2 Defendant University of San Francisco in the sum of \$1,621,600.00 for statutory penalties
3 for the Labor Code § 226(e) violations for the period of March 15, 2017 through January 3, 2020.¹

4 2. That Plaintiff Kelly Gola, members of the Class, and the Aggrieved Employees, as
5 defined in Plaintiff's PAGA Notice dated January 30, 2018, have judgment on her Fifth Cause of
6 Action, to the extent based on the violations alleged in her Second Cause of Action, against
7 Defendant University of San Francisco in the sum of \$545,235.00 for PAGA penalties pursuant
8 to Labor Code § 2699(f)(2) for the period of January 30, 2017 through January 3, 2020. Of this
9 amount, 75% or \$408,926.25 shall be paid to the California Labor Workforce and Development
10 Agency (LWDA), and 25% or \$136,308.75 shall be paid to Plaintiff Kelly Gola as an aggrieved
11 employee and the other Aggrieved Employees, pro rata based on the number of pay periods worked
12 between January 30, 2017 and January 3, 2020.

13 3. That Defendant University of San Francisco have judgment against Plaintiff on her First
14 Cause of Action.

15 4. That Defendant University of San Francisco have judgment against Plaintiff on her Third
16 Cause of Action.

17 5. That Defendant University of San Francisco have judgment against Plaintiff on her Fourth
18 Cause of Action to the extent it is based on violations alleged in her First and Third Causes of
19 Action, pursuant to the Ruling entered March 8, 2019.

20 6. That Defendant University of San Francisco have judgment against Plaintiff on her Fifth
21 Cause of Action to the extent it is based on the violations alleged in her First and Third Causes of
22 Action, pursuant to the Ruling entered March 8, 2019.

23 7. That Defendant University of San Francisco have judgment against Plaintiff on her Fourth
24 Cause of Action to the extent it is based on the violations alleged in her Second Cause of Action, as
25 Plaintiff has abandoned the claim.

26 8. That Plaintiff Kelly Gola, as the prevailing party shall recover from Defendant University of
27

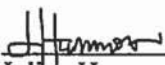
28 ¹ The Statement of Decision contains an error; the correct dates are in this Amended Judgment.

1 San Francisco reasonable attorneys' fees in the amount of \$1,307,225.95, and statutory costs in the
2 amount of \$21,510.23. Plaintiff's requests for other costs are denied.

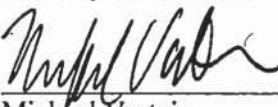
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4 Dated: MAR 3 - 2021


Curtis E.A. Karnow
Judge of the Superior Court

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8 Approved as to Form:

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11 
12 Julian Hammond

13 Attorney for Plaintiff

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15 Michael Vartain

16 Attorney for Defendant
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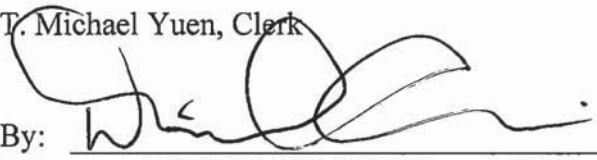
CERTIFICATE OF ELECTRONIC SERVICE
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Dated: **MAR 3 - 2021**

T. Michael Yuen, Clerk

By: 

DANIAL LEMIRE, Deputy Clerk