


Amended Defendant Notice of Claim Filed - Andrew Hines vs. Uber Technologies, Inc. - CM-1006930

DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov>

Wed 2/14/2024 10:56 PM

To:Lavi, Rachael <rlavi@littler.com>;Ramos Flores, Maria <MRamosFlores@littler.com>;Emmett, Caitlin <CEmmett@littler.com>;Wang, Alice <AWang@littler.com>;support@uber.com <support@uber.com>;stevensont@uber.com <stevensont@uber.com>;lert@uber.com <lert@uber.com>;
krawczyk@uber.com <krawczyk@uber.com>
Bcc:Barrett, Stephanie@DIR <SBarrett@dir.ca.gov>

 1 attachments (648 KB)

WCA 013PD on WC-CM-1006930 - DIRCase WCA 013 (DEF) AMENDED.pdf;

AMended Plaintiff Notice of Claim Filed - Notice of Claim Filed - Andrew Hines vs. Uber Technologies, Inc. - CM-1006930

DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov>

Wed 2/14/2024 10:56 PM

To: Andrew Hines [REDACTED]
Bcc: Barrett, Stephanie@DIR <SBarrett@dir.ca.gov>

 1 attachments (565 KB)

WCA 013PD on WC-CM-1006930 - DIRCase WCA 013 (PLT) AMENDED.pdf;

CLEAR

PRINT

Initial Report or Claim	FOR OFFICE USE ONLY		
	Taken by:	Case#:	Date filed: 1/23/2024

IS THIS CLAIM RELATED TO COVID-19? NO YES
 If yes, explain: Business shut down Business layoff Sick leave unpaid/denied Exclusion pay unpaid
 Other (specify):

PRELIMINARY QUESTIONS

1. Is your claim about a public works project ? [If your answer is "YES," STOP here, DO NOT FILL OUT THIS FORM, and fill out the "PW-1" claim form instead. If your answer is "NO," proceed with this form.]
2. Have you filed a retaliation complaint against your employer with the Labor Commissioner? <input type="checkbox"/> YES, on: ____ / ____ / ____ <input checked="" type="checkbox"/> NO [If you have been retaliated against, you may file a retaliation complaint by filling out another form, "RCI 1 Form"]
3. Is there a union contract covering your employment ? <input type="checkbox"/> YES [If "YES," attach a copy of the Collective Bargaining Agreement.] <input checked="" type="checkbox"/> NO
4. Are other employees also filing wage claims against your employer? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> I DON'T KNOW

Part 1 : LANGUAGE ASSISTANCE & REPRESENTATION

5a. Do you need an interpreter? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	5b. If you checked "YES" to Box 5a, enter the language needed		
6a. If you are being assisted with your claim by a lawyer or other advocate, enter your ADVOCATE'S NAME and ORGANIZATION	6b. ADVOCATE'S PHONE ()		
6c. Your ADVOCATE'S MAILING ADDRESS (Number, Street, Floor, Suite)	CITY	STATE	ZIP CODE

Part 2 : YOUR INFORMATION

7. Your FIRST NAME Andrew	8. Your LAST NAME Hines	9. HOME PHONE ()	10. OTHER PHONE	11. BIRTH DATE
11a. Your EMAIL ADDRESS				
12. Your MAILING ADDRESS (Street Number, Street Name, Apartment Number)		CITY	STATE	ZIP CODE

Part 3 : CLAIM FILED AGAINST (EMPLOYER INFORMATION)

13. EMPLOYER / BUSINESS NAME(S) Uber Technologies, Inc.		14. EMPLOYER'S VEHICLE LICENSE PLATE #	15. EMPLOYER PHONE (866) 576-1039	
15a. EMPLOYER'S EMAIL ADDRESS business-support@uber.com				
16. ADDRESS of EMPLOYER / BUSINESS (Street Number, Street Name, Floor, Suite): 1515 Third Street in San Francisco, CA.			CITY San Francisco	STATE CA
17. ADDRESS where you worked, if different from Box 16 (Number, Street, Floor, Suite): Southern California			CITY San Diego	STATE CA
18. NAME of PERSON IN CHARGE (First Name, LastName) Uber Technologies, Inc.		19. JOB TITLE / POSITION of PERSON IN CHARGE UberEats / Food delivery driver		
20. TYPE OF BUSINESS delivery	21. TYPE OF WORK PERFORMED Food delivery	22. TOTAL NUMBER OF EMPLOYEES	23. EMPLOYER STILL IN BUSINESS? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> DON'T KNOW	
24. Check which box describes your employer, if you know: <input checked="" type="checkbox"/> CORPORATION <input type="checkbox"/> INDIVIDUAL <input type="checkbox"/> PARTNERSHIP <input type="checkbox"/> LLC <input type="checkbox"/> LLP				

Part 4 : FINAL WAGES / BOUNCED CHECKS

25. DATE OF HIRE <u>12/2/2019</u> / Month Day Year	26. Check which box applies to you: <input checked="" type="checkbox"/> Still working for employer <input type="checkbox"/> QUIT on ___/___/___ Month Day Year <input type="checkbox"/> DISCHARGED on ___/___/___ Month Day Year Other (specify): _____
27a. If you QUIT, did you give 72 hours notice before quitting? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	27b. If you QUIT, have you received your final payment of wages including all wages owed? <input type="checkbox"/> YES, on: ___/___/___ Month Day Year <input checked="" type="checkbox"/> NO
28. If you were DISCHARGED, have you received your final payment of wages including all wages owed? <input type="checkbox"/> YES, on: ___/___/___ Month Day Year <input checked="" type="checkbox"/> NO	
29a. How were your wages paid? <input type="checkbox"/> BY CHECK <input type="checkbox"/> BY CASH <input type="checkbox"/> BY BOTH CASH & CHECK <input checked="" type="checkbox"/> OTHER: <u>Electronic</u>	29b. If paid by check, did any of your paychecks "bounce" (for example, paycheck could not be cashed because employer has insufficient funds)? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO

Part 5 : HOURS YOU TYPICALLY WORKED

30. Check which box applies: My work hours and days of work were usually the same each week that I worked.

My work hours and/or days of work varied per week or were irregular. If you checked this box and you are claiming unpaid wages or meal and rest period violations, you should also fill out and submit the DLSE FORM 55.

31. If your work hours and days of work were usually the same each week, give your BEST ESTIMATE below of the hours you usually worked and any time you took for a duty-free meal period during your TYPICAL workweek. DO NOT fill this out if your work hours were too irregular to estimate a typical or average workweek (instead fill out the DLSE Form 55).

	TIME WORK STARTED	TIME WORK ENDED	1st MEAL START TIME (if applicable)	1st MEAL END TIME (if applicable)	2nd MEAL START TIME (if applicable)	2nd MEAL END TIME (if applicable)	ONLY IF YOU WORKED A SPLIT SHIFT:	
DAY 1 of your workweek:	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	1st shift ended at ___:___ am ___:___ pm	2nd shift started at ___:___ am ___:___ pm
DAY 2 of your workweek:	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	1st shift ended at ___:___ am ___:___ pm	2nd shift started at ___:___ am ___:___ pm
DAY 3 of your workweek:	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	1st shift ended at ___:___ am ___:___ pm	2nd shift started at ___:___ am ___:___ pm
DAY 4 of your workweek:	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	1st shift ended at ___:___ am ___:___ pm	2nd shift started at ___:___ am ___:___ pm
DAY 5 of your workweek:	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	1st shift ended at ___:___ am ___:___ pm	2nd shift started at ___:___ am ___:___ pm
DAY 6 of your workweek:	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	1st shift ended at ___:___ am ___:___ pm	2nd shift started at ___:___ am ___:___ pm
DAY 7 of your workweek:	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	___:___ am ___:___ pm	1st shift ended at ___:___ am ___:___ pm	2nd shift started at ___:___ am ___:___ pm

Part 6 : PAYMENT OF WAGES

32. Were you paid or promised a **FIXED** amount of wages per pay period, no matter how many hours you worked (for example, \$400 per week, regardless of how many hours you worked)? YES NO

I was paid \$ _____ per day week every 2 weeks month semi-monthly

I was promised \$ _____ per day week every 2 weeks month semi-monthly

33a. Were you an **HOURLY** employee? YES NO

I was paid \$ _____ per hour.

I was promised \$ _____ per hour.

33b. If you were an **HOURLY** employee, were you paid or promised **more than one hourly rate** (based on the hours you worked or different job tasks)? YES NO

If YES, please specify: _____

34. Were you paid by **PIECE RATE**? YES NO

35. Were you paid by **COMMISSION**? YES NO

Part 7 : WAGES, COMPENSATION & PENALTIES OWED

36. CLAIMS (Check all boxes below that apply)	CLAIM PERIOD: START DATE (Month/ Day/ Year)	CLAIM PERIOD: END DATE (Month/ Day/ Year)	AMOUNT EARNED / CLAIMED
<input checked="" type="checkbox"/> REGULAR WAGES (for non-overtime hours)	1/2/2021	1/23/2024	\$92,319
<input type="checkbox"/> OVERTIME WAGES (including double time)			\$
<input type="checkbox"/> MEAL PERIOD WAGES			\$
<input type="checkbox"/> REST PERIOD WAGES			\$
<input type="checkbox"/> SPLIT SHIFT PREMIUM			\$
<input type="checkbox"/> REPORTING TIME PAY			\$
<input type="checkbox"/> COMMISSIONS ***	N/A	vehicle wear/tear	\$12,249-14,225
<input type="checkbox"/> VACATION WAGES ***	N/A	Forced drivers to s	\$
<input checked="" type="checkbox"/> BUSINESS EXPENSES		mileage	\$58,152
<input checked="" type="checkbox"/> UNLAWFUL DEDUCTIONS		Uber increase am	\$2,275
<input type="checkbox"/> PAID SICK LEAVE			
<input type="checkbox"/> PAID SICK LEAVE Supplemental Paid Sick Leave	N/A	gas	\$25,714
<input checked="" type="checkbox"/> OTHER [provide separate explanation]	back wages		\$50,129-\$55,572
ENTER SUBTOTAL (add all Amounts Earned/Claimed):			\$
ENTER TOTAL AMOUNT PAID:			\$92,319
GRAND TOTAL OWED [Subtotal minus Total Amount Paid]:			\$50,129-\$55,572
37. Check box(es) if you are claiming:			
<input type="checkbox"/> Waiting time penalties [Labor Code §203]			
<input type="checkbox"/> Penalties for "bounced" checks (checks issued with insufficient funds) [Labor Code §203.1]			
<input type="checkbox"/> Penalties for late payment wages [Labor Code §210]			
<input type="checkbox"/> Liquidated damages for late payment wages [Labor Code §1194.2]			

The amounts claimed are based on my best estimates at this time and may be adjusted based on further information, or based on assistance with my claim provided by DLSE.

Signed: _____
 Print Name: Andrew Hines

Date: 1/23/2024

Sampang, Christopher@DIR

From: Andrew Hines [REDACTED]
Sent: Tuesday, January 23, 2024 2:52 PM
To: DIR LaborComm.WCA.SFO
Subject: Andrew Hines vs. Uber - initial email
Attachments: Claim.pdf

CAUTION: [External Email]

This email originated from outside of our DIR organization. Do not click links or open attachments unless you recognize the sender and know the content is expected and is safe. If in doubt reach out and check with the sender by phone.

Please see attachment with info. Uber technologies forced drivers to sign a forced platform access agreement or couldn't work, Uber in the state of California not legally paying the mileage, misclassification of driver, and car expenses etc..

Kind regards,

Andrew Hines
[REDACTED]

Claim period for new case issue CM-1006930

Andrew Hines [REDACTED]

Thu 2/29/2024 1:54 PM

To: DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov>

CAUTION: [External Email]

This email originated from outside of our DIR organization. Do not click links or open attachments unless you recognize the sender and know the content is expected and is safe. If in doubt reach out and check with the sender by phone.

Yes between January 2021 - December 2023

On Wed, Feb 28, 2024, 4:18 PM DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov> wrote:

Hi Andrew,

We did send updated Notice of Claim Filed to you and to the defendant/defendant's lawyer on February 14th (see attached), based on the changes you had submitted on February 13th.

We can update this claim and add the \$1,559.00 in back wages and send out another set of amended notices to you and the employer. (Do you have a specific time period when the \$1,559.00 was earned?)

As I am the sole docketing clerk for the San Francisco office, I currently have about 10-11 other cases that need notices to go out so this may be pushed to later in the week or next week, I can't guarantee a specific time I can get to this but I will work on it once I have time.

Chris Sampang
San Francisco WCA

From: Andrew Hines [REDACTED]
Sent: Wednesday, February 28, 2024 4:14 PM
To: DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov>
Subject: Re: Adding to my claim: CM-1006930

CAUTION: [External Email]

This email originated from outside of our DIR organization. Do not click links or open attachments unless you recognize the sender and know the content is expected and is safe. If in doubt reach out and check with the sender by phone.

Hi Chris,

This is Andrew Hines. I would like to add to claim back wages \$1559

Let me know if the other notices got sent out from the updating the claim from about 2 weeks ago and just let me know that first and if this is going to take a few days to send this notice out to all parties thanks.

Andrew Hines




On Wed, Feb 14, 2024, 3:02 PM DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov> wrote:

Hi Andrew,

Our office added the vehicle expenses case issue you submitted yesterday. We will try to get new Notice of Claim Filed emails out to the parties by the end of the week.

Chris Sampang

San Francisco WCA

From: Andrew Hines 
Sent: Wednesday, February 14, 2024 2:51 PM
To: DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov>
Subject: Re: Adding to my claim Vehicle expansives

CAUTION: [External Email]

This email originated from outside of our DIR organization. Do not click links or open attachments unless you recognize the sender and know the content is expected and is safe. If in doubt reach out and check with the sender by phone.

Just confirming Vehicle expansives for added to my claim yesterday?

On Tue, Feb 13, 2024, 5:22 PM DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov> wrote:


If you wish to add information to your case in a timely fashion, provide the case number (CM-#####) in the subject line.

Labor Commissioner's office

sb

The California Department of Industrial Relations Division of Labor Standards Enforcement (DLSE) adjudicates wage claims, investigates discrimination and public works complaints, and enforces state labor law. To learn more about the functions of the DLSE, visit our website at www.dir.ca.gov/dlse.

The foregoing has been provided for informational purposes only and does not constitute legal advice. Information contained here may not be relied upon or used as an official opinion of the DLSE in any forum. Access to, transmission, or receipt of, or reliance upon this information from the DLSE does not create and is not intended to create, an attorney/client relationship between you or any other person and the DLSE or between you or any other person.

From: 
Sent: Tuesday, February 13, 2024 5:17 PM
To: DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov>
Subject: Adding to my claim Vehicle expansives

CAUTION: [External Email]

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Hi Chris,

Never heard back from you about if you're allowed to add something to my claim without a number. But also I would like to add to my claim vehicle expenses- car tires, and oil changes \$1559.00

Thanks,

Andrew Hines




Defendant Amended (3-6-24) Notice of Claim Filed - Andrew Hines vs. Uber - CM-1006930

DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov>

Wed 3/6/2024 6:40 PM

To:Lavi, Rachael <rlavi@littler.com>;Ramos Flores, Maria <MRamosFlores@littler.com>;Emmett, Caitlin <CEmmett@littler.com>;Wang, Alice <AWang@littler.com>;support@uber.com <support@uber.com>;stevensont@uber.com <stevensont@uber.com>;lert@uber.com <lert@uber.com>;
krawczyk@uber.com <krawczyk@uber.com>
Bcc:Barrett, Stephanie@DIR <SBarrett@dir.ca.gov>

 1 attachments (651 KB)

WCA 013PD on WC-CM-1006930 - DIRCase WCA 013 (DEF) AMENDED 3-6-24.pdf;

Sampang, Christopher@DIR

From: DIR LaborComm.WCA.SFO
Sent: Wednesday, February 28, 2024 4:19 PM
To: Andrew Hines
Subject: RE: Adding to my claim: CM-1006930
Attachments: WCA 013PD on WC-CM-1006930 - DIRCase WCA 013 (PLT) AMENDED.pdf; Amended NOCF email to pltf CM-1006930.pdf

Hi Andrew,

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Chris Sampang
San Francisco WCA

From: Andrew Hines [REDACTED]
Sent: Wednesday, February 28, 2024 4:14 PM
To: DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov>
Subject: Re: Adding to my claim: CM-1006930

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Andrew Hines
[REDACTED]

On Wed, Feb 14, 2024, 3:02 PM DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov> wrote:

Hi Andrew,

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Chris Sampang
San Francisco WCA

From: Andrew Hines [REDACTED]
Sent: Wednesday, February 14, 2024 2:51 PM
To: DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov>
Subject: Re: Adding to my claim Vehicle expensives

CAUTION: [External Email]

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Just confirming Vehicle expensives for added to my claim yesterday?

On Tue, Feb 13, 2024, 5:22 PM DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov> wrote:

If you wish to add information to your case in a timely fashion, provide the case number (CM-#####) in the subject line.

Labor Commissioner's office

sb

The California Department of Industrial Relations Division of Labor Standards Enforcement (DLSE) adjudicates wage claims, investigates discrimination and public works complaints, and enforces state labor law. To learn more about the functions of the DLSE, visit our website at www.dir.ca.gov/dlse.

The foregoing has been provided for informational purposes only and does not constitute legal advice. Information contained here may not be relied upon or used as an official opinion of the DLSE in any forum. Access to, transmission, or receipt of, or reliance upon this information from the DLSE does not create and is not intended to create, an attorney/client relationship between you or any other person and the DLSE or between you or any other person.

From: Andrew Hines [REDACTED]
Sent: Tuesday, February 13, 2024 5:17 PM
To: DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov>
Subject: Adding to my claim Vehicle expensives

CAUTION: [External Email]

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Hi Chris,

Never heard back from you about if you're allowed to add something to my claim without a number. But also I would like to add to my claim vehicle expenses- car tires, and oil changes \$1559.00

Thanks,

Andrew Hines



Sampang, Christopher@DIR

From: DIR LaborComm.WCA.SFO
Sent: Wednesday, January 24, 2024 5:51 PM
To: Andrew Hines
Subject: Your case against Uber - CM-1006930

Hi Andrew,

Per your request, I docketed your claim, since you emailed the case directly to my office. Since we received it there, I assigned it to San Francisco as well.

I have not yet sent out Notice of Claim Filed PDFs to the parties, as I have been responding to other emails and entering data for other cases as well. I will try to do so tonight or later this week.

Chris Sampang
San Francisco WCA

From: DIR LaborComm.WCA.SDO <LaborComm.WCA.SDO@dir.ca.gov>
Sent: Wednesday, January 24, 2024 5:47 PM
To: Andrew Hines [REDACTED]; DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov>
Subject: FW: This is in reply to your email. Please read auto-reply carefully.

Re: CM-1006930

Good evening,

We see that your claim is assigned to the San Francisco office. We are forwarding your email to laborcomm.wca.sfo@dir.ca.gov for assistance.

Sincerely,
DLSE/805

From: Andrew Hines [REDACTED]
Sent: Wednesday, January 24, 2024 4:02 PM
To: DIR LaborComm.WCA.SDO <LaborComm.WCA.SDO@dir.ca.gov>
Subject: Re: This is in reply to your email. Please read auto-reply carefully.

CAUTION: [External Email]

This email originated from outside of our DIR organization. Do not click links or open attachments unless you recognize the sender and know the content is expected and is safe. If in doubt reach out and check with the sender by phone.

Do you have a contact number someone can call me on or text me? UberEats driver since December 2019 until now.

Andrew Hines
[REDACTED]

On Mon, Jan 22, 2024, 5:01 PM DIR LaborComm.WCA.SDO <LaborComm.WCA.SDO@dir.ca.gov> wrote:

The Labor Commissioner's Office is committed to providing the best service possible while protecting the safety of our staff and the public we serve.

This email address is for information on open or closed wage claims only, and new wage claim filings. General questions not pertaining to an open or closed wage claim, or new wage claim filing, will not receive a response. General questions should be directed to DLSE2@dir.ca.gov.

If you have general questions on the laws we enforce, team members are available to answer your questions. Please call 833-LCO-INFO (833-526-4636), or visit one of our offices in-person at a location nearest you. View [list of offices](#) and hours of operation.

IMPORTANT: please follow all COVID-19 prevention measures when visiting the Labor Commissioner's offices.

GENERAL COVID-19 PREVENTION MEASURES

USE OF FACE COVERINGS

Face coverings are recommended while indoors regardless of vaccination status.

COVID-19 SYMPTOMS

If you are experiencing COVID-19 like symptoms or if you have been exposed or have been potentially exposed to COVID-19 and are either under isolation/quarantine orders or awaiting a COVID-19 test results, please do not appear in person.

COVID-19 symptoms include:

1. Cough
2. Shortness of breath or difficulty breathing
3. Fatigue
4. Sore throat
5. Headache
6. Fever

7. Chills
8. Muscle or body ache
9. New loss of taste or smell
10. Congestion or runny nose
11. Nausea or vomiting
12. Diarrhea

If you experience the symptoms mentioned above on the day of your scheduled appearance or 24 hours before, or if you have been exposed or have been potentially exposed to COVID-19 and are either under isolation/quarantine orders or awaiting a COVID-19 test results, you are asked to avoid entering the Labor Commissioner's offices. Please contact our office to arrange to participate remotely or to request a continuance.

If a claim was closed for failure to appear to a scheduled conference or hearing due to an extraordinary circumstance or COVID-19 related reason, you may request that the claim be reopened.

IF YOU HAVE A CONFERENCE:

If your case is scheduled for a **remote conference**, you will receive a Notice of Conference and instructions for appearing remotely. Please read these instructions carefully.

If your case is scheduled for an **in-person conference**, you will receive a Notice of Conference and COVID-19 prevention instructions. Please read the instructions carefully.

IF YOU HAVE A HEARING:

If your case is scheduled for a **remote hearing**, you will receive a Notice of Hearing and instructions for appearing remotely. Please read these instructions carefully.

If your case is scheduled for an **in-person hearing**, you will receive a Notice of Hearing and COVID-19 prevention instructions. Please read the instructions carefully.

CASE INQUIRIES OR REQUESTS:

If you have an urgent request or concern, please communicate **immediately in writing** by email or regular first class mail. Requests may include accommodation for in-person or remote appearances.

If a claim was closed for failure to appear to a scheduled conference or hearing due to an extraordinary circumstance or COVID-19 related reason, you may request that the claim be reopened. These requests will be evaluated on a case-by-case basis.

View the [list of email addresses](#) and other contact details to send your request to the office handling your claim.

When you contact us, please provide:

- Your full name
- Case number
- Name of assigned deputy or hearing officer
- Meeting location
- Reason for request (please do not provide private medical information)
- Contact details (telephone number and/or email)

CASE MANAGEMENT

Please be advised, this email address is for information on open or closed wage claims ONLY, as well as new wage claim filings.

If you have filed a claim less than 15 business days ago, it likely has been entered into our case management system but not yet assigned to a Deputy. When your case is assigned, you will be notified by mail and you will be provided the direct contact information for the Deputy assigned to investigate the case.

If you have received a Notice of Claim Filed, the Deputy is waiting for the employer's response and will notify you once it has arrived. If the employer wants to resolve the matter, the deputy will work with both parties to settle the matter without requiring a personal appearance.

If the defendant does not respond, we will contact you with instructions for the next step; or

If the defendant does respond, we will forward the response and provide you with instructions.

If you received a Notice of Claim and Conference, the conference date may appear to be far in the future. The Division handles thousands of claims a year, and we are doing our best to handle your claim in the order in which it was received. During this time, that does not mean that the deputy is not working on your case. If the employer responds to the Notice, the deputy will work with the parties to settle the matter before the conference.

During the waiting period(s), you will not hear from us unless the defendant contacts us, in which case, we will contact you. Respectfully, we do not have the resources to provide status reports when there is no change in the case. Your case remains active during the waiting period(s).

The most important thing you can do at this time is keep us informed of your current mailing address, phone number and email address.

If you are submitting additional correspondence related to open cases, upcoming hearings, requests for continuance, or additional documents requested by our office, please let this email serve as confirmation of receipt of your information. It is not necessary to submit duplicate documents via fax because faxes are delivered electronically to the same email address.

Similarly, if you have submitted a new claim (a completed Initial Report or Claim/Form 1), please let this email serve as confirmation of receipt of your claim.


The foregoing has been provided for informational purposes only and does not constitute legal advice. Information contained here may not be relied upon or used as an official opinion of the Division of Labor Standards Enforcement (DLSE) in any forum. Access to, transmission or receipt of, or reliance upon this information from the DLSE does not create, and is not intended to create, an attorney/client relationship between you or any other person and the DLSE or between you or any other person.

Plaintiff Amended (3-6-24) Notice of Claim Filed - Andrew Hines vs. Uber - CM-1006930

DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov>

Wed 3/6/2024 6:40 PM

To: Andrew Hines [REDACTED]
Bcc: Barrett, Stephanie@DIR <SBarrett@dir.ca.gov>

 1 attachments (565 KB)

WCA 013PD on WC-CM-1006930 - DIRCase WCA 013 (PLT) AMENDED - 3-6-24.pdf;

Defendant Notice of Claim Filed - Andrew Hines vs. Uber - CM-1006930

DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov>

Fri 1/26/2024 5:17 PM

To:Lavi, Rachael <rlavi@littler.com>;Ramos Flores, Maria <MRamosFlores@littler.com>;Emmett, Caitlin <CEmmett@littler.com>;Wang, Alice <AWang@littler.com>;support@uber.com <support@uber.com>;stevensont@uber.com <stevensont@uber.com>;lert@uber.com <lert@uber.com>;krawczyk@uber.com <krawczyk@uber.com>
Bcc:Barrett, Stephanie@DIR <SBarrett@dir.ca.gov>

4 attachments (2 MB)

Def Flyers to complete and return.pdf; Flyers for Both Parties.pdf; WCA 013PD, WCA 016A on WC-CM-1006930 - DIRCase WCA 013 (DEF).pdf; WCA 013PD, WCA 016A on WC-CM-1006930 - DIRCase WCA 016A.docx;

Please take note.

Be sure to review and complete all the relevant documents and submit them as soon as is convenient.

If you are interested in settling this claim, please let us know as soon as possible and we will relay that information to the plaintiff.

The California Department of Industrial Relations Division of Labor Standards Enforcement (DLSE) adjudicates wage claims, investigates discrimination and public works complaints, and enforces state labor law. To learn more about the functions of the DLSE, visit our website at www.dir.ca.gov/dlse



Division of Labor Standards Enforcement - Home Page

State of California

www.dir.ca.gov

Plaintiff Notice of Claim Filed - Andrew Hines vs. Uber - CM-1006930

DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov>

Fri 1/26/2024 5:17 PM

To: Andrew Hines [REDACTED]
Bcc: Barrett, Stephanie@DIR <SBarrett@dir.ca.gov>

3 attachments (2 MB)

Flyers for Both Parties.pdf; Pltf Flyers - Forms to complete and return.pdf; WCA 013PD, WCA 016A on WC-CM-1006930 - DIRCase WCA 013 (PLT).pdf;

Please take note.

Be sure to review and complete all the relevant documents and submit them as soon as is convenient.

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Division of Labor Standards Enforcement - Home Page

State of California

www.dir.ca.gov

Sampang, Christopher@DIR

From: Andrew Hines [REDACTED]
Sent: Tuesday, February 13, 2024 5:28 PM
To: DIR LaborComm.WCA.SFO
Subject: Re: Adding to my claim Vehicle expenses - CM-1006930

Follow Up Flag: Read
Flag Status: Flagged

Categories: Saved to SF Emails

CAUTION: [External Email]

This email originated from outside of our DIR organization. Do not click links or open attachments unless you recognize the sender and know the content is expected and is safe. If in doubt reach out and check with the sender by phone.

Case against Uber - CM-1006930

On Tue, Feb 13, 2024, 5:22 PM DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov> wrote:

If you wish to add information to your case in a timely fashion, provide the case number (CM-#####) in the subject line.

Labor Commissioner's office

sb

The California Department of Industrial Relations Division of Labor Standards Enforcement (DLSE) adjudicates wage claims, investigates discrimination and public works complaints, and enforces state labor law. To learn more about the functions of the DLSE, visit our website at www.dir.ca.gov/dlse.

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From: Andrew Hines [REDACTED]
Sent: Tuesday, February 13, 2024 5:17 PM

To: DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov>

Subject: Adding to my claim Vehicle expansives

CAUTION: [External Email]

This email originated from outside of our DIR organization. Do not click links or open attachments unless you recognize the sender and know the content is expected and is safe. If in doubt reach out and check with the sender by phone.

Hi Chris,

Never heard back from you about if you're allowed to add something to my claim without a number. But also I would like to add to my claim vehicle expenses- car tires, and oil changes \$1559.00

Thanks,

Andrew Hines



Sampang, Christopher@DIR

From: Andrew Hines [REDACTED]
Sent: Wednesday, February 28, 2024 4:09 PM
To: DIR LaborComm.WCA.SFO
Subject: CM-1006930

CAUTION: [External Email]

This email originated from outside of our DIR organization. Do not click links or open attachments unless you recognize the sender and know the content is expected and is safe. If in doubt reach out and check with the sender by phone.

Adding to to my claim- Back wages \$1559

Thanks,

Andrew Hines
[REDACTED]

Policies and Procedures for Wage Claim Processing

DIVISION OF LABOR STANDARDS ENFORCEMENT



INTRODUCTION

The purpose of this pamphlet is to provide a basic overview of the Division of Labor Standards Enforcement's (DLSE) wage claim process and to outline the basic filing, conference, hearing and appeal procedures. Since this guide is not meant to be a definitive statement regarding the processing of wage claims, parties are strongly urged to read all forms received by them throughout the process. Failure to comply with each requirement of the process may result in the loss of important rights.

SUMMARY OF THE PROCEDURES

Any employee who has a claim against his or her employer or former employer for unpaid wages or other compensation, which falls under the jurisdiction of the Labor Commissioner, may file a claim with DLSE that is under the direction of the State Labor Commissioner. The Labor Commissioner has no jurisdiction over those persons determined to be bona fide independent contractors and only limited jurisdiction over employees of public agencies (for example, federal, state, county or municipal employees). In addition, based on California law and court decisions, the Labor Commissioner, in some cases, does not have jurisdiction over the wage claims of union members working under collective bargaining agreements.

The Labor Commissioner, pursuant to the provisions of Labor Code Sections 98 and 98.3, has established procedures for investigating wage complaints, which may include either a conference pursuant to Section 98.3 or a hearing pursuant to Section 98(a), or both.

Sometimes claims are filed which are very complex and involve a large number of employees and records. Such claims will usually be investigated by DLSE's Bureau of Field Enforcement and not through the procedures described in this pamphlet. If this occurs, the parties will be so informed by the deputy handling

the case. However, the majority of claims filed with DLSE are resolved through Section 98.3 conferences and/or Section 98(a) hearings that are explained in this pamphlet.

FILING THE COMPLAINT

An employee (plaintiff)- alleging the non-payment of wages or other compensation by his or her employer(defendant), must file a claim with a local office of DLSE to initiate investigation of the claim by the Labor Commissioner. The statute of limitations on claims is two (2), three (3) or four (4) years from the date of the alleged non-payment, depending on the underlying employment agreement or the type of claim. Plaintiffs are advised to file a claim as soon as possible after the alleged non-payment.

When filing the claim, the plaintiff should provide as much information and documentation as possible, including the legal name, location, and status (method of doing business, i.e. sole proprietorship, partnership, corporation) of the defendant.

After the claim is assigned to a Deputy Labor Commissioner (deputy), he or she will determine, based on the circumstances of the claim, how best to proceed. Within thirty (30) days of the filing of the complaint, the deputy shall notify the parties as to the specific action that will initially be taken regarding the claim:

- referral to a conference
- referral to a hearing
- dismissal of the claim

Not all cases will go to a conference before going to a hearing. Moreover, many cases will be resolved informally before either a conference or a hearing is scheduled.

THE CONFERENCE

- If the decision has been made by the deputy to hold a conference, a Notice of Claim Filed and Conference will be sent to both parties which will describe the claim, provide the date, time and place of the conference, and will direct the parties that they are expected to attend. The purpose of the conference is to determine if the claim can be resolved without a hearing.
- Both parties should bring any evidence or substantiation to support their positions. However, the parties will not be under oath and the conference will be conducted informally.
- If the defendant fails to appear at the conference, in most cases, the claim will be scheduled for a hearing. If the plaintiff fails to appear, except for good cause shown, the claim will be dismissed.
- If the case is not resolved at the conference, the deputy will determine the appropriate action with regard to the claim, usually referral to a hearing or dismissal.
- If the defendant makes payment of the claim, or any part of the claim, directly to the plaintiff, the plaintiff must notify the deputy. If the payment satisfies the claim in full, the case will be closed.
- The plaintiff may withdraw the claim by written request to the deputy, at any time during the process.

THE HEARING

- If a hearing is scheduled (either after the claim is filed or after a conference), the parties will receive, either by mail or by personal service, a Notice of Hearing which will set the date, time and place of the hearing.

- Although hearings are conducted in an informal setting, they are formal proceedings, as opposed to the conference. At the hearing the parties and witnesses testify under oath, and the proceedings are recorded.
- Each party has the following basic rights at the hearing:
 1. To be represented by an attorney or other party of his or her choosing.
 2. To present evidence.
 3. To testify in his or her own behalf.
 4. To have his or her witnesses testify.
 5. To cross-examine the opposing party and witnesses.
 6. To explain evidence offered in support of his or her position and to rebut evidence offered in opposition.
 7. To have a translator present, if necessary.
- The hearing officer has sole authority and discretion for the conduct of the hearing and may:
 1. Explain the issues and the meaning of terms not understood by the parties.
 2. Set forth the order in which persons will testify, cross-examine and give rebuttal.
 3. Assist parties in the cross-examination of the opposing party and witnesses.
 4. Question parties and witnesses to obtain necessary facts.
 5. Accept and consider testimony and documents offered by the parties or witnesses.
 6. Take official notice of well-established matters of common knowledge and/or public records.
 7. Ascertain whether there are stipulations by the parties that may be entered into the record

- You should bring all documents that will support your position. An employer who intends to introduce business records into evidence should also bring a person to the hearing who can explain how such records were prepared. If available, the originals of all documents should be brought to the hearing.
- If you wish witnesses to testify, you may arrange for the witnesses to attend voluntarily or you may request issuance of a personal subpoena to compel their attendance.
- Subpoenas for documents, records, or witnesses may be issued by the Labor Commissioner or by an attorney of record. Applications to the Labor Commissioner for issuance of subpoenas should be made at least fifteen (15) business days prior to the date of the hearing. Submit a written request, using an Information for Subpoena (DLSE 564) stating the reasons you feel the documents, records or witnesses are relevant or necessary. Costs incurred in the service of a subpoena, witness fees and mileage will be borne by the party requesting the subpoena.
- Changes in the date, time or place of the hearing will not be 'granted except upon the showing of extraordinary circumstances. The decision to grant such a request is within the sole discretion of the hearing officer and senior deputy, and will be rare.
- If the plaintiff fails to attend the hearing, the case will be dismissed.
- If the defendant is served with a notice of hearing and fails to attend the hearing, the hearing officer will decide the matter on the evidence he or she receives from the plaintiff.
- The hearing officer is not bound by formal rules of evidence and therefore, has wide discretion in accepting evidence. He or she also has discretion

in deciding whether the assessment of penalties is appropriate in a particular case.

- Within fifteen (15) days after the hearing, the Order, Decision or Award (ODA) of the Labor Commissioner will be filed in the DLSE office and served on the parties shortly thereafter. The ODA will set forth the decision and the amount awarded, if any, by the hearing officer.

APPEAL TO CIVIL COURT

Either party, or both, pursuant to Labor Code Section 98.2, may appeal the Labor Commissioner's ODA to the appropriate court, in accordance with the applicable rules of jurisdiction. The party appealing may obtain a Notice of Appeal (DLSE 537) from the DLSE office. The appeal must be filed in court within the time period set forth on the OD-A, and a copy of the Notice of Appeal must be served on the Labor Commissioner and the opposing party. Whenever the defendant files an appeal, a bond in the amount of the ODA must be posted with the reviewing court. The court clerk will then set the matter for de novo hearing, which means that a judge will hear the case again with each party having the opportunity to present evidence and witnesses.

In the case of an appeal by a defendant, DLSE may represent a plaintiff who is financially unable to afford counsel in the appeal proceedings. The decision to represent the plaintiff is within the sound discretion of DLSE legal staff. The plaintiff must meet the financial criteria set forth by DLSE. The assigned deputy will send to the plaintiff a Request for Attorney Representation (DLSE 553) along with a Statement of Financial Status (DLSE 554) that must be completed and returned to the DLSE office. If the plaintiff does not meet the requirements for representation, he or she will be notified by the legal staff of the reasons that DLSE will not be providing legal representation.

State Labor Commissioner

From: [DIR LaborComm.WCA.SFO](#)
To: ["Andrew Hines"](#)
Subject: To the pltf about the process - CM-1006930
Date: Thursday, May 30, 2024 3:21:00 PM
Attachments: [Policies and Procedures booklet - Wage Claim Processing.pdf](#)
[image001.png](#)

You need to put your case number in the subject line of every email that you send to this office about the instant case.

“I am not getting any information on my claim and the email communication is being very vague”

I am working with 40% staff shortage. There are over 3,000 cases, most of which are older than yours, and only seven people (total) to handle them. While I do supervise the office, I also handle as many cases as I can.

I have assisted you as much as I can. I have explained the Division’s process and provided you with the resources that you need to understand the situation. At this point, you can withdraw your claim and file a lawsuit in Superior Court (be sure to retain an attorney to help you), or you can wait for the adjudication process to work here.

Thank you,

Stephanie Barrett

Senior Deputy
San Francisco WCA

The California Department of Industrial Relations Division of Labor Standards Enforcement (DLSE) adjudicates wage claims, investigates discrimination and public works complaints, and enforces state labor law. To learn more about the functions of the DLSE, visit our website at www.dir.ca.gov/dlse.

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From: Andrew Hines [REDACTED]
Sent: Thursday, May 30, 2024 1:53 PM
To: DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov>
Subject: Re: Claim info

Why?

On Thu, May 30, 2024, 1:44 PM DIR LaborComm.WCA.SFO
<LaborComm.WCA.SFO@dir.ca.gov> wrote:

I am afraid not.

Thank you,

Stephanie Barrett

Senior Deputy

San Francisco WCA

The California Department of Industrial Relations Division of Labor Standards Enforcement (DLSE) adjudicates wage claims, investigates discrimination and public works complaints, and enforces state labor law. To learn more about the functions of the DLSE, visit our website at www.dir.ca.gov/dlse.

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From: Andrew Hines [REDACTED]

Sent: Thursday, May 30, 2024 1:10 PM

To: DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov>

Subject: Claim info

Do you have a number I can reach you at talk please? I am not getting any information on my claim and the email communication is being very vague.

From: DIR LaborComm.WCA.SFO

Sent: Thursday, May 30, 2024 1:16 PM

To: 'Andrew Hines' [REDACTED]

Subject: To the pltf about the process - CM-1006930

Judges preside over court as part of the Judicial Branch of government.

The Labor Commissioner's office is part of the Executive Branch.

When the parties cannot settle the matter, the Division determines whether or not to proceed or to take no further action (see Labor Code Section 98a). The Division will notify you if we elect to take no further action; otherwise, your case will be adjudicated in the order in which it was received.

If there is a formal hearing scheduled for this matter, the Hearing Officer will take evidence (anecdotal (under oath) and documentary) and issue written findings aka ODA (Order, Decision or Award of the Labor Commissioner).

Once the ODA is served on the parties, the matter goes to the Judicial Branch either as a brand new lawsuit (de novo appeal) or as a judgment if the defendant does not pay the award.

Attached is the policies and procedures booklet for your ready review.

Labor Commissioner's office
sb

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From: Andrew Hines [REDACTED]
Sent: Wednesday, May 29, 2024 6:23 PM
To: DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov>
Subject: Re: Case CM-1006930

So is it more contingent on the basis of my claim being presented to the judge and what the judge's ruling is on my claim?

On Wed, May 29, 2024, 6:10 PM DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov> wrote:

No, they do not. Our process is not contingent upon the actions of the defendant.

From: Andrew Hines [REDACTED]
Sent: Wednesday, May 29, 2024 5:58 PM
To: DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov>
Subject: Re: Case CM-1006930

I thought they usually have to give you a response within a certain time?

On Wed, May 29, 2024, 5:38 PM DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov> wrote:

The defendant is never mandated to respond or agree to settle.

From: Andrew Hines [REDACTED]
Sent: Wednesday, May 29, 2024 4:56 PM
To: DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov>
Subject: Re: Case CM-1006930

What is the time period that they have to give you a response by?

On Wed, May 29, 2024, 4:42 PM DIR LaborComm.WCA.SFO
<LaborComm.WCA.SFO@dir.ca.gov> wrote:

Of course, the case can be settled if both parties are interested in negotiating.

We notified both parties of the pending claim **two days** after it was received in our office. The defendant has not responded. We will let you know the moment the defendant responds.

Labor Commissioner's office
sb

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From: Andrew Hines [REDACTED]
Sent: Wednesday, May 29, 2024 4:33 PM
To: DIR LaborComm.WCA.SFO <LaborComm.WCA.SFO@dir.ca.gov>
Subject: Case CM-1006930

Following up from few months ago when I filed my claim. Trying to get an update on what's going on with my claim if these claims are being handled individually or if they're bundled together? If there's a waiting period that Uber has to give the Labor board a response? Even with prop 22 if the claims can still be settled?

Kind regards,

Andrew Hines
[REDACTED]

- Home
- Search
- Forms
- Help

UBER TECHNOLOGIES, INC.
(3318029)

Business Search

The California Business Search provides access to available information for **corporation**, **limited liability companies** and **limited partnerships** of record with the California Secretary of State, with **free PDF copies** of over 17 million imaged business entity documents, including the most recent imaged Statements of Information filed for Corporations and Limited Liability Companies.

Currently, information for Limited Liability Partnerships (e.g. law firms, architecture firms, engineering firms, public accountancy firms, and land survey firms), General Partnerships, and other entity types are **not contained** in the California Business Search. If you wish to obtain information about LLPs and GPs, submit a Business Entities Order paper form to request copies of filings for these entity type. *Note: This search is not intended to serve as a name reservation search. To reserve an entity name, select Forms on the left panel and select Entity Name Reservation ? Corporation, LLC, LP.*

Basic Search

A Basic search can be performed using an entity name or entity number. When conducting a search by an entity number, where applicable, **remove "C"** from the entity number. Note, **a basic search** will search **only ACTIVE entities** (Corporations, Limited Liability Companies, Limited Partnerships, Cooperatives, Name Reservations, Foreign Name Reservations, Unincorporated Common Interest Developments, and Out of State Associations). The basic search performs a contains ?keyword? search. The Advanced search allows for a ?starts with? filter. To search entities that have a status other than active or to refine search criteria, use the **Advanced** search feature.

Advanced Search

An Advanced search is required when searching for publicly traded disclosure information or a status other than active.

An Advanced search allows for searching by specific entity types (e.g., Nonprofit Mutual Benefit Corporation) or by entity groups (e.g., All Corporations) as well as searching by ?begins with? specific search criteria.

Disclaimer: Search results are limited to the 500 entities closest matching the entered search criteria. If your desired search result is not found within the 500 entities provided, please refine the search criteria using the Advanced search function for additional results/entities. The California Business Search is updated as documents are approved. The data provided is not a complete or certified record.

Although every attempt has been made to ensure that the information contained in the database is accurate, the Secretary of State's office is not responsible for any loss, consequence, or damage resulting directly or indirectly from reliance on the accuracy, reliability, or timeliness of the information that is provided. All such information is provided "as is." To order certified copies or certificates of status, (1) locate an entity using the search; (2) select Request Certificate in the right-hand detail drawer; and (3) complete your request online.

Uber Technologies



Advanced ▾

Results: 1

Entity Information	Initial Filing Date	Status	Entity Type	Formed In	Agent
UBER TECHNOLOGIES, INC. (3318029)	09/08/2010	Active	Stock Corporation - Out of State - Stock	DELAWARE	C.T. CORPORATION SYSTEM




Request Certificate

Initial Filing Date	09/08/2010
Status	Active
Standing - SOS	Good
Standing - FTB	Good
Standing - Agent	Good
Standing - VCFCF	Good
Formed In	DELAWARE
Entity Type	Stock Corporation - Out of State - Stock
Principal Address	1515 3RD STREET SAN FRANCISCO, CA 94158
Mailing Address	1515 3RD STREET SAN FRANCISCO, CA 94158
Statement of Info Due Date	09/30/2024
Agent	1505 Corporation C T CORPORATION SYSTEM
CA Registered Corporate (1505) Agent Authorized Employee(s)	AMANDA GARCIA 330 N BRAND BLVD, GLENDALE, CA GABRIELA SANCHEZ 330 N BRAND BLVD, GLENDALE, CA DAISY MONTENEGRO 330 N BRAND BLVD, GLENDALE, CA BEATRICE CASAREZ-BARRIENTEZ 330 N BRAND BLVD, GLENDALE, CA JESSIE GASTELUM 330 N BRAND BLVD, GLENDALE, CA JOHN MONTIJO 330 N BRAND BLVD, GLENDALE, CA DIANA RUIZ 330 N BRAND BLVD, GLENDALE, CA SARAI MARIN 330 N BRAND BLVD, GLENDALE, CA EMANUEL JACOBO 330 N BRAND BLVD, GLENDALE, CA GLADYS AGUILERA 330 N BRAND BLVD, GLENDALE, CA VIVIAN IMPERIAL 330 N BRAND BLVD, GLENDALE, CA CARLOS PAZ 330 N BRAND BLVD, GLENDALE, CA ALBERTO DAMONTE 330 N BRAND BLVD, GLENDALE, CA PETER CAYETANO 330 N BRAND BLVD, GLENDALE, CA ELSA MONTANEZ 330 N BRAND BLVD, GLENDALE, CA KENIA PEREZ 330 N BRAND BLVD, GLENDALE, CA YESENIA CARPENTER 330 N BRAND BLVD, GLENDALE, CA JAQUELINE MEJIA 330 N BRAND BLVD, GLENDALE, CA

PT Info

[View Publicly Traded Disclosure Information](#)

STATE OF CALIFORNIA Department of Industrial Relations Labor Commissioner's Office 455 Golden Gate Ave, 10TH FLOOR SAN FRANCISCO, CA 94102 EMAIL: LABORCOMM.WCA.SFO@DIR.CA.GOV FAX: (209) 812-1948		
PLAINTIFF: Andrew Michael Hines,		
DEFENDANT: Uber Technologies, Inc., a Delaware corporation 1515 3RD STREET SAN FRANCISCO, CA 94158-2211		
State Case Number: WC-CM-1006930	AMENDED NOTICE OF CLAIM – 3-6-24	

A claim has been filed with the State Labor Commissioner by the Plaintiff shown above, alleging nonpayment of:

CLAIM	Amount Earned or Accrued	Less Amount Paid	Balance Due
REGULAR WAGES -- From 01/02/2021 through 12/31/2023, plaintiff claims regular wages earned, as indicated either below or in an attachment. (regular wages)	\$1,559.00	\$0.00	\$1,559.00
REGULAR WAGES -- From 01/02/2021 through 01/23/2024, plaintiff claims regular wages earned, as indicated either below or in an attachment. (back wages)	\$55,572.00	\$0.00	\$55,572.00
UNLAWFUL DEDUCTIONS -- Plaintiff seeks reimbursement for unauthorized deduction(s) from wages earned from 01/02/2021 through 01/23/2024. (See Labor Code Section 221, 222 and/or 224). The total amount of unlawful deductions equals \$2275.	\$2,275.00	\$0.00	\$2,275.00
UNREIMBURSED BUSINESS EXPENSES -- From 01/02/2021 through 01/23/2014, plaintiff claims reimbursable business expenses (see Labor Code Section 2802), which were incurred for the following: gas. Reasonable costs including attorney's fees may also be applicable. (See Labor Code Section 2802(c))	\$25,714.00	\$0.00	\$25,714.00
UNREIMBURSED BUSINESS EXPENSES -- From 01/02/2021 through 01/23/2024, plaintiff claims reimbursable business expenses (see Labor Code Section 2802), which were incurred for the following: tires for car + oil changes. Reasonable costs including attorney's fees may also be applicable. (See Labor Code Section 2802(c))	\$1,559.00	\$0.00	\$1,559.00
UNREIMBURSED BUSINESS EXPENSES -- From 01/02/2021 through 01/23/2024, plaintiff claims reimbursable business expenses (see Labor Code Section 2802), which were incurred for the following: vehicle wear and tear. Reasonable costs including attorney's fees may also be applicable. (See Labor Code Section 2802(c))	\$14,225.00	\$0.00	\$14,225.00
UNREIMBURSED BUSINESS EXPENSES: Mileage -- From 01/02/2021 through 01/23/2024, plaintiff claims reimbursable business expenses (see Labor Code Section 2802), which were incurred for the following: 86794.02985074627 miles at the Internal Revenue Service mileage rate of \$ 0.67 per mile.	\$58,152.00	\$0.00	\$58,152.00
LIQUIDATED DAMAGES: Failure to Pay Minimum Wages -- At least minimum wage must be paid for all hours worked, including any overtime hours worked. An employee is entitled to recover	\$0.00	\$0.00	\$0.00

CLAIM	Amount Earned or Accrued	Less Amount Paid	Balance Due
liquidated damages in an amount equal to minimum wages earned but not paid as required by law. (See Labor Code Section 1194.2) Plaintiff claims liquidated damages, in an amount to be determined at conference or hearing.			
LATE PAYROLL: Penalty – Failure by an employer to pay the wages of each employee as provided in Sections 201.3, 204, 204(b), 204.1, 204.2, 204.11, 205.5 and 1197.5, entitles the employee to a penalty of one hundred dollars (\$100) for any initial violation. Two hundred dollars (\$200) for each subsequent violation, or any willful or intentional violation, plus 25 percent of the amount unlawfully withheld. Plaintiff was not paid timely during the period from 01/02/2021 to 01/23/2024 and claims 2 as a willful or intentional violation, at \$200 each plus 25 percent of 57847 payroll totaling for a total of [(2) X 200.00 + .25 X 57847]	\$14,861.75	\$0.00	\$14,861.75
TOTAL CLAIMED			\$173,917.75

A document detailing the amount(s) due may be attached. Claim amounts may be approximate and subject to modifications as the claim proceeds. In addition, the employer may be subject to penalties due to the State of California, which may be assessed pursuant to Labor Code Section 210, 225.5 and 226.8.

This notice constitutes demand on behalf of the Plaintiff that all wages due be mailed immediately to the Labor Commissioner at the address listed above. Willful failure to pay when wages are due implicates waiting time penalties pursuant to Labor Code section 203.

The employer shall pay all conceded wages due, or parts thereof, without condition. Therefore, any amounts acknowledged due should be paid immediately by mailing this office a check or money order made payable to the Plaintiff. Plaintiff may continue the claim process on any outstanding claims or balances.

Should any of the claim be disputed, submit a written statement of the facts in response to Plaintiff's allegations. If you would like to resolve this claim through a negotiated settlement on disputed claims, please contact our office in writing at the physical address or email listed above and propose an amount to resolve the matter. Please respond immediately or within 10 days from the date below.

If this claim is not settled, it may be resolved as provided by Section 98 of the Labor Code which includes the accrual of interest pursuant to Labor Code Section 98.1(c), 1194.2 and/or 2802(b).

DEFENDANT(S) - PLEASE TAKE NOTICE:

With respect to the claims above, the basis for liability may be determined on various grounds, including but not limited to liability pursuant to Labor Code sections 2810.3 and/or 238.5, and/or **individual liability** pursuant to Labor Code section 558.1.

Under Labor Code Section 558.1, any employer or other person acting on behalf of an employer who violates, or causes to be violated, any provision regulating minimum wages or hours and days of work in any order of the Industrial Welfare Commission, or violates, or causes to be violated, Labor Code Sections 203, 226, 226.7, 1193.6, 1194, or 2802, may be held liable as the employer for such violation. For purposes of Labor Code Section 558.1, the term “other person acting on behalf of an employer” is limited to a natural person who is an owner, director, officer, or managing agent of the employer.


Under Labor Code section 2810.3, a labor contractor(s) and the business entity (a “Client Employer”) that was provided with workers by the contractor(s) to perform labor within the Client Employer’s usual course of business may be held jointly and severally liable for any wages, damages, and penalties found due to the workers who performed the labor. A contract for the provision of labor between the contractor(s) and the Client Employer is not required for liability to attach under the law.

Under Labor Code Section 238.5(a)(1) “Any individual or business entity, regardless of its form, that, as a part of its business, contracts for services in the property services or long-term care industries shall be jointly and severally liable for any unpaid wages, including interest,... to the extent the amounts are for services performed under that contract.” “Property services” industry includes: “janitorial, security guard, valet parking, landscaping, and gardening services.” § 238.5(e)(1).

While this claim is before the Labor Commissioner, you are required under Labor Code Section 98(a) to notify the Labor Commissioner *in writing* of any change in your business or personal address within 10 days after any change occurs.

NOTICE DATE: March 6, 2024

Labor Commissioner’s Office
(415) 703-5298

STATE OF CALIFORNIA Department of Industrial Relations Labor Commissioner's Office 455 Golden Gate Ave, 10TH FLOOR SAN FRANCISCO, CA 94102 EMAIL: LABORCOMM.WCA.SFO@DIR.CA.GOV FAX: (209) 812-1948		
PLAINTIFF: Andrew Michael Hines,		
DEFENDANT: Uber Technologies, Inc., a Delaware corporation 1515 3RD STREET SAN FRANCISCO, CA 94158-2211		
State Case Number: WC-CM-1006930	AMENDED NOTICE OF CLAIM	

A claim has been filed with the State Labor Commissioner by the Plaintiff shown above, alleging nonpayment of:

CLAIM	Amount Earned or Accrued	Less Amount Paid	Balance Due
REGULAR WAGES -- From 01/02/2021 through 01/23/2024, plaintiff claims regular wages earned, as indicated either below or in an attachment. (regular wages)	\$92,319.00	\$92,319.00	\$0.00
REGULAR WAGES -- From 01/02/2021 through 01/23/2024, plaintiff claims regular wages earned, as indicated either below or in an attachment. (back wages)	\$55,572.00	\$0.00	\$55,572.00
UNLAWFUL DEDUCTIONS -- Plaintiff seeks reimbursement for unauthorized deduction(s) from wages earned from 01/02/2021 through 01/23/2024. (See Labor Code Section 221, 222 and/or 224). The total amount of unlawful deductions equals \$2275.	\$2,275.00	\$0.00	\$2,275.00
UNREIMBURSED BUSINESS EXPENSES -- From 01/02/2021 through 01/23/2014, plaintiff claims reimbursable business expenses (see Labor Code Section 2802), which were incurred for the following: gas. Reasonable costs including attorney's fees may also be applicable. (See Labor Code Section 2802(c))	\$25,714.00	\$0.00	\$25,714.00
UNREIMBURSED BUSINESS EXPENSES -- From 01/02/2021 through 01/23/2024, plaintiff claims reimbursable business expenses (see Labor Code Section 2802), which were incurred for the following: tires for car + oil changes. Reasonable costs including attorney's fees may also be applicable. (See Labor Code Section 2802(c))	\$1,559.00	\$0.00	\$1,559.00
UNREIMBURSED BUSINESS EXPENSES -- From 01/02/2021 through 01/23/2024, plaintiff claims reimbursable business expenses (see Labor Code Section 2802), which were incurred for the following: vehicle wear and tear. Reasonable costs including attorney's fees may also be applicable. (See Labor Code Section 2802(c))	\$14,225.00	\$0.00	\$14,225.00
UNREIMBURSED BUSINESS EXPENSES: Mileage -- From 01/02/2021 through 01/23/2024, plaintiff claims reimbursable business expenses (see Labor Code Section 2802), which were incurred for the following: 86794.02985074627 miles at the Internal Revenue Service mileage rate of \$ 0.67 per mile.	\$58,152.00	\$0.00	\$58,152.00
LIQUIDATED DAMAGES: Failure to Pay Minimum Wages -- At least minimum wage must be paid for all hours worked, including any overtime hours worked. An employee is entitled to recover	\$0.00	\$0.00	\$0.00

CLAIM	Amount Earned or Accrued	Less Amount Paid	Balance Due
liquidated damages in an amount equal to minimum wages earned but not paid as required by law. (See Labor Code Section 1194.2) Plaintiff claims liquidated damages, in an amount to be determined at conference or hearing.			
LATE PAYROLL: Penalty – Failure by an employer to pay the wages of each employee as provided in Sections 201.3, 204, 204(b), 204.1, 204.2, 204.11, 205.5 and 1197.5, entitles the employee to a penalty of one hundred dollars (\$100) for any initial violation. Two hundred dollars (\$200) for each subsequent violation, or any willful or intentional violation, plus 25 percent of the amount unlawfully withheld. Plaintiff was not paid timely during the period from 01/02/2021 to 01/23/2024 and claims 2 as a willful or intentional violation, at \$200 each plus 25 percent of 57847 payroll totaling for a total of [(2) X 200.00 + .25 X 57847]	\$14,861.75	\$0.00	\$14,861.75
TOTAL CLAIMED			\$172,358.75

A document detailing the amount(s) due may be attached. Claim amounts may be approximate and subject to modifications as the claim proceeds. In addition, the employer may be subject to penalties due to the State of California, which may be assessed pursuant to Labor Code Section 210, 225.5 and 226.8.

This notice constitutes demand on behalf of the Plaintiff that all wages due be mailed immediately to the Labor Commissioner at the address listed above. Willful failure to pay when wages are due implicates waiting time penalties pursuant to Labor Code section 203.

The employer shall pay all conceded wages due, or parts thereof, without condition. Therefore, any amounts acknowledged due should be paid immediately by mailing this office a check or money order made payable to the Plaintiff. Plaintiff may continue the claim process on any outstanding claims or balances.

Should any of the claim be disputed, submit a written statement of the facts in response to Plaintiff's allegations. If you would like to resolve this claim through a negotiated settlement on disputed claims, please contact our office in writing at the physical address or email listed above and propose an amount to resolve the matter. Please respond immediately or within 30 days from the date below.

If this claim is not settled, it may be resolved as provided by Section 98 of the Labor Code which includes the accrual of interest pursuant to Labor Code Section 98.1(c), 1194.2 and/or 2802(b).

DEFENDANT(S) - PLEASE TAKE NOTICE:

With respect to the claims above, the basis for liability may be determined on various grounds, including but not limited to liability pursuant to Labor Code sections 2810.3 and/or 238.5, and/or **individual liability** pursuant to Labor Code section 558.1.

Under Labor Code Section 558.1, any employer or other person acting on behalf of an employer who violates, or causes to be violated, any provision regulating minimum wages or hours and days of work in any order of the Industrial Welfare Commission, or violates, or causes to be violated, Labor Code Sections 203, 226, 226.7, 1193.6, 1194, or 2802, may be held liable as the employer for such violation. For purposes of Labor Code Section 558.1, the term “other person acting on behalf of an employer” is limited to a natural person who is an owner, director, officer, or managing agent of the employer.


Under Labor Code section 2810.3, a labor contractor(s) and the business entity (a “Client Employer”) that was provided with workers by the contractor(s) to perform labor within the Client Employer’s usual course of business may be held jointly and severally liable for any wages, damages, and penalties found due to the workers who performed the labor. A contract for the provision of labor between the contractor(s) and the Client Employer is not required for liability to attach under the law.

Under Labor Code Section 238.5(a)(1) “Any individual or business entity, regardless of its form, that, as a part of its business, contracts for services in the property services or long-term care industries shall be jointly and severally liable for any unpaid wages, including interest,... to the extent the amounts are for services performed under that contract.” “Property services” industry includes: “janitorial, security guard, valet parking, landscaping, and gardening services.” § 238.5(e)(1).

While this claim is before the Labor Commissioner, you are required under Labor Code Section 98(a) to notify the Labor Commissioner *in writing* of any change in your business or personal address within 10 days after any change occurs.

NOTICE DATE: February 14, 2024

Labor Commissioner’s Office
(415) 703-5300

STATE OF CALIFORNIA Department of Industrial Relations Labor Commissioner's Office 455 Golden Gate Ave, 10TH FLOOR SAN FRANCISCO, CA 94102 EMAIL: LABORCOMM.WCA.SFO@DIR.CA.GOV FAX: (209) 812-1948		
PLAINTIFF: Andrew Michael Hines, ██████████ ██████████		
DEFENDANT: Uber Technologies, Inc., a Delaware corporation 1515 3RD STREET SAN FRANCISCO, CA 94158-2211		
State Case Number: WC-CM-1006930	AMENDED NOTICE OF CLAIM FILED – 3-6-24	

A notice of your claim has been mailed to the above name defendant. Your complaint was described as follows:

CLAIM	Amount Earned or Accrued	Less Amount Paid	Balance Due
REGULAR WAGES -- From 01/02/2021 through 12/31/2023, plaintiff claims regular wages earned, as indicated either below or in an attachment. (regular wages)	\$1,559.00	\$0.00	\$1,559.00
REGULAR WAGES -- From 01/02/2021 through 01/23/2024, plaintiff claims regular wages earned, as indicated either below or in an attachment. (back wages)	\$55,572.00	\$0.00	\$55,572.00
UNLAWFUL DEDUCTIONS -- Plaintiff seeks reimbursement for unauthorized deduction(s) from wages earned from 01/02/2021 through 01/23/2024. (See Labor Code Section 221, 222 and/or 224). The total amount of unlawful deductions equals \$2275.	\$2,275.00	\$0.00	\$2,275.00
UNREIMBURSED BUSINESS EXPENSES -- From 01/02/2021 through 01/23/2024, plaintiff claims reimbursable business expenses (see Labor Code Section 2802), which were incurred for the following: gas. Reasonable costs including attorney's fees may also be applicable. (See Labor Code Section 2802(c))	\$25,714.00	\$0.00	\$25,714.00
UNREIMBURSED BUSINESS EXPENSES -- From 01/02/2021 through 01/23/2024, plaintiff claims reimbursable business expenses (see Labor Code Section 2802), which were incurred for the following: tires for car + oil changes. Reasonable costs including attorney's fees may also be applicable. (See Labor Code Section 2802(c))	\$1,559.00	\$0.00	\$1,559.00
UNREIMBURSED BUSINESS EXPENSES -- From 01/02/2021 through 01/23/2024, plaintiff claims reimbursable business expenses (see Labor Code Section 2802), which were incurred for the following: vehicle wear and tear. Reasonable costs including attorney's fees may also be applicable. (See Labor Code Section 2802(c))	\$14,225.00	\$0.00	\$14,225.00
UNREIMBURSED BUSINESS EXPENSES: Mileage -- From 01/02/2021 through 01/23/2024, plaintiff claims reimbursable business expenses (see Labor Code Section 2802), which were incurred for the following: 86794.02985074627 miles at the Internal Revenue Service mileage rate of \$ 0.67 per mile.	\$58,152.00	\$0.00	\$58,152.00

CLAIM	Amount Earned or Accrued	Less Amount Paid	Balance Due
LIQUIDATED DAMAGES: Failure to Pay Minimum Wages -- At least minimum wage must be paid for all hours worked, including any overtime hours worked. An employee is entitled to recover liquidated damages in an amount equal to minimum wages earned but not paid as required by law. (See Labor Code Section 1194.2) Plaintiff claims liquidated damages, in an amount to be determined at conference or hearing.	\$0.00	\$0.00	\$0.00
LATE PAYROLL: Penalty – Failure by an employer to pay the wages of each employee as provided in Sections 201.3, 204, 204(b), 204.1, 204.2, 204.11, 205.5 and 1197.5, entitles the employee to a penalty of one hundred dollars (\$100) for any initial violation. Two hundred dollars (\$200) for each subsequent violation, or any willful or intentional violation, plus 25 percent of the amount unlawfully withheld. Plaintiff was not paid timely during the period from 01/02/2021 to 01/23/2024 and claims 2 as a willful or intentional violation, at \$200 each plus 25 percent of 57847 payroll totaling for a total of [(2) X 200.00 + .25 X 57847]	\$14,861.75	\$0.00	\$14,861.75
TOTAL CLAIMED			\$173,917.75

A document detailing the amount(s) due may be attached. Claim amounts may be approximate and subject to modifications as the claim proceeds. In addition, the employer may be subject to penalties due to the State of California, which may be assessed pursuant to Labor Code Section 210, 225.5 and 226.8.

This notice constitutes demand on behalf of the Plaintiff that all wages due be mailed immediately to the Labor Commissioner at the address listed above. Willful failure to pay when wages are due implicates waiting time penalties pursuant to Labor Code section 203.

The employer shall pay all conceded wages due, or parts thereof, without condition. Therefore, any amounts acknowledged due should be paid immediately by mailing this office a check or money order made payable to the Plaintiff. Plaintiff may continue the claim process on any outstanding claims or balances.

Should any of the claims be disputed, the Defendant(s) are to submit a written statement of the facts in response to Plaintiff's allegations along with any conceded sums and/or propose to settle the matter on disputed claims. If such reply is submitted, a copy will be forwarded to Plaintiff for a response.

If this claim is not settled, it may be resolved as provided by Section 98 of the Labor Code which includes the accrual of interest pursuant to Labor Code Section 98.1(c), 1194.2 and/or 2802(b).

With respect to the claims above, the basis for liability may be determined on various grounds, including but not limited to liability pursuant to Labor Code sections 2810.3 and/or 238.5, and/or **individual liability** pursuant to Labor Code section 558.1.

Under Labor Code Section 558.1, any employer or other person acting on behalf of an employer who violates, or causes to be violated, any provision regulating minimum wages or hours and

days of work in any order of the Industrial Welfare Commission, or violates, or causes to be violated, Labor Code Sections 203, 226, 226.7, 1193.6, 1194, or 2802, may be held liable as the employer for such violation. For purposes of Labor Code Section 558.1, the term “other person acting on behalf of an employer” is limited to a natural person who is an owner, director, officer, or managing agent of the employer.


Under Labor Code section 2810.3, a labor contractor(s) and the business entity (a “Client Employer”) that was provided with workers by the contractor(s) to perform labor within the Client Employer’s usual course of business may be held jointly and severally liable for any wages, damages, and penalties found due to the workers who performed the labor. A contract for the provision of labor between the contractor(s) and the Client Employer is not required for liability to attach under the law.

Under Labor Code Section 238.5(a)(1) “Any individual or business entity, regardless of its form, that, as a part of its business, contracts for services in the property services or long-term care industries shall be jointly and severally liable for any unpaid wages, including interest, to the extent the amounts are for services performed under that contract.” “Property services” industry includes: “janitorial, security guard, valet parking, landscaping, and gardening services.” § 238.5(e)(1).

While this claim is before the Labor Commissioner, you are required under Labor Code Section 98(a) to notify the Labor Commissioner *in writing* of any change in your business or personal address within 10 days after any change occurs.

NOTICE DATE: March 6, 2024

Labor Commissioner’s Office
(415) 703-5300

STATE OF CALIFORNIA Department of Industrial Relations Labor Commissioner's Office 455 Golden Gate Ave, 10TH FLOOR SAN FRANCISCO, CA 94102 EMAIL: LABORCOMM.WCA.SFO@DIR.CA.GOV FAX: (209) 812-1948		
PLAINTIFF: Andrew Michael Hines, [REDACTED] [REDACTED]		
DEFENDANT: Uber Technologies, Inc., a Delaware corporation 1515 3RD STREET SAN FRANCISCO, CA 94158-2211		
State Case Number: WC-CM-1006930	AMENDED NOTICE OF CLAIM FILED	

A notice of your claim has been mailed to the above name defendant. Your complaint was described as follows:

CLAIM	Amount Earned or Accrued	Less Amount Paid	Balance Due
REGULAR WAGES -- From 01/02/2021 through 01/23/2024, plaintiff claims regular wages earned, as indicated either below or in an attachment. (regular wages)	\$92,319.00	\$92,319.00	\$0.00
REGULAR WAGES -- From 01/02/2021 through 01/23/2024, plaintiff claims regular wages earned, as indicated either below or in an attachment. (back wages)	\$55,572.00	\$0.00	\$55,572.00
UNLAWFUL DEDUCTIONS -- Plaintiff seeks reimbursement for unauthorized deduction(s) from wages earned from 01/02/2021 through 01/23/2024. (See Labor Code Section 221, 222 and/or 224). The total amount of unlawful deductions equals \$2275.	\$2,275.00	\$0.00	\$2,275.00
UNREIMBURSED BUSINESS EXPENSES -- From 01/02/2021 through 01/23/2024, plaintiff claims reimbursable business expenses (see Labor Code Section 2802), which were incurred for the following: gas. Reasonable costs including attorney's fees may also be applicable. (See Labor Code Section 2802(c))	\$25,714.00	\$0.00	\$25,714.00
UNREIMBURSED BUSINESS EXPENSES -- From 01/02/2021 through 01/23/2024, plaintiff claims reimbursable business expenses (see Labor Code Section 2802), which were incurred for the following: tires for car + oil changes. Reasonable costs including attorney's fees may also be applicable. (See Labor Code Section 2802(c))	\$1,559.00	\$0.00	\$1,559.00
UNREIMBURSED BUSINESS EXPENSES -- From 01/02/2021 through 01/23/2024, plaintiff claims reimbursable business expenses (see Labor Code Section 2802), which were incurred for the following: vehicle wear and tear. Reasonable costs including attorney's fees may also be applicable. (See Labor Code Section 2802(c))	\$14,225.00	\$0.00	\$14,225.00
UNREIMBURSED BUSINESS EXPENSES: Mileage -- From 01/02/2021 through 01/23/2024, plaintiff claims reimbursable business expenses (see Labor Code Section 2802), which were incurred for the following: 86794.02985074627 miles at the Internal Revenue Service mileage rate of \$ 0.67 per mile.	\$58,152.00	\$0.00	\$58,152.00

CLAIM	Amount Earned or Accrued	Less Amount Paid	Balance Due
LIQUIDATED DAMAGES: Failure to Pay Minimum Wages -- At least minimum wage must be paid for all hours worked, including any overtime hours worked. An employee is entitled to recover liquidated damages in an amount equal to minimum wages earned but not paid as required by law. (See Labor Code Section 1194.2) Plaintiff claims liquidated damages, in an amount to be determined at conference or hearing.	\$0.00	\$0.00	\$0.00
LATE PAYROLL: Penalty – Failure by an employer to pay the wages of each employee as provided in Sections 201.3, 204, 204(b), 204.1, 204.2, 204.11, 205.5 and 1197.5, entitles the employee to a penalty of one hundred dollars (\$100) for any initial violation. Two hundred dollars (\$200) for each subsequent violation, or any willful or intentional violation, plus 25 percent of the amount unlawfully withheld. Plaintiff was not paid timely during the period from 01/02/2021 to 01/23/2024 and claims 2 as a willful or intentional violation, at \$200 each plus 25 percent of 57847 payroll totaling for a total of [(2) X 200.00 + .25 X 57847]	\$14,861.75	\$0.00	\$14,861.75
TOTAL CLAIMED			\$172,358.75

A document detailing the amount(s) due may be attached. Claim amounts may be approximate and subject to modifications as the claim proceeds. In addition, the employer may be subject to penalties due to the State of California, which may be assessed pursuant to Labor Code Section 210, 225.5 and 226.8.

This notice constitutes demand on behalf of the Plaintiff that all wages due be mailed immediately to the Labor Commissioner at the address listed above. Willful failure to pay when wages are due implicates waiting time penalties pursuant to Labor Code section 203.

The employer shall pay all conceded wages due, or parts thereof, without condition. Therefore, any amounts acknowledged due should be paid immediately by mailing this office a check or money order made payable to the Plaintiff. Plaintiff may continue the claim process on any outstanding claims or balances.

Should any of the claims be disputed, the Defendant(s) are to submit a written statement of the facts in response to Plaintiff's allegations along with any conceded sums and/or propose to settle the matter on disputed claims. If such reply is submitted, a copy will be forwarded to Plaintiff for a response.

If this claim is not settled, it may be resolved as provided by Section 98 of the Labor Code which includes the accrual of interest pursuant to Labor Code Section 98.1(c), 1194.2 and/or 2802(b).

With respect to the claims above, the basis for liability may be determined on various grounds, including but not limited to liability pursuant to Labor Code sections 2810.3 and/or 238.5, and/or **individual liability** pursuant to Labor Code section 558.1.

Under Labor Code Section 558.1, any employer or other person acting on behalf of an employer who violates, or causes to be violated, any provision regulating minimum wages or hours and

days of work in any order of the Industrial Welfare Commission, or violates, or causes to be violated, Labor Code Sections 203, 226, 226.7, 1193.6, 1194, or 2802, may be held liable as the employer for such violation. For purposes of Labor Code Section 558.1, the term “other person acting on behalf of an employer” is limited to a natural person who is an owner, director, officer, or managing agent of the employer.


Under Labor Code section 2810.3, a labor contractor(s) and the business entity (a “Client Employer”) that was provided with workers by the contractor(s) to perform labor within the Client Employer’s usual course of business may be held jointly and severally liable for any wages, damages, and penalties found due to the workers who performed the labor. A contract for the provision of labor between the contractor(s) and the Client Employer is not required for liability to attach under the law.

Under Labor Code Section 238.5(a)(1) “Any individual or business entity, regardless of its form, that, as a part of its business, contracts for services in the property services or long-term care industries shall be jointly and severally liable for any unpaid wages, including interest, to the extent the amounts are for services performed under that contract.” “Property services” industry includes: “janitorial, security guard, valet parking, landscaping, and gardening services.” § 238.5(e)(1).

While this claim is before the Labor Commissioner, you are required under Labor Code Section 98(a) to notify the Labor Commissioner *in writing* of any change in your business or personal address within 10 days after any change occurs.

NOTICE DATE: February 14, 2024

Labor Commissioner’s Office
(415) 703-5300

STATE OF CALIFORNIA Department of Industrial Relations Labor Commissioner's Office 455 Golden Gate Ave, 10TH FLOOR SAN FRANCISCO, CA 94102 EMAIL: LABORCOMM.WCA.SFO@DIR.CA.GOV FAX: (209) 812-1948		
PLAINTIFF: Andrew Michael Hines,		
DEFENDANT: Uber Technologies, Inc., a Delaware corporation 1515 3RD STREET SAN FRANCISCO, CA 94158-2211		
State Case Number: WC-CM-1006930	NOTICE OF CLAIM	

A claim has been filed with the State Labor Commissioner by the Plaintiff shown above, alleging nonpayment of:

CLAIM	Amount Earned or Accrued	Less Amount Paid	Balance Due
REGULAR WAGES -- From 01/02/2021 through 01/23/2024, plaintiff claims regular wages earned, as indicated either below or in an attachment. (regular wages)	\$92,319.00	\$92,319.00	\$0.00
REGULAR WAGES -- From 01/02/2021 through 01/23/2024, plaintiff claims regular wages earned, as indicated either below or in an attachment. (back wages)	\$55,572.00	\$0.00	\$55,572.00
UNLAWFUL DEDUCTIONS -- Plaintiff seeks reimbursement for unauthorized deduction(s) from wages earned from 01/02/2021 through 01/23/2024. (See Labor Code Section 221, 222 and/or 224). The total amount of unlawful deductions equals \$2275.	\$2,275.00	\$0.00	\$2,275.00
UNREIMBURSED BUSINESS EXPENSES -- From 01/02/2021 through 01/23/2024, plaintiff claims reimbursable business expenses (see Labor Code Section 2802), which were incurred for the following: vehicle wear and tear. Reasonable costs including attorney's fees may also be applicable. (See Labor Code Section 2802(c))	\$14,225.00	\$0.00	\$14,225.00
UNREIMBURSED BUSINESS EXPENSES -- From 01/02/2021 through 01/23/2014, plaintiff claims reimbursable business expenses (see Labor Code Section 2802), which were incurred for the following: gas. Reasonable costs including attorney's fees may also be applicable. (See Labor Code Section 2802(c))	\$25,714.00	\$0.00	\$25,714.00
UNREIMBURSED BUSINESS EXPENSES: Mileage -- From 01/02/2021 through 01/23/2024, plaintiff claims reimbursable business expenses (see Labor Code Section 2802), which were incurred for the following: 86794.02985074627 miles at the Internal Revenue Service mileage rate of \$ 0.67 per mile.	\$58,152.00	\$0.00	\$58,152.00
LIQUIDATED DAMAGES: Failure to Pay Minimum Wages -- At least minimum wage must be paid for all hours worked, including any overtime hours worked. An employee is entitled to recover liquidated damages in an amount equal to minimum wages earned but not paid as required by law. (See Labor Code Section 1194.2) Plaintiff claims liquidated damages, in an amount to be determined at conference or hearing.	\$0.00	\$0.00	\$0.00

CLAIM	Amount Earned or Accrued	Less Amount Paid	Balance Due
<p>LATE PAYROLL: Penalty – Failure by an employer to pay the wages of each employee as provided in Sections 201.3, 204, 204(b), 204.1, 204.2, 204.11, 205.5 and 1197.5, entitles the employee to a penalty of one hundred dollars (\$100) for any initial violation. Two hundred dollars (\$200) for each subsequent violation, or any willful or intentional violation, plus 25 percent of the amount unlawfully withheld.</p> <p>Plaintiff was not paid timely during the period from 01/02/2021 to 01/23/2024 and claims 2 as a willful or intentional violation, at \$200 each plus 25 percent of 57847 payroll totaling for a total of [(2) X 200.00 + .25 X 57847]</p>	\$14,861.75	\$0.00	\$14,861.75
TOTAL CLAIMED			\$170,799.75

A document detailing the amount(s) due may be attached. Claim amounts may be approximate and subject to modifications as the claim proceeds. In addition, the employer may be subject to penalties due to the State of California, which may be assessed pursuant to Labor Code Section 210, 225.5 and 226.8.

This notice constitutes demand on behalf of the Plaintiff that all wages due be mailed immediately to the Labor Commissioner at the address listed above. Willful failure to pay when wages are due implicates waiting time penalties pursuant to Labor Code section 203.

The employer shall pay all conceded wages due, or parts thereof, without condition. Therefore, any amounts acknowledged due should be paid immediately by mailing this office a check or money order made payable to the Plaintiff. Plaintiff may continue the claim process on any outstanding claims or balances.

Should any of the claim be disputed, submit a written statement of the facts in response to Plaintiff's allegations. If you would like to resolve this claim through a negotiated settlement on disputed claims, please contact our office in writing at the physical address or email listed above and propose an amount to resolve the matter. Please respond immediately or within 30 days from the date below.

If this claim is not settled, it may be resolved as provided by Section 98 of the Labor Code which includes the accrual of interest pursuant to Labor Code Section 98.1(c), 1194.2 and/or 2802(b).

DEFENDANT(S) - PLEASE TAKE NOTICE:

With respect to the claims above, the basis for liability may be determined on various grounds, including but not limited to liability pursuant to Labor Code sections 2810.3 and/or 238.5, and/or **individual liability** pursuant to Labor Code section 558.1.

Under Labor Code Section 558.1, any employer or other person acting on behalf of an employer who violates, or causes to be violated, any provision regulating minimum wages or hours and days of work in any order of the Industrial Welfare Commission, or violates, or causes to be violated, Labor Code Sections 203, 226, 226.7, 1193.6, 1194, or 2802, may be held liable as the

employer for such violation. For purposes of Labor Code Section 558.1, the term “other person acting on behalf of an employer” is limited to a natural person who is an owner, director, officer, or managing agent of the employer.


Under Labor Code section 2810.3, a labor contractor(s) and the business entity (a “Client Employer”) that was provided with workers by the contractor(s) to perform labor within the Client Employer’s usual course of business may be held jointly and severally liable for any wages, damages, and penalties found due to the workers who performed the labor. A contract for the provision of labor between the contractor(s) and the Client Employer is not required for liability to attach under the law.

Under Labor Code Section 238.5(a)(1) “Any individual or business entity, regardless of its form, that, as a part of its business, contracts for services in the property services or long-term care industries shall be jointly and severally liable for any unpaid wages, including interest,... to the extent the amounts are for services performed under that contract.” “Property services” industry includes: “janitorial, security guard, valet parking, landscaping, and gardening services.” § 238.5(e)(1).

While this claim is before the Labor Commissioner, you are required under Labor Code Section 98(a) to notify the Labor Commissioner *in writing* of any change in your business or personal address within 10 days after any change occurs.

NOTICE DATE: January 26, 2024

Labor Commissioner’s Office
(415) 703-5300

STATE OF CALIFORNIA Department of Industrial Relations Labor Commissioner's Office 455 Golden Gate Ave, 10TH FLOOR SAN FRANCISCO, CA 94102 EMAIL: LABORCOMM.WCA.SFO@DIR.CA.GOV FAX: (209) 812-1948		
PLAINTIFF: Andrew Michael Hines, ██████████ ██████████		
DEFENDANT: Uber Technologies, Inc., a Delaware corporation 1515 3RD STREET SAN FRANCISCO, CA 94158-2211		
State Case Number: WC-CM-1006930	NOTICE OF CLAIM FILED	

A notice of your claim has been mailed to the above name defendant. Your complaint was described as follows:

CLAIM	Amount Earned or Accrued	Less Amount Paid	Balance Due
REGULAR WAGES -- From 01/02/2021 through 01/23/2024, plaintiff claims regular wages earned, as indicated either below or in an attachment. (regular wages)	\$92,319.00	\$92,319.00	\$0.00
REGULAR WAGES -- From 01/02/2021 through 01/23/2024, plaintiff claims regular wages earned, as indicated either below or in an attachment. (back wages)	\$55,572.00	\$0.00	\$55,572.00
UNLAWFUL DEDUCTIONS -- Plaintiff seeks reimbursement for unauthorized deduction(s) from wages earned from 01/02/2021 through 01/23/2024. (See Labor Code Section 221, 222 and/or 224). The total amount of unlawful deductions equals \$2275.	\$2,275.00	\$0.00	\$2,275.00
UNREIMBURSED BUSINESS EXPENSES -- From 01/02/2021 through 01/23/2024, plaintiff claims reimbursable business expenses (see Labor Code Section 2802), which were incurred for the following: vehicle wear and tear. Reasonable costs including attorney's fees may also be applicable. (See Labor Code Section 2802(c))	\$14,225.00	\$0.00	\$14,225.00
UNREIMBURSED BUSINESS EXPENSES -- From 01/02/2021 through 01/23/2014, plaintiff claims reimbursable business expenses (see Labor Code Section 2802), which were incurred for the following: gas. Reasonable costs including attorney's fees may also be applicable. (See Labor Code Section 2802(c))	\$25,714.00	\$0.00	\$25,714.00
UNREIMBURSED BUSINESS EXPENSES: Mileage -- From 01/02/2021 through 01/23/2024, plaintiff claims reimbursable business expenses (see Labor Code Section 2802), which were incurred for the following: 86794.02985074627 miles at the Internal Revenue Service mileage rate of \$ 0.67 per mile.	\$58,152.00	\$0.00	\$58,152.00
LIQUIDATED DAMAGES: Failure to Pay Minimum Wages -- At least minimum wage must be paid for all hours worked, including any overtime hours worked. An employee is entitled to recover liquidated damages in an amount equal to minimum wages earned but not paid as required by law. (See Labor Code Section 1194.2)	\$0.00	\$0.00	\$0.00

CLAIM	Amount Earned or Accrued	Less Amount Paid	Balance Due
Plaintiff claims liquidated damages, in an amount to be determined at conference or hearing.			
LATE PAYROLL: Penalty – Failure by an employer to pay the wages of each employee as provided in Sections 201.3, 204, 204(b), 204.1, 204.2, 204.11, 205.5 and 1197.5, entitles the employee to a penalty of one hundred dollars (\$100) for any initial violation. Two hundred dollars (\$200) for each subsequent violation, or any willful or intentional violation, plus 25 percent of the amount unlawfully withheld. Plaintiff was not paid timely during the period from 01/02/2021 to 01/23/2024 and claims 2 as a willful or intentional violation, at \$200 each plus 25 percent of 57847 payroll totaling for a total of [(2) X 200.00 + .25 X 57847]	\$14,861.75	\$0.00	\$14,861.75
TOTAL CLAIMED			\$170,799.75

A document detailing the amount(s) due may be attached. Claim amounts may be approximate and subject to modifications as the claim proceeds. In addition, the employer may be subject to penalties due to the State of California, which may be assessed pursuant to Labor Code Section 210, 225.5 and 226.8.

This notice constitutes demand on behalf of the Plaintiff that all wages due be mailed immediately to the Labor Commissioner at the address listed above. Willful failure to pay when wages are due implicates waiting time penalties pursuant to Labor Code section 203.

The employer shall pay all conceded wages due, or parts thereof, without condition. Therefore, any amounts acknowledged due should be paid immediately by mailing this office a check or money order made payable to the Plaintiff. Plaintiff may continue the claim process on any outstanding claims or balances.

Should any of the claims be disputed, the Defendant(s) are to submit a written statement of the facts in response to Plaintiff's allegations along with any conceded sums and/or propose to settle the matter on disputed claims. If such reply is submitted, a copy will be forwarded to Plaintiff for a response.

If this claim is not settled, it may be resolved as provided by Section 98 of the Labor Code which includes the accrual of interest pursuant to Labor Code Section 98.1(c), 1194.2 and/or 2802(b).

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