

Matter Analysis: Rodriguez, Maria v. TechCorp Solutions, Inc.

NEW RETAINER

Case Information

Case Name: Rodriguez, Maria v. TechCorp Solutions, Inc. Type: LECR | ID: 204156 | File Ref: TC-2024-0389

Client Information

Client Name: Maria Rodriguez Email: maria.rodriguez@email.com Address: 2485 Sunset Boulevard, Los Angeles, CA 90026, US Mobile: +1 (323) 555-7890

Matter Analysis (read only)

Client Hourly Rate: 22.50 Employment Start Date: Tuesday 15 March 2022 Employment End Date: 03/21/2024 Job Title: Customer Service Representative Work Schedule (per day/week): Mon-Fri, 9:00 am to 6:00 pm Supervisor: Sarah Johnson Reemployed? (Inc. date and comp): No, currently seeking employment

Misclassification: Yes

Summarize Facts: 28-year-old, Hispanic, Female Client worked at TechCorp Solutions for approximately 2 years as a customer service representative. Despite being classified as an independent contractor, client performed duties identical to regular employees, followed strict company schedules, used company equipment, and was closely supervised.

MEAL/REST BREAK Claims:

[Choose all that apply]: Meal Break, Rest Break Summarize Facts: Client was regularly denied proper meal and rest breaks due to high call volume and strict performance metrics. Supervisors actively discouraged breaks during peak hours. # of Violations Per Week: 3 meal break violations, 4 rest break violations per week

OFF THE CLOCK: Yes

Summarize Facts: Client was required to log into computer systems and review daily updates 15-20 minutes before shift start. Additionally, required to complete end-of-day reports after official end time. # of minutes/hours per day/week: 150 minutes per week (30 minutes per day)

OVERTIME: Yes

Summarize Facts: Client regularly worked past scheduled hours to meet performance metrics and handle high call volumes. Overtime was recorded as regular hours. # of overtime minutes/hours per day/week: 8 hours per week

Late Wage Payment: Yes

Summarize Facts: Final paycheck was delayed by 3 weeks after termination. Previous paychecks were often delayed by 2-3 days.

HWHFA Act Claim: Yes

Summarize Facts: Client was denied paid sick leave when she had COVID-19 in January 2024. Was told contractors don't qualify for paid sick leave.

Kin Care Claim: Yes

Summarize Facts: Client was denied time off to care for her child who was hospitalized in December 2023. Was threatened with termination if she took time off.

EXPENSES: Yes

Summary of Purchases/Costs: Client was required to purchase her own headset (\$150), ergonomic chair (\$300), and maintain high-speed internet connection (\$75/month) for work-from-home periods.

REPORTING TIME PAY: Yes

Summarize Facts: Client was scheduled for shifts that were cancelled last minute due to "low call volume" without compensation. # of shifts and unpaid hours: 5 shifts, 20 unpaid hours in the last 2 months

OTHER W/H CLAIMS: Yes

Summarize Facts: Client experienced consistent wage theft through improper deductions for "system usage fees" and "training costs." Additionally, faced discrimination based on accent and Hispanic background, including being passed over for promotion opportunities.

WT/WTVPP/CT: WTVPP

Summarize Facts (Incl. identifying FEHA/ADA/Statutory Violations): Client was terminated after filing a complaint about discrimination and improper classification with HR. Clear violation of FEHA protections against retaliation and discrimination. Additional violations include:

- Misclassification (Labor Code § 226.8)
- Meal and rest break violations (Labor Code § 226.7)
- Failure to pay overtime (Labor Code § 510)
- Workplace discrimination (FEHA violations)
- Retaliation for protected activities

Additional Information

COCA scheduled: Tuesday 17 September 2024 Arbitration Agreement?: No Settlement Prediction: Moderate to High Prediction Details: Given clear documentation of misclassification and multiple labor code violations, estimated settlement range \$75,000-100,000 Coaching: (No date entered) Co-Pilot: Not Required