

“Ripple” Damages Hypothetical

80 Employees – Paid Biweekly

- Warm up the machine (5 minutes a day OTC)
- 15 Dollars Per Hour

Wages

- **Unpaid Wages:** $(80 \text{ EE})(\$1.25)(250 \text{ Days a Year})(4 \text{ Years}) = \underline{\$100,000}$

Penalties:

- **Liq. Damages:** $\underline{\$75,000}$ (Cal. Lab. Code § 1194.2)
- **Civil Penalties:** $(80 \text{ EE})(\$100)(26 \text{ Pay Periods}) = \underline{\$208,000}$ (Cal. Lab. Code § 1197.1)
- **Paystub Penalties:** $(80 \text{ EE})(\$100)(26 \text{ Pay Periods}) - [(\$50 * 80 \text{ EE})] = \underline{\$204,000}$ (Cal. Lab. Code § 226)
- **Paystub Civil Penalties:** $(80 \text{ EE})(\$250)(26 \text{ Pay Periods}) = \underline{\$520,000}$
- Attorney’s Fees (Yours and Theirs)
- **Additional Penalties for Former Employees.**

Total: \$1,107,000+