

# **Court-Ordered Notice to Wood Tech, Inc. Potential Class Members**

*Pham v. Wood Tech, Inc., Case No. 22CV011080*

**Please read this Notice carefully. It contains important information about your legal rights.**

## **Summary**

**The Court has invalidated the recent “release agreements” and issues this notice to inform you of your rights. You are receiving this notice because you are, or were, an hourly employee of Wood Tech.**

## **Background**

Plaintiff Hung Pham filed a class action lawsuit alleging that Defendants Wood Tech and Juan D. Figueroa have failed to provide hourly employees proper meal and rest periods, pay employees for all hours worked, provide accurate wage statements, and pay all earned wages upon end of employment. The lawsuit seeks compensation for current and former Wood Tech hourly employees who worked at any time since May 10, 2018.

In response to the lawsuit, Wood Tech contacted current and former hourly employees and asked them to sign agreements releasing claims against Defendants in exchange for money. You may have signed such a release agreement.

On January 31, 2023, the Court ruled that Defendant Wood Tech, Inc. engaged in misleading and coercive communications with employees about this lawsuit in the process of obtaining the signed releases from employees.

Though Wood Tech denied that it engaged in improper conduct, the Court decided that the releases are invalid and unenforceable.

The Court has not yet decided the merits of Plaintiff’s claims in the lawsuit. Defendants deny all the allegations.

## **What Does This Mean Going Forward?**

The Court’s invalidating the releases means that you are no longer bound by the release agreement.

If Plaintiff wins the lawsuit and you are included in the class of hourly employees, you may be awarded payments of back wages, interest and penalties. If Plaintiff does not win, you will receive nothing and you will be charged nothing.

The Court also ruled that Wood Tech is not allowed to seek any releases from hourly employees like you unless Wood Tech first gets Court permission.

You should be aware that if Wood Tech contacts you about the lawsuit, it may only communicate with you in writing. Such communication must take place outside work hours and away from the workplace.

Also, if Wood Tech pays you back wages, it must not discuss the lawsuit with you or ask you to sign papers about this lawsuit at the same time.

## **The Court is not requiring you to return any monies paid to you.**

Wood Tech is not allowed to ask employees to return any money paid to employees in exchange for signing the releases. It is possible that Wood Tech could receive credit for these payments when the amount Wood Tech owes class members, if any, is determined.

Please note that the Court has not yet certified the lawsuit as a class action. You will be provided an opportunity to opt out of the class once the Court has determined that the lawsuit should proceed as a class action. The Court is scheduled to make that decision on or after a hearing currently scheduled for February 28, 2023.

Finally, you should note that it is illegal for Wood Tech to retaliate against you for taking part in this case or otherwise exercising your legal rights. You have the right to learn more about the lawsuit and to speak with Plaintiff, his attorneys or any attorney of your choice.

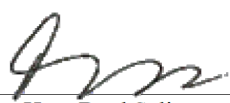
Plaintiff’s counsel’s contact information is:

Xinying Valerian and Dan L. Gildor  
Valerian Law, P.C.  
1530 Solano Ave  
Albany, CA 94707  
(888) 686-1918

**Please do not contact the Court with questions.**

**THIS NOTICE HAS BEEN APPROVED BY JUDGE BRAD SELIGMAN  
SUPERIOR COURT OF THE STATE OF CALIFORNIA, ALAMEDA COUNTY**

Dated: 02/09/2023

  
Hon. Brad Seligman  
Judge of the Superior Court  
**Brad Seligman / Judge**