



## ***CAROLINE C. VINCENT, ESQ.***

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### **Wage & Hour Biography**

Caroline C. Vincent, Esq., a pioneer neutral in Southern California, has mediated and arbitrated well over 2,500 matters during her distinguished 28 year professional neutral career. Ms. Vincent brings a broad legal background with some of California's most prestigious firms to the table, which, coupled with her superb interpersonal skills, keen intellect and perseverance make her a preferred choice for both plaintiff and defense attorneys in a wide variety of practice areas. Ms. Vincent has mediated and resolved over 50 wage and hour lawsuits, ranging from individual actions to class action claims. Her cases typically involve numerous individuals, class and mass action wage and hour claims in a variety of industries. Several cases have been resolved pre-certification and successfully settled and approved by the court on a class basis. Several cases brought as class actions were resolved as individual claims. Many cases include PAGA claims.

### **Recent Cases**

- \$1.5 million class action settlement involving over 3,000 nationally based professional security employees
- \$550,000 class action settlement concerning local food distribution company
- \$185,000 class action settlement involving several fast-food franchise locations
- Two employees successfully settled wage claims, agreeing to stay with company under agreement that company and employees would expect and receive equal treatment in driving assignments. This concluded after wage and hour claims by 2 bus drivers for a tourist company driving in and out of California to out of state destinations, including missed meal and rest breaks, underpayment of wages (tips), and inaccurate wage statements.
- Plaintiff, brother-in-law of defendant, sued claiming overtime and missed meal and rest breaks.
- Wage & hour PAGA; plaintiff provided therapy services for a non-profit involving travel to different locations, and different rates of pay for different tasks. Plaintiff claimed unpaid overtime and missed meal and rest breaks, but plaintiff's claims were uncorroborated. Defendant's records included signed time sheets containing recordation of missed meal and rest breaks.

- Wage & hour claim coupled with wrongful termination claim due to disability; resulted with the company paying the long-time delivery driver overtime based upon an estimated amount, paid on a regular basis in equal payments.
- Wage & hour and wrongful termination claim for alleged refusal of 8-year cashier at a fuel stop for truckers to sign document re: preference for getting meal break or waive break and be paid. Issues involved lack of clarity about the meaning of the document and contradictory testimony as to what plaintiff was asked to sign.
- Wage & hour claim by truck driver who delivered goods across state lines, involving missed meal and rest breaks and claim that hours spent were different than company records. Issues involved applicability of FLSA overtime exemption, written policy by company re: taking meal and rest breaks and credibility of uncorroborated statements by plaintiff that he was not allowed to leave the truck unattended for any time whatsoever.
- Wage & hour and PAGA claim, involving alleged breach of oral contract by employer contractor to pay hourly wages during periods of inactivity in construction jobs to construction worker employee, and claim of unpaid overtime that was customarily paid by employer when requested.
- Mediation involving on call time together with related whistleblower claim.
- Numerous Restaurant cases involving unpaid overtime, shaved hours, missed rest/meal periods.