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and all other aggrieved employees

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES

NASHALL MICHAEL, an individual; on
behalf of herself and all aggrieved employees,

Plaintiffs,

v.

INDEPENDENT LIVING SYSTEMS, LLC.,
a Florida limited liability company; and DOES
1 to 100, inclusive,

Defendants.

Case No.: **25STCV08792**

**COMPLAINT FOR CIVIL PENALTIES
UNDER THE PRIVATE ATTORNEYS
GENERAL ACT ("PAGA") [California
Labor Code §§2698, et seq.]**

DEMAND FOR JURY TRIAL

1 Plaintiff NASHELL MICHAEL, on behalf of herself and all other aggrieved
2 employees (hereinafter, "Plaintiffs"), and as private attorneys general, hereby assert
3 representative claims against Defendant INDEPENDENT LIVING SYSTEMS, LLC, a
4 Florida limited liability company ("Defendant" and/ or "ILS"), and DOES 1 to 100, inclusive
5 (hereinafter ILS and Does 1-100 are collectively referred to herein as "Defendants"), and on
6 information and belief allege as follows:

7 **I. INTRODUCTION**

8 1. This lawsuit is directed at Defendants' California state law violations of wage
9 and hour laws -- it is a representative action seeking recovery of civil penalties under the
10 Private Attorneys General Act of 2004 ("PAGA"), California Labor Code ("Labor Code")
11 §§2698, et seq. PAGA permits "aggrieved employees" to bring a lawsuit as a representative
12 action on behalf of themselves and other aggrieved current and former employees to recover
13 civil penalties for Defendant's violations of the Labor Code, including, but not limited to
14 Labor Code §§201, 202, 203, 204, 226, 226.7, 245, 246, 248.5, 510, 512, 1174, 1194, 1198,
15 1198.5, 2699, 2802, and all applicable Industrial Welfare Commission ("IWC") Orders.

16 2. This action is brought as a representative action on behalf of all current and
17 former aggrieved employees who were employed by Defendants in California and who work
18 or worked as non-exempt hourly employees during the applicable time period and who were
19 subject to Defendants' meal period policy, rest period policy, compensation policy, overtime
20 policy, reimbursement policy, final payment of wages policy, and related wage and hour
21 policies and/or practices.

22 3. As set forth in detail below, Defendants consistently implemented, maintained
23 and enforced unlawful policies and practices regarding Plaintiffs in violation of California's
24 wage and hour laws, which led to Defendants' violations of Labor Code §§ 201-204, 226,
25 226.7, 245, 246, 248.5, 510, 512, 551, 552, 1174, 1194, 1198, 2698, et seq., 2802 and IWC
26 Wage Orders to Defendants': (1) failure to pay all wages, including minimum wages, straight
27 time wages, and overtime compensation; (2) failure to provide meal periods; (3) failure to
28 authorize and permit rest periods or provide compensation in lieu thereof; (4) failure to timely

1 pay all wages owed; (5) failure to properly maintain and submit accurate itemized wage
2 statements; (6) failure to reimburse expenses; and (7) waiting time penalties. Such policies
3 and practices, as described herein, violate the Labor Code, and trigger civil penalties under
4 Labor Code §2699. Therefore, Plaintiffs, on behalf of themselves and all aggrieved
5 employees, bring this representative PAGA action pursuant to the provisions of the Labor
6 Code as referenced herein. Plaintiffs seek recovery of civil penalties, reasonable attorneys'
7 fees and costs, and other relief as deemed proper.

8 4. The acts complained of herein occurred, occur and will occur, at least in part,
9 within the statute of limitations under the PAGA statute, or within the statute of limitations of
10 any other Complaint or other filing which has tolled the claims asserted herein, up to and
11 through the time of trial for this matter.

12 **II. THE PARTIES**

13 5. Plaintiff Michael is, and was at all relevant times mentioned herein, an
14 individual who worked as a non-exempt employee for Defendants in California in 2024.

15 6. Defendant ILC is and has been, at all relevant times herein, a limited liability
16 company existing under the laws of the State of Florida, and doing business within the County
17 of Los Angeles, in the State of California.

18 7. Defendants DOES 1 through 100, inclusive, are sued herein under fictitious
19 names. Their true names and capacities are unknown to Plaintiffs. When their true names and
20 capacities are ascertained, Plaintiffs will amend their complaint by inserting their true names
21 and capacities herein. Plaintiffs are informed and believe, and based thereon allege that each
22 of the fictitiously named Defendants are responsible in some manner for the occurrences
23 herein alleged and that Plaintiffs' damages as herein alleged were proximately caused by
24 those Defendants.

25 8. Defendants, and each of them, are now and/or at all times mentioned in this
26 Complaint were the agents, servants and/or employees of some or all other Defendants, and
27 vice-versa, and in doing the things alleged in this Complaint, Defendants are now and/or at all
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1 times mentioned in this Complaint were acting within the course and scope of that agency,
2 servitude and/or employment.

3 9. Defendants, and each of them, are now and/or at all times mentioned in this
4 Complaint were members of and/or engaged in a joint venture, partnership and common
5 enterprise, and were acting within the course and scope of, and in pursuit of a joint venture,
6 partnership and common enterprise.

7 10. Each reference in this complaint to “Defendant,” “Defendants,” or a
8 specifically named Defendant refers also to all Defendants sued under fictitious names.

9 11. Plaintiffs are informed and believe, and thereon allege that at all relevant times
10 herein, Defendants maintained offices, employed persons, conducted business in, and/or
11 engaged in illegal employment practices and policies in the State of California, County of Los
12 Angeles.

13 **III. JURISDICTION**

14 12. The California Superior Court has jurisdiction in this matter due to Defendants’
15 aforementioned violations of California statutory law and/or related common law principles.

16 13. The California Superior Court also has jurisdiction in this matter because both
17 the relief sought herein exceeds the minimal jurisdictional limits of the Superior Court and
18 will be established at trial, according to proof.

19 14. The California Superior Court also has jurisdiction in this matter because
20 Defendants’ corporate officers direct, control, and coordinate Defendants’ activities from
21 Defendants’ offices located in the State of California.

22 15. The California Superior Court also has jurisdiction in this matter because
23 during their employment with Defendants, Plaintiffs herein were all California citizens and/or
24 employees working within California, Defendants have owned and operated offices within
25 California. Further, there is no federal question at issue, as the issues herein are based solely
26 on California statutes and law.
27
28

1 **IV. VENUE**

2 16. Venue in Los Angeles County is proper in this matter as Defendants' liabilities
3 and obligations arose in Los Angeles County, including Defendants' statutory obligations to
4 pay Plaintiffs wages for all hours worked, overtime wages, straight time wages, minimum
5 wages, timely wages upon termination and/or resignation, provide legally compliant meal and
6 rest periods, maintain and submit accurate wage statements, and other obligations as described
7 herein.

8 **V. COMMON FACTUAL ALLEGATIONS**

9 17. Defendant ILC owns and operates a managed care services company, including
10 in the County of Los Angeles. This case arises out of Defendants' failure to comply with
11 California's wage and hour laws.

12 18. Plaintiffs and the aggrieved employees who Plaintiffs seek to represent worked
13 for Defendants as non-exempt employees in California, during the relevant time period.

14 19. During Plaintiffs' employment, Defendants have failed to pay Plaintiffs and
15 other aggrieved employees the proper amount of straight time and overtime wages.
16 Defendants have violated various sections of the Labor Code, including §§510 and 1194, by
17 failing to provide Plaintiffs all wages owed, including overtime compensation for work over 8
18 hours in a day and excess of forty (40) hours per week without receiving the proper regular
19 rate of pay and therefore have failed to receive overtime compensation and/or the proper
20 overtime premium. Further, the hourly rate which Defendants use to calculate the overtime
21 and double time premiums is an artifice, subterfuge, and sham in that the regular rate is not
22 based on all remuneration earned. The regular rate must include all remuneration as provided
23 in *Huntington v. Superior Court (Mutuc)* (2005) 131 Cal App. 4th 893. Accordingly, the
24 Plaintiffs allege that the Defendants fail to pay the full amount of wages due because the
25 Defendants miscalculate the regular rate. Plaintiffs allege and will prove that they are entitled
26 to payment based on the proper and legal regular rate which will include all damages that flow
27 from this calculation. Defendants are therefore in violation of Labor Code §§ 510 and 1194,
28

1 and the relevant California Industrial Welfare Commission Orders.

2 20. Defendants also fail to provide Plaintiffs with meal and rest periods under
3 California law. Defendants failed to adopt, implement, and enforce a uniform meal period
4 policy that complied with California law. For example, Defendants required Plaintiffs to take
5 meal periods after they worked for more than five hours, and Defendants failed to provide
6 Plaintiffs with their full 30 minute duty-free meal period based on numerous factors, including
7 but not limited to the fact that the amount of work required of Plaintiffs by Defendants
8 necessitated that Plaintiffs take their meal periods late, return early from their meal periods,
9 and/or interrupt their meal periods. Moreover, as a matter of policy and/or practice,
10 Defendants failed to pay Plaintiffs one hour of pay at their regular rate of pay for each
11 workday that a 30 minute duty-free meal period was not provided. Defendants also failed to
12 keep accurate records of meal breaks taken by Plaintiffs in violation of Labor Code §1174 and
13 the applicable IWC Wage Orders.
14

15 21. Defendants also failed to adopt, implement, and enforce a uniform rest period
16 policy that complied with California law. Defendants failed to authorize and permit Plaintiffs
17 to take duty free rest periods of 10 minutes for every four hours worked or major fraction
18 thereof, by requiring Plaintiffs to regularly work through their rest periods to complete their
19 duties, and failing and refusing to provide a rest period for any hours in excess of 10 per day.
20 As a result of Defendants' lack of any meal or rest break policy that complies with California
21 law, Defendants have violated Labor Code §§512 and 226.7 and the applicable IWC Wage
22 Orders, among other things.

23 22. Defendants also willfully failed to provide properly itemized wage statements
24 to Plaintiffs pursuant to Labor Code §226. Defendants, for example, fail to identify the correct
25 hours and rates of pay for hours worked for Defendants, including but not limited to violations
26 of Labor Code § 226(a)(9) by not setting forth “all applicable hourly rates in effect during the
27 pay period and the corresponding number of hours worked at each hourly rate.” Defendants
28 also violate Labor Code §§ 226(a)(1) and 226(a)(5) by failing to correctly state the total net

1 and gross wages earned by failing to itemize meal and rest period premium payments, among
2 other things. The failure to provide accurate itemized wage statements violates Labor Code
3 §§226, 2699, et seq., and IWC Wage Orders.

4 23. Defendants failed and refused to fully reimburse Plaintiffs for expenses
5 necessarily and reasonably incurred for Defendants, including but not limited to expenses
6 incurred by Plaintiffs for their cell phones and personal vehicles used for work purposes, in
7 violation of Labor Code § 2802, and IWC Wage Orders.

8 24. Defendants willfully failed and refused to timely pay all compensation due and
9 owing to Plaintiffs whose employment was terminated during the relevant time period, by
10 failing to pay all of Plaintiff's compensation due upon termination by failing and refusing to
11 pay overtime and straight time wages, failing to pay for off-the-clock work time, failing to pay
12 Plaintiffs for time worked during meal and rest periods and/ or to pay for such meal and rest
13 period premiums at the regular rate of pay, and Defendants' other unlawful actions as
14 described herein. As such, Defendants are liable for accrued wages due, and waiting time
15 penalties owed, in accordance with Labor Code §§201, 202, and 203.

16 **VI. PRIVATE ATTORNEYS GENERAL ACT CLAIM**

17 25. On or about January 13, 2025, Plaintiffs provided written notice via certified
18 mail to the Labor and Workforce Development Agency ("LWDA") and Defendants of the
19 specific provisions of the Labor Code alleged to have been violated, including the facts and
20 theories to support the alleged violations.

21 26. The LWDA failed to respond to Plaintiffs' counsel's correspondence dated
22 January 13, 2025 and failed to notify Plaintiffs' counsel as to whether it would investigate the
23 allegations contained therein, within 65 calendar days of the postmark date of Plaintiffs'
24 correspondence as required under Labor Code §2699.3. Plaintiffs have fully complied with
25 the notice requirements set forth in Labor Code §2699.3 in order to commence a civil action
26 against an employer pursuant to Labor Code §2699.

27 27. Defendants' failure to pay Plaintiffs for all hours worked, minimum wages,
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1 overtime compensation, failure to provide meal periods, failure to authorize and permit rest
2 periods, failure to pay all wages upon termination or resignation, failure to provide accurate
3 itemized wage statements, and failure to reimburse business expenses, will subject Defendants
4 to civil penalties pursuant to, without limitation, Labor Code §§ 201, 202, 203, 204, 226, 245,
5 246, 510, 512, 551, 552, 1174, 1194, 1197, 1198, 2802 and IWC Wage Orders.

6 28. Plaintiffs are aggrieved employees as defined in Labor Code §§2699(a) and
7 (c), and related Labor Code provisions. Plaintiffs bring the causes of action below on behalf
8 of themselves, as private attorneys general, and in a representative capacity on behalf of other
9 aggrieved employees, affected by the labor law violations alleged herein.

10 **A. FAILURE TO PAY ALL WAGES AND OVERTIME COMPENSATION**

11 29. Labor Code §1194 states that any employee receiving less than the legal
12 minimum wage or the legal overtime compensation applicable to the employee is entitled to
13 recover the unpaid balance of the full amount of this minimum wage or overtime
14 compensation, including interest thereon, reasonable attorney's fees, and costs of suit.

15 30. Labor Code §1197 states that the minimum wage for employees fixed by the
16 commission is the minimum wage to be paid to employees, and the payment of a lesser wage
17 than the minimum so fixed is unlawful.

18 31. Labor Code §510(a) and IWC Wage Orders regulating payment of wages in
19 the state of California, provide that eight (8) hours of labor constitutes a day's work and any
20 work in excess of eight (8) hours in one (1) workday and any work in excess of forty (40)
21 hours in any one workweek shall be compensated at the rate of no less than one and one-half
22 times the regular rate of pay for each employee and any work in excess of twelve (12) hours in
23 any one workday shall be compensated at the rate of no less than twice the regular rate of pay
24 for each employee.

25 32. At all relevant times, Defendants required Plaintiffs to perform work without
26 compensation in violation of the IWC Wage Orders and the Labor Code. Specifically,
27 Plaintiffs were not paid for all of their hours worked, in that Defendants failed to pay non-
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1 exempt hourly workers such as Plaintiffs for all of their hours worked by, among other things,
2 requiring Plaintiffs to perform off-the-clock work without compensation. Additionally,
3 Defendants rounded Plaintiffs' time to not include pre-shift and post-shift work duties, and
4 Plaintiffs regularly worked through their meal periods without compensation. Defendants are
5 therefore in violation of Labor Code §§510 and 1194, and the IWC Wage Orders.

6 33. Pursuant to Labor Code §218.6 and Civil Code §3287, Plaintiffs seek recovery
7 of pre-judgment interest on all amounts recovered herein. Plaintiffs further request that this
8 Court award reasonable attorneys' fees and costs incurred in this action pursuant to Labor
9 Code §§1194(a) and/or 2699.

10 34. Pursuant to Labor Code §§2699, 2699.3, and/or 2699.5, Plaintiffs are
11 aggrieved employees, entitled to recover civil penalties pursuant to the Labor Code, including
12 but not limited to Labor Code §§558, 1197.1, and 2699(f). Plaintiffs seek only to recover the
13 civil penalties provided for in §§558(a) and 1197.1 for the violations alleged herein, and do
14 not seek to recover underpaid wages.
15

16 **B. MEAL PERIODS (Labor Code §§226.7 and 512)**

17 35. Labor Code §512 and applicable IWC Wage Orders state that an employer may
18 not employ an employee for a work period of more than five (5) hours per day without
19 providing the employee a meal period of not less than 30 minutes, and an employer may not
20 employ an employee for a work period of more than 10 hours per day without providing the
21 employee with a second meal period of not less than 30 minutes. The applicable Wage Orders
22 state that unless the employee is relieved of all duty during a 30-minute meal period, the meal
23 period shall be considered an "on duty" meal period and counted as time worked. Labor Code
24 §226.7(a) further states that no employer shall require any employee to work during any meal
25 or rest period mandated by an applicable order of the IWC. Moreover, an employer is
26 prohibited from exerting coercion against the taking of, creating incentives to forego, or
27 otherwise encouraging the skipping of legally protected breaks.
28

36. Plaintiffs were not provided with nor given the opportunity to take the requisite

1 meal periods before the end of the first 5 hours of work, nor were they provided with or given
2 the opportunity to take a proper second meal period during the days when they worked more
3 than 10 hours in a day. Moreover, among other things, Plaintiffs were required to work
4 through their meal periods and/or were interrupted with work duties during their meal periods,
5 in violation of California law.

6 37. Pursuant to Labor Code §226.7(b) and the IWC Wage Orders, if an employer
7 fails to provide an employee a meal period in accordance with the applicable provisions of
8 IWC Wage Orders, the employer shall pay the employee one (1) hour of pay at the
9 employee's regular rate of compensation for each workday that the meal period is not
10 provided. As such, Plaintiffs are entitled to an additional one hour's pay for each day in
11 which Plaintiffs were not provided a proper meal break under the above-described authorities.

12 38. Labor Code §558 and the IWC Wage Orders state, in pertinent part, that any
13 employer or other person acting on behalf of an employer who violates, or causes to be
14 violated, a section of any provision regulating hours and days of work in any order of the IWC
15 shall be subject to a civil penalty as follows: (1) For any initial violation, fifty dollars (\$50)
16 for each underpaid employee for each pay period for which the employee was underpaid in
17 addition to an amount sufficient to recover underpaid wages; (2) For each subsequent
18 violation, one hundred dollars (\$100) for each underpaid employee for each pay period for
19 which the employee was underpaid in addition to an amount sufficient to recover underpaid
20 wages. Plaintiffs seek only to recover the civil penalty provided for in §558(a) for the
21 violations alleged herein, and do not seek to recover underpaid wages.

22 39. Plaintiffs request that the Court award interest on all unpaid wages at the legal
23 rate specified by Civil Code §3289(b), accruing from the date the wages were due and payable
24 pursuant to Labor Code §218.6.

25 40. Pursuant to Labor Code §§2699, 2699.3, and/or 2699.5, Plaintiffs are
26 aggrieved employees, entitled to recover civil penalties pursuant to the Labor Code, including
27 but not limited to Labor Code §§558 and 2699(f).
28

1 **C. REST PERIODS (Labor Code §226.7)**

2 41. The IWC Wage Orders provide that every employer shall authorize and permit
3 all employees to take rest periods. The authorized rest period time shall be based on the total
4 hours worked daily at the rate of ten (10) minutes net rest time per four hours of work, or
5 major fraction thereof. An employer must provide employees with 10 minutes rest for shifts
6 from three and one-half to six hours in length, 20 minutes for shifts of more than six hours up
7 to 10 hours, 30 minutes for shifts of more than 10 hours up to 14 hours, and so on.
8 Furthermore, Labor Code §1198 provides, in pertinent part: . . . The employment of any
9 employee for longer hours than those fixed by the order or under conditions of labor
10 prohibited by the order is unlawful.”

11 42. Plaintiffs were not permitted to take proper rest periods and/or were required to
12 work during any “rest periods” in contravention of California law. Further, Plaintiffs and
13 other aggrieved employees were required to waive the taking of their rest breaks because of
14 the business of Defendants’ operations, and/or were coerced not to take legally mandated rest
15 periods by Defendants’ criticizing, disciplining and/or reprimanding Plaintiffs and other
16 aggrieved employees who attempted to take legally required rest periods; failed to schedule
17 rest periods; and pressured Plaintiffs to remain available during the workday.

18 43. Defendants further failed to pay Plaintiffs a missed rest period premium
19 payment for each rest period that was not authorized or permitted, and/or failed to pay such
20 rest period premium at Plaintiffs’ regular rate of pay.

21 44. Pursuant to Labor Code §226.7(b) and IWC Wage Orders, if an employer fails
22 to provide an employee a rest period in accordance with the applicable provisions of the IWC
23 Wage Orders, the employer shall pay the employee one (1) hour of pay at the employee’s
24 regular rate of compensation for each workday that the rest period is not provided.

25 45. As such, Plaintiffs are entitled to an additional one hour of pay for each day in
26 which they were not provided a proper rest period under the above-described authorities.

27 46. Plaintiffs request that the Court award interest on all unpaid wages at the legal
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1 rate specified by Civil Code §3289(b), accruing from the date the wages were due and payable
2 pursuant to Labor Code §218.6.

3 47. Labor Code §558 and IWC Wage Orders state, in pertinent part, that any
4 employer or other person acting on behalf of an employer who violates, or causes to be
5 violated, a section of any provision regulating hours and days of work in any order of the IWC
6 shall be subject to a civil penalty as follows: (1) For any initial violation, fifty dollars (\$50)
7 for each underpaid employee for each pay period for which the employee was underpaid in
8 addition to an amount sufficient to recover underpaid wages; (2) For each subsequent
9 violation, one hundred dollars (\$100) for each underpaid employee for each pay period for
10 which the employee was underpaid in addition to an amount sufficient to recover underpaid
11 wages. Pursuant to Labor Code §§558, 1198 and 2699, and/or IWC Wage Orders, Plaintiffs
12 are entitled to civil penalties for each pay period in which Defendants underpaid their wages
13 as set forth herein. Plaintiffs seek only to recover the civil penalty provided for in §558(a) for
14 the violations alleged herein, and do not seek to recover underpaid wages.
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16 48. Pursuant to Labor Code §§2699, 2699.3, and/or 2699.5, Plaintiffs are
17 aggrieved employees, entitled to recover civil penalties pursuant to the Labor Code, including
18 but not limited to Labor Code §§558, 2699(f), and applicable IWC Wage Orders.

19 **D. FAILURE TO REIMBURSE EXPENSES**

20 49. Labor Code § 2802(a) states, in pertinent part: “An employer shall indemnify
21 his or her employee for all necessary expenditures or losses incurred by the employee in direct
22 consequence of the discharge of his or her duties, or of his or her obedience to the directions
23 of the employer. . .”

24 50. Defendants required Plaintiffs to maintain and use their own cell phones and
25 personal vehicles to perform their job duties and respond to text messages and phone calls for
26 work purposes, but Defendants failed and refused to reimburse Plaintiffs the full value for
27 Plaintiffs to use their cell phones for company business.

28 51. Defendants’ failure to reimburse and/or indemnify Plaintiffs for these

1 necessary expenditures constitutes a violation of California law.

2 52. Pursuant to Labor Code §§2699, 2699.3, and/or 2699.5, Plaintiffs are
3 aggrieved employees, entitled to recover civil penalties pursuant to the Labor Code, including
4 but not limited to Labor Code § 2699(f).

5 **E. FAILURE TO PROPERLY MAINTAIN AND SUBMIT ACCURATE**
6 **ITEMIZED WAGE STATEMENTS (Labor Code §226)**

7 53. Labor Code §§226, 1174, and/or the applicable IWC Wage Orders require
8 employers to maintain and provide employees accurate time and employment records, as well
9 as itemized wage statements showing, among other things, gross wages earned, the total hours
10 worked by the employee, all deductions, net wages earned, all applicable hourly rates in effect
11 during the pay period and the corresponding number of hours worked at each hourly rate by
12 the employee. Furthermore, the applicable Wage Orders and Labor Code §226 requires every
13 employer to keep accurate information with respect to each employee, including: (1) the
14 employee's full name, home address, occupation, social security number, employee's date of
15 birth, and time records showing when the employee begins and ends each work period; (2) an
16 employee's meal periods; (3) total wages paid each payroll period; and (4) total hours worked
17 during the payroll period and applicable rates of pay.

18 54. Defendants failed to properly maintain itemized wage statements in that,
19 among other things, the wage statements provided do not set forth the accurate number of
20 hours worked, correct rates of pay, all overtime compensation, meal periods, premium pay,
21 and other related information required by California law. In addition, in implementing their
22 illegal meal and rest period policies and practices regarding Plaintiffs, Defendants failed to
23 record wages for meal period and rest period premiums and other wages that should have been
24 paid to Plaintiffs as required by California law. Defendants have failed to record all items
25 delineated in Labor Code §226 and the applicable IWC Wage Orders, and required under
26 Labor Code §1174. Plaintiffs are informed and believe that these failures were knowing and
27 intentional by Defendants as Defendants sought to deprive Plaintiffs of their legitimate right
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1 to unpaid wages, and otherwise deprive them of their proper compensation. As a result of
2 Defendants' intentional and knowing failure to maintain adequate itemized statements,
3 Plaintiffs could not ascertain the actual amount of compensation they earned and/or were
4 entitled to, and thereby are presumed to have suffered cognizable injury in the form of the
5 accrual of unpaid wages, overtime, and interest pursuant to Labor Code §226(e)(2).

6 55. Pursuant to Labor Code §226(e), an employee who suffers injury as a
7 result of an employer's knowing and intentional failure to comply with subdivision (a), is
8 entitled to recover the greater of all actual damages or fifty dollars (\$50) for the initial pay
9 period in which a violation occurs and one hundred dollars (\$100) per employee for each
10 violation in a subsequent pay period, not exceeding an aggregate penalty of four thousand
11 dollars (\$4,000), and is entitled to an award of costs and reasonable attorney's fees.

12 56. Pursuant to Labor Code §226.3, "[a]ny employer who violates subdivision (a)
13 of Section 226 shall be subject to a civil penalty in the amount of two hundred fifty dollars
14 (\$250) per employee per violation in an initial citation and one thousand dollars (\$1,000) per
15 employee for each violation in a subsequent citation. . ."

16 57. Pursuant to Labor Code §§2699, 2699.3, and/or 2699.5, Plaintiffs are
17 aggrieved employees, entitled to recover civil penalties pursuant to the Labor Code, including
18 but not limited to Labor Code §§226.3, 1174.5 and 2699(f), as well as reasonable attorneys'
19 fees and costs.
20

21 **F. WAITING TIME PENALTIES (Labor Code §§201-203)**

22 58. Labor Code §201 states that an employer is required to provide an employee
23 who is terminated all unpaid wages immediately upon termination.

24 59. Plaintiffs are informed and believe and thereon allege that Defendants failed to
25 pay Plaintiffs all wages due and owing immediately upon termination, thereby violating Labor
26 Code §201.

27 60. Labor Code §202 states, in pertinent part, that an employer is required to
28 provide an employee who quits his or her employment all wages due and owing not later than

1 72 hours thereafter.

2 61. Plaintiffs are informed and believe and thereon allege that Defendants failed to
3 pay Plaintiffs all wages due and owing upon voluntary resignation, thereby violating Labor
4 Code §202.

5 62. Labor Code §203 states that if an employer willfully fails to pay an employee
6 wages according to Labor Code §§201 and 202, these wages shall continue as a penalty for up
7 to a maximum of 30 days.

8 63. Defendants willfully withheld paying Plaintiffs wages thereby violating Labor
9 Code §203, as further set forth herein. As such, Defendants are required to pay Plaintiffs a
10 30-day wage penalty in addition to all unpaid wages as described herein.

11 64. Pursuant to Labor Code §§2699, 2699.3, and/or 2699.5, Plaintiffs are
12 aggrieved employees, entitled to recover civil penalties pursuant to the Labor Code, including
13 but not limited to Labor Code §§256 and 2699(f).

14
15 **G. ALL CLAIMS**

16 65. Pursuant to Labor Code §2699, Plaintiffs seek to recover civil penalties, as
17 otherwise provided by statute and wage order, for which Defendants are liable as a result of
18 their violations of the Labor Code and applicable Wage Order(s) in an amount to be proven at
19 trial. These penalties include, but are not limited to, those provided by Labor Code §§210,
20 225.5, 226.3, 248.5, 256, 558, 1174.5, 1197.1, and 2699. Plaintiffs further seek an award of
21 reasonable attorneys' fees and costs pursuant to the Labor Code §2699(g)(1) and any other
22 applicable statute.

23 **WHEREFORE**, Plaintiffs pray:

- 24 a. For civil penalties pursuant to Labor Code §2699(f), in addition to and entirely
25 independent and apart from other penalties in the Labor Code and for Labor
26 Code violations without a specific civil penalty, in the amount of \$100 for each
27 aggrieved employee per pay period for each violation, and \$200 for each
28 aggrieved employee per pay period for each subsequent violation;

- 1 b. For civil penalties pursuant to Labor Code §558, as follows:
- 2 i. For any initial violation, fifty dollars (\$50) for each aggrieved
- 3 underpaid employee for each pay period for which the employee was
- 4 underpaid;
- 5 ii. For each subsequent violation, one hundred dollars (\$100) for each
- 6 aggrieved underpaid employee for each pay period for which the
- 7 employee was underpaid;
- 8 c. For civil penalties pursuant to Labor Code §1197.1, as follows:
- 9 i. For any initial violation that is intentionally committed, one hundred
- 10 dollars (\$100) for each underpaid employee for each pay period for
- 11 which the employee is underpaid;
- 12 ii. For each subsequent violation for the same offense, two hundred fifty
- 13 dollars (\$250) for each aggrieved underpaid employee for each pay
- 14 period for which the employee was underpaid regardless of whether the
- 15 initial violation is intentionally committed;
- 16 d. For civil penalties per Labor Code §226.3 in the amount of \$250 for each
- 17 aggrieved employee per pay period for each violation, and \$1,000 for each
- 18 aggrieved employee per pay period for each subsequent violation;
- 19 e. For civil penalties per Labor Code §1174.5 in the amount of \$500 for each
- 20 willful failure to maintain records as required by Labor Code §1174(c);
- 21 f. For civil penalties per Labor Code §256 in the amount of one day of pay, at the
- 22 same rate, for each day that an aggrieved employee was paid late, at the time of
- 23 termination, until payment was/is made, up to a maximum of thirty (30) days;
- 24 g. For civil penalties per Labor Code §210 in the amount of \$100 for each failure
- 25 to pay each employee, and for each subsequent violation, or any willful or
- 26 intentional violation, \$200 for each failure to pay each employee;
- 27 h. For reasonable attorneys' fees and costs incurred; and
- 28

1 i. For such relief as this Court may deem just and proper.
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3

4 Dated: March 20, 2025

BARTZ LAW GROUP, APC

5
6 By: /s/ Aaron A. Bartz
7 AARON A. BARTZ
8 Attorneys for Plaintiff NaShell Michael on
9 behalf of herself and all other aggrieved
10 employees
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Dated: March 20, 2025

By: /s/ Aaron A. Bartz
AARON A. BARTZ
Attorneys for Plaintiff NaShell Michael on
behalf of herself and all other aggrieved
employees