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12 the Plaintiff Class and Aggrieved Employees

13 **IN THE SUPERIOR COURT OF THE STATE OF CALIFORNIA**
14 **IN AND FOR THE COUNTY OF SANTA CLARA**

15 RACHEAL SPEARS individually, and on
16 behalf of all others similarly situated,

17 Plaintiff,

18 vs.

19 SAN JOSE COUNTRY CLUB, and
20 DOES 1 through 100, inclusive,

21 Defendants.

Case No. 20CV364969

CLASS ACTION

**FIRST AMENDED COMPLAINT FOR
DAMAGES, INJUNCTIVE RELIEF AND
RESTITUTION**

[JURY TRIAL DEMANDED]

22 Representative Plaintiff alleges as follows:

23 **INTRODUCTION**

24 1. This is a class action seeking unpaid compensation for wages, meal and/or rest
25 period violations, interest thereon, liquidated damages and other penalties, injunctive and other
26 equitable relief, and reasonable attorneys' fees and costs under, *inter alia*, California Labor Code
27 §§ 200-204, 218, *et seq.*, 226, *et seq.*, 510, 512, 558, 1174, 1174.5, 1182.12, 1194, *et seq.*, 1197,
28 1197.1, 1198, California Business and Professions Code §§ 17200, *et seq.*, California Code of
Civil Procedure § 1021.5, and California Gov't Code §§ 12940, *et seq.*

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1 2. Plaintiff Racheal Spears (“Representative Plaintiff” or “Plaintiff”) brings this
2 action individually and on behalf of all other persons similarly situated (“Class Members” and/or
3 the “Plaintiff Class”) who are or have been employed by defendant San Jose Country Club and/or
4 Does 1 through 100, inclusive (collectively “Defendants”) as non-exempt employees within the
5 State of California within the applicable class period.

6 3. The class period begins on March 6, 2016 and extends through trial, based upon the
7 allegation that the violations of California’s wage and hour laws, as described more fully below,
8 have been and are ongoing throughout that time.

9 4. During the class period, Defendants have had a consistent policy of (1) unlawfully
10 denying Class Members statutorily-mandated meal and rest periods, (2) willfully failing to provide
11 Class Members with accurate semimonthly itemized wage statements reflecting the total number
12 of hours each worked, the applicable deductions, and the applicable hourly rates in effect during
13 the pay period, and (3) willfully failing to pay compensation in a prompt and timely manner to
14 those Class Members whose employment with Defendants has terminated.

15 5. Defendants operate a country club within California for which Representative
16 Plaintiff worked as a server. The Representative Plaintiff is informed and believes and, on that
17 basis, alleges that, within the class period, Defendants employed scores, if not hundreds, of
18 individuals in California to perform these services, employment positions which did not, and
19 currently do not, meet any known test for exemption from the payment of overtime wages and/or
20 the entitlement to meal or rest periods.

21 6. Despite actual knowledge of these facts and legal mandates, Defendants have and
22 continue to enjoy an advantage over their competition and a resultant disadvantage to their workers
23 by electing not to pay all wages due (including missed meal and rest period compensation) and/or
24 all penalties due (including “waiting time” penalties) to Class Members.

25 7. Representative Plaintiff is informed and believes and, based thereon, alleges that
26 Defendants’ officers knew of these facts and legal mandates yet, nonetheless, repeatedly
27 authorized and/or ratified the violation of the laws cited herein.
28

9. This Court has jurisdiction over the Class Members' claims for unpaid wages and/or penalties under, *inter alia*, the applicable Industrial Welfare Commission Wage Order, Title 8 of the California Code of Regulations, Labor Code §§ 201-204, 226, 226.7, 512, 1174, and/or the California Code of Civil Procedure § 1021.5.

10. This Court also has jurisdiction over the claims herein for injunctive relief and restitution of ill-gotten benefits arising from Defendants' unfair and/or fraudulent business practices under California Business & Professions Code § 17200, *et seq.*

11. Venue as to Defendants is proper in this judicial district pursuant to California Code of Civil Procedure § 395(a). Defendants provided the aforementioned services within this County where Plaintiff and numerous Class Members worked, transacts business, has agents, and is otherwise within this Court's jurisdiction for purposes of service of process. The unlawful acts alleged herein have had a direct effect on Representative Plaintiff and those similarly situated within the State of California and within this County.

12. Representative Plaintiff is a natural person who was employed by Defendants as a Server during the class period.

13. In these capacities, Representative Plaintiff is and was entitled to full, uninterrupted and statutorily-mandated meal and rest periods, as well as other benefits of employment as set forth herein.

DEFENDANTS

14. Representative Plaintiff is informed and believes and, based thereon, alleges that, at all times herein relevant, Defendants (including the Doe defendants) did business within the State of California operating a country club and restaurant.

15. Those defendants identified as Does 1 through 100, inclusive, are and were, at all relevant times herein-mentioned, officers, directors, partners, and/or managing agents of some or each of the remaining defendants. Representative Plaintiff is informed and believes and, on that basis, alleges that, at all relevant times herein mentioned, Defendants, and each of them, employed and/or exercised control over the wages, hours, and/or working conditions of the Representative Plaintiff and Class Members within the State of California.

16. The Representative Plaintiff is unaware of the true names and capacities of those defendants sued herein as Does 1 through 100, inclusive and, therefore, sues these defendants by such fictitious names. The Representative Plaintiff will seek leave of court to amend this Complaint when such names are ascertained. The Representative Plaintiff is informed and believes and, on that basis, alleges that each of the fictitiously-named defendants were responsible in some manner for, gave consent to, ratified, and/or authorized the conduct herein alleged and that the damages, as herein alleged, were proximately caused thereby.

17. Representative Plaintiff is informed and believes and, on that basis, alleges that, at all relevant times herein mentioned, each of the defendants was the agent and/or employee of each of the remaining defendants and, in doing the acts herein alleged, was acting within the course and scope of such agency and/or employment.

CLASS ACTION ALLEGATIONS

18. The Representative Plaintiff brings this action individually and on behalf of all persons similarly situated and proximately damaged by Defendants' conduct including, but not necessarily limited to, the following Plaintiff Class:

"All persons employed by Defendants as non-exempt employees in California on or after March 6, 2016."

1 19. Defendants' officers and directors are excluded from the Plaintiff Class.

2 20. This action has been brought and may properly be maintained as a class action
3 under California Code of Civil Procedure § 382 because there is a well-defined community of
4 interest in the litigation and the proposed class is easily ascertainable.

5 a. Numerosity: A class action is the only available method for the fair
6 and efficient adjudication of this controversy. Insofar as
7 Representative Plaintiff is informed and believes and, on that basis,
8 alleges that there are sufficient Class Members to meet the
9 numerosity requirement, the members of the Plaintiff Class are so
numerous that joinder of all members is impractical, if not
impossible. Membership in the class will be determined upon
analysis of employee and payroll, among other, records maintained
by Defendants.

10 b. Commonality: The Representative Plaintiff(s) and the Class
11 Members share a community of interests in that there are numerous
12 common questions and issues of fact and law which predominate
over any questions and issues solely affecting individual members,
including, but not necessarily limited to:

- 13 1) Whether Defendants violated California Business and
14 Professions Code § 17200, *et seq.* by failing to provide meal
and/or rest breaks to Class Members working eligible shifts;
- 15 2) Whether Defendants violated California Labor Code § 1174 by
16 failing to keep accurate records of employees' hours of work;
- 17 3) Whether Defendants violated California Labor Code §§ 201-
18 204 by failing to pay wages due and owing at the time that
certain Class Members' employment with Defendants
terminated;
- 19 4) Whether Defendants violated California Labor Code § 226 by
20 failing to provide semimonthly itemized statements to Class
21 Members of total hours worked by each, all wages earned and
all applicable hourly rates in effect during the pay period; and
- 22 5) Whether Class Members are entitled to "waiting time"
23 penalties, pursuant to California Labor Code § 203.

24 c. Typicality: The Representative Plaintiff's claims are typical of the
25 claims of Class Members. The Representative Plaintiff and Class
Members sustained damages arising out of and caused by
Defendants' common course of conduct in violation of law, as
alleged herein.

26 d. Adequacy of Representation: The Representative Plaintiff in this
27 class action is an adequate representative of the Plaintiff Class in
28 that the Representative Plaintiff's claims are typical of those of the
Plaintiff Class and has the same interest in the litigation of this case

1 as the Class Members. The Representative Plaintiff is committed to
2 vigorous prosecution of this case and retained competent counsel
3 who are experienced in conducting litigation of this nature. The
4 Representative Plaintiff is not subject to any individual defenses
5 unique from those conceivably applicable to Class Members as a
6 whole and anticipates no management difficulties in this litigation.

- 7 e. Superiority of Class Action: Since the damages suffered by
8 individual Class Members, while not inconsequential, may be
9 relatively small, the expense and burden of individual litigation by
10 each member makes or may make it impractical for Class Members
11 to seek redress individually for the wrongful conduct alleged herein.
12 Should separate actions be brought, or be required to be brought, by
13 each individual Class Member, the resulting multiplicity of lawsuits
14 would cause undue hardship and expense for the Court and the
15 litigants. The prosecution of separate actions would also create a risk
16 of inconsistent rulings which might be dispositive of the interests of
17 other Class Members who are not parties to the adjudications and/or
18 may substantially impede their ability to adequately protect their
19 interests.

20 COMMON FACTUAL ALLEGATIONS

21 21. As described herein, for years, Defendants have knowingly failed to adequately
22 compensate those employees within the class definition identified above for all wages earned
23 (including premium wages such as compensation for missed meal and/or rest periods) under the
24 California Labor Code and the applicable IWC Wage Order, thereby enjoying a significant
25 competitive edge over similar companies.

26 22. Defendants have declined to pay these wages, even upon a Class Member's
27 termination or resignation from employment, in blatant violation of California Labor Code § 201
28 and/or § 202.

23 23. California Labor Code §§ 201 and 202 require Defendants to pay severed
24 employees all wages due and owed to the employee immediately upon discharge or within 72
25 hours of resignation of their positions, in most circumstances. California Labor Code § 203
26 provides that an employer who willfully fails to timely pay such wages must, as a penalty, continue
27 to pay the subject employees' wages until the back wages are paid in full or an action is
28 commenced, and the payment of such penalty shall continue for a period of time up to 30 days.

23 24. Furthermore, despite knowledge of the Class Members' entitlement to
24 compensation for all hours worked, Defendants violated California Labor Code § 1174(d) by

1 failing to provide or require the use, maintenance, or submission of time records by members of
2 the Plaintiff Class. Defendants also failed to provide Class Members with accurate semimonthly
3 itemized statements of the total number of hours worked by each, and all applicable hourly rates
4 in effect, during the pay period, in violation of California Labor Code § 226. In failing to provide
5 the required documents, Defendants have not only failed to pay their workers the full amount of
6 compensation due, but have also, until now, effectively shielded themselves from employee
7 scrutiny by concealing the magnitude and financial impact of their wrongdoing that such
8 documents might otherwise have led workers to discover.

9 25. Representative Plaintiff and all persons similarly situated are entitled to unpaid
10 compensation, yet, to date, have not received such compensation despite many of the same having
11 been terminated by and/or resigned from Defendants' employ. More than 30 days have passed
12 since certain Class Members have left Defendants' employ.

13 26. As a consequence of Defendants' willful conduct in not paying former employees'
14 compensation for all hours worked in a prompt and timely manner, certain Class Members are
15 entitled to up to 30 days wages as a penalty under California Labor Code § 203, together with
16 attorneys' fees and costs.

17 27. As a direct and proximate result of Defendants' unlawful conduct, as set forth
18 herein, Class Members have sustained damages, as described above, including compensation for
19 loss of earnings for hours worked on behalf of Defendants, in an amount to be established at trial.
20 As a further direct and proximate result of Defendants' unlawful conduct, as set forth herein,
21 certain Class Members are entitled to recover "waiting time" penalties (pursuant to California
22 Labor Code § 203) and penalties for failure to provide semimonthly statements of hours worked
23 and all applicable hourly rates (pursuant to California Labor Code § 226) in an amount to be
24 established at trial. As a further direct and proximate result of Defendants' unlawful conduct, as
25 set forth herein, Class Members are also entitled to recover costs and attorneys' fees pursuant to
26 California Code of Civil Procedure § 1021.5, among other authorities.

27 28. Representative Plaintiff seeks injunctive relief prohibiting Defendants from
28 engaging in the complained-of illegal labor acts and practices in the future. Representative Plaintiff

1 also seeks restitution of costs incurred by Class Members under California's Unfair Competition
2 Law. Unless enjoined, Defendants' unlawful conduct will continue unchecked, while Class
3 Members bear the financial brunt of Defendants' unlawful conduct. As a further direct and
4 proximate result of Defendants' unlawful conduct, as set forth herein, Class Members are also
5 entitled to recover costs and attorneys' fees, pursuant to statute.

6 29. Representative Plaintiff has complied with the procedures for bringing suit (as
7 specified in California Labor Code § 2699.3) necessary to maintain a civil action against
8 Defendants for violation of (and/or recovery under) California's Private Attorneys General Act.
9 On March 6, 2020, Representative Plaintiff served and filed a notice upon the Labor and
10 Workforce Development Agency in compliance with Labor Code §§ 2699, *et seq.*

11
12 **INDIVIDUAL FACTUAL ALLEGATIONS**

13 30. Additionally, Defendants discriminated against and harassed Representative
14 Plaintiff based on sex. Throughout Representative Plaintiff's employment, Representative Plaintiff
15 was subjected to unwanted harassing conduct including disparaging remarks based on
16 Representative Plaintiff's gender, and unwanted touching. The unwanted harassing conduct was
17 so severe and pervasive that any reasonable person would have found the work environment hostile
18 and/or abusive. Representative Plaintiff found the work environment hostile and abusive.

19 31. The unwanted harassing conduct was engaged in and/or endorsed by
20 Representative Plaintiff's supervisors and/or managers.

21 32. Defendants were on notice of this unwanted harassing conduct and tolerated the
22 behavior against Representative Plaintiff, and other female employees. Rather than attempt to stop
23 the unwanted harassing conduct from occurring, Defendants endorsed and ratified the behavior.

24 33. This harassment and the Defendants' endorsement thereof created a hostile work
25 environment which caused Representative Plaintiff serious emotional hardship. Representative
26 Plaintiff was embarrassed and suffered emotional harm because of this treatment.

27 34. Prior to filing this Complaint, Representative Plaintiff filed a Complaint against
28 Defendants with the California Department of Fair Employment and Housing ("DFEH"), pursuant

1 to California Government Code § 12960, *et seq.*, alleging the claims set forth in this Complaint.
2 On March 6, 2020 the DFEH issued a “right-to-sue” notice related to Defendants. All conditions
3 precedent to the initiation of this lawsuit have been fulfilled. This action is filed within one year
4 of the date the DFEH issued its right to sue letter.

5
6 **FIRST CAUSE OF ACTION**
7 **UNLAWFUL FAILURE TO PAY WAGES**
8 **(California Labor Code §§ 200-204, 510, 558, 1194, 1197 and 1198; IWC Wage Order)**

9 35. Each and every allegation of the preceding paragraphs is incorporated in this cause
10 of action with the same force and effect as though fully set forth herein.

11 36. During the limitations period, Class Members performed work for Defendants,
12 oftentimes in excess of eight hours in a workday and/or forty hours in a workweek. The number
13 of hours will be proven at trial.

14 37. During the limitations period, Defendants refused to compensate Class Members
15 for all of the wages they earned, in violation of the applicable IWC Wage Order and provisions of
16 the California Labor Code.

17 38. At all relevant times, Defendants were aware of, and were under a duty to comply
18 with, the overtime provisions of the California Labor Code including, but not limited to, California
19 Labor Code §§ 510, 1194, and 1198.

20 39. California Labor Code § 510(a) provides, in pertinent part:

21 Any work in excess of eight hours in one workday and any work in excess
22 of 40 hours in any one workweek and the first eight hours worked on the
23 seventh day of work in any one workweek shall be compensated at the rate
24 of no less than one and one-half times the regular rate of pay for an
25 employee.

26 40. California Labor Code § 1194(a) provides, in pertinent part:

27 Notwithstanding any agreement to work for a lesser wage, any employee
28 receiving less than the legal minimum wage or the legal overtime
compensation applicable to the employee is entitled to recover in a civil
action the unpaid balance of the full amount of this minimum wage or
overtime compensation, including interest thereon, reasonable attorneys’
fees, and costs of suit.

1 41. California Labor Code § 1198 provides, in pertinent part:

2 The maximum hours of work and the standard conditions of labor fixed by
3 the commission shall be the maximum hours of work and the standard
4 conditions of labor for employees. The employment of any employee for
longer hours than those fixed by the order or under conditions of labor
prohibited by the order is unlawful.

5 42. By refusing to compensate Class Members for minimum wages and/or overtime
6 wages earned, Defendants violated those California Labor Code provisions cited herein as well as
7 the applicable IWC Wage Order.

8 43. Defendants' conduct, as heretofore detailed, represents underpayment of wages
9 pursuant to California Labor Code §§ 218, *et seq.*, 558, 1194, *et seq.*, and 1197, *et seq.*, for which
10 damages and/or penalties are now sought in an amount according to proof.

11 44. As a direct and proximate result of Defendants' unlawful conduct, as set forth
12 herein, Class Members have sustained damages, including loss of earnings for hours of overtime
13 worked on behalf of Defendants, in an amount to be established at trial. As a further direct and
14 proximate result of Defendants' unlawful conduct, as set forth herein, Class Members are entitled
15 to recover penalties in amounts to be established at trial, as well as attorneys' fees and costs, and
16 restitution, pursuant to statute.

17
18 **SECOND CAUSE OF ACTION**
FAILURE TO PROVIDE MEAL AND REST PERIODS
19 **(California Labor Code §§ 226.7 and 512)**

20 45. Each and every allegation of the preceding paragraphs is incorporated in this cause
21 of action with the same force and effect as though fully set forth herein.

22 46. At all relevant times, Defendants were aware of and were under a duty to comply
23 with California Labor Code § 226.7 and §512.

24 47. California Labor Code § 226.7 provides, in pertinent part:

25 (a) No employer shall require any employee to work during any meal
26 or rest period mandated by an applicable order of the Industrial Welfare
Commission.

27 (b) If an employer fails to provide an employee a meal period or rest
28 period in accordance with an applicable order of the Industrial Welfare
Commission, the employer shall pay the employee one additional hour of

pay at the employee's regular rate of compensation for each work day that the meal or rest period is not provided.

48. Moreover, California Labor Code § 512(a) provides, in pertinent part:

An employer may not employ an employee for a work period of more than five hours per day without providing the employee with a meal period of not less than 30 minutes, except that if the total work period per day of the employee is no more than six hours, the meal period may be waived by mutual consent of both the employer and employee. An employer may not employ an employee for a work period of more than 10 hours per day without providing the employee with a second meal period of not less than 30 minutes, except that if the total hours worked is no more than 12 hours, the second meal period may be waived by mutual consent of the employer and the employee only if the first meal period was not waived.

49. Sections 11 and 12, respectively, of the applicable IWC Wage Order mandate that employers provide all applicable meal and/or rest periods to non-exempt (including exempt-misclassified) employees.

50. Section 11 of the applicable IWC Wage Order provides:

(A) No employer shall employ any person for a work period of more than five (5) hours without a meal period of not less than 30 minutes...

(B) An employer may not employ an employee for a work period of more than ten (10) hours per day without providing the employee with a second meal period of not less than 30 minutes...

(C) If an employer fails to provide an employee a meal period in accordance with the applicable provisions of this order, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that the meal period is not provided.

51. Moreover, Section 12 of the applicable IWC Wage Order provides:

(A) Every employer shall authorize and permit all employees to take rest periods, which insofar as practicable shall be in the middle of each work period. The authorized rest period time shall be based on the total hours worked daily at the rate of ten (10) minutes net rest time per four (4) hours or major fraction thereof

(B) If an employer fails to provide an employee a rest period in accordance with the applicable provisions of this order, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that the rest period is not provided.

52. By failing to consistently provide uninterrupted thirty-minute meal periods within the first five hours of work each day, a second uninterrupted thirty-minute meal period within the

1 first ten hours of work each day and/or uninterrupted net ten-minute rest periods to Class Members,
2 Defendants violated the California Labor Code and applicable IWC Wage Order provisions.

3 53. Representative Plaintiff is informed and believes and, on that basis, alleges that
4 Defendants have never paid the one hour of compensation to any Class Member due to their
5 violations of the California Labor Code and applicable IWC Wage Order provisions.

6 54. As a direct and proximate result of Defendants' unlawful conduct, as set forth
7 herein, Class Members have sustained damages, including lost compensation resulting from
8 missed meal and/or rest periods, in an amount to be established at trial.

9 55. As a further direct and proximate result of Defendants' unlawful conduct, as set
10 forth herein, certain Class Members are entitled to recover "waiting time" penalties in amounts to
11 be established at trial, as well as recovery of attorneys' fees and costs, pursuant to statute.

12
13 **THIRD CAUSE OF ACTION**
FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS
14 **(California Labor Code §§ 226 and 1174)**

15 56. Each and every allegation of the preceding paragraphs is incorporated in this cause
16 of action with the same force and effect as though fully set forth herein.

17 57. California Labor Code § 226(a) provides:

18 Each employer shall semimonthly, or at the time of each payment of wages,
19 furnish each of his or her employees either as a detachable part of the check,
20 draft or voucher paying the employee's wages, or separately when wages
21 are paid by personal check or cash, an itemized wage statement in writing
22 showing: (1) gross wages earned; (2) total number of hours worked by each
23 employee whose compensation is based on an hourly wage; (3) all
deductions, provided that all deductions made on written orders of the
employee may be aggregated and shown as one item; (4) net wages earned;
(5) the inclusive date of the period for which the employee is paid; (6) the
name of the employee and his or her social security number; and (7) the
name and address of the legal entity which is the employer.

24 58. Moreover, California Labor Code § 226(e) provides:

25 An employee suffering injury as a result of a knowing and intentional failure
26 by an employer to comply with subdivision (a) is entitled to recover the
27 greater of all actual damages or fifty dollars (\$50) for the initial pay period
28 in which a violation occurs and one hundred dollars (\$100) per employee
for each violation in a subsequent pay period, not exceeding an aggregate

penalty of four thousand dollars (\$4,000), and is entitled to an award of costs and reasonable attorney's fees.

59. Finally, California Labor Code § 1174(d) provides:

Every person employing labor in this state shall. . . [k]eep, at a central location in the state...payroll records showing the hours worked daily by and the wages paid to...employees.... These records shall be kept in accordance with rules established for this purpose by the commission, but in any case shall be kept on file for not less than two years.

60. Defendants have failed to provide timely, accurate itemized wage statements to the Class Members in accordance with California Labor Code § 226. Representative Plaintiff is informed and believes and, on that basis, alleges that none of the statements provided by Defendants accurately reflected actual gross wages earned, net wages earned, or the appropriate deductions for Class Members.

61. As a direct and proximate result of Defendants' unlawful conduct, as set forth herein, the Class Members are entitled to penalties in an amount to be established at trial and are entitled to recover attorneys' fees and costs of suit.

FOURTH CAUSE OF ACTION
FAILURE TO PAY WAGES ON TERMINATION
(California Labor Code § 203)

62. Each and every allegation of the preceding paragraphs is incorporated in this cause of action with the same force and effect as though fully set forth herein.

63. California Labor Code § 203 provides that:

If an employer willfully fails to pay, without abatement or reduction, in accordance with Sections 201, 201.5, 202, and 205.5, any wages of an employee who is discharged or who quits, the wages of the employee shall continue as a penalty from the due date thereof at the same rate until paid or until an action therefor is commenced; but the wages shall not continue for more than 30 days.

64. Numerous Class Members were employed by Defendants during the class period and were thereafter involuntarily terminated or resigned from their positions yet were not paid all

1 wages due upon said termination or within 72 hours of said resignation of employment therefrom.

2 This non-payment was the direct and proximate result of a willful refusal to do so by Defendants.

3 65. More than 30 days have elapsed since certain Class Members were involuntarily
4 terminated or voluntarily resigned from Defendants' employ.

5 66. As a direct and proximate result of Defendants' willful conduct in failing to pay
6 said Class Members for all hours worked, affected Class Members are entitled to recover "waiting
7 time" penalties of up to thirty days' wages pursuant to California Labor Code § 203 in an amount
8 to be established at trial, and attorneys' fees and costs.

9
10 **FIFTH CAUSE OF ACTION**
11 **UNFAIR BUSINESS PRACTICES UNDER THE UNFAIR COMPETITION ACT**
(California Business & Professions Code §§ 17200-17208)

12 67. Each and every allegation of the preceding paragraphs is incorporated in this cause
13 of action with the same force and effect as though fully set forth herein.

14 68. Representative Plaintiff further brings this cause of action seeking equitable and
15 statutory relief to stop Defendants' misconduct, as complained of herein, and to seek restitution of
16 the amounts Defendants acquired through the unfair, unlawful, and fraudulent business practices
17 described herein.

18 69. Defendants' knowing conduct, as alleged herein, constitutes an unlawful and/or
19 fraudulent business practice, as set forth in California Business & Professions Code §§ 17200-
20 17208. Specifically, Defendants conducted business activities while failing to comply with the
21 legal mandates cited herein.

22 70. Defendants have clearly established a policy of accepting a certain amount of
23 collateral damage, as represented by the damages and penalties to Class Members herein alleged,
24 as incidental to their business operations, rather than accept the alternative costs of full compliance
25 with fair, lawful, and honest business practices, ordinarily borne by its responsible competitors
26 and as set forth in legislation and the judicial record.

SIXTH CAUSE OF ACTION
DISCRIMINATION BASED UPON SEX IN VIOLATION OF THE
CALIFORNIA FAIR EMPLOYMENT AND HOUSING ACT
(California Government Code §§ 12940, et seq.)

71. Each and every allegation of the preceding paragraphs is incorporated in this cause of action with the same force and effect as though fully set forth herein.

72. Representative Plaintiff brings this action on behalf of herself in her individual capacity exclusively, and not on behalf of any other employees.

73. At all relevant times, Government Code § 12940, subdivision (a), was in full force and effect, and was binding on Defendants. This section prohibited Defendants from discriminating against an employee on the basis of sex as those terms are defined in Government Code § 12926(r). Within the time provided by law, Representative Plaintiff filed a Complaint with the California Department of Fair Employment and Housing and Equal Employment Opportunity Commission and has received right-to-sue letters therefrom.

74. Defendants violated Government Code § 12940, subdivision (a), in numerous respects, including but not necessarily limited to, discriminating against Representative Plaintiff because of her sex. Such conduct resulted in damage and injury to Representative Plaintiff, as alleged herein.

75. As a proximate result of Defendants' willful, knowing and intentional conduct, Representative Plaintiff has sustained and continued to sustain losses in earnings and other employment benefits.

76. As a further proximate result of Defendants' willful, knowing and intentional conduct, Representative Plaintiff has suffered and continues to suffer humiliation, emotional distress, and mental anguish, all to her damage in a sum according to proof.

77. Representative Plaintiff has incurred and continues to incur legal expenses and attorneys' fees. Representative Plaintiff is presently unaware of the precise amount of such expenses and fees and prays leave of court to amend this Complaint when those amounts are more fully known.

1 78. Defendants committed the acts alleged herein maliciously, fraudulently, and
2 oppressively, with the wrongful intention of injuring Representative Plaintiff, and acted with an
3 improper and evil motive amounting to malice and in conscious disregard of Representative
4 Plaintiff's rights. Because the acts taken toward Representative Plaintiff were carried out by
5 Defendants acting in a despicable, deliberate, callous and intentional manner in order to injure and
6 damage Representative Plaintiff, the Representative Plaintiff is entitled to recover punitive
7 damages in an amount according to proof.

8
9 **SEVENTH CAUSE OF ACTION**
10 **HARASSMENT BASED UPON SEX**
 (California Gov't Code § 12940(I) and (J))

11 79. Each and every allegation of the preceding paragraphs is incorporated in this cause
12 of action with the same force and effect as though fully set forth herein.

13 80. At all times herein mentioned, Government Code §§ 12940, *et seq.* (FEHA)
14 was/were in full force and effect and was binding on Defendants. The FEHA requires Defendants
15 to refrain from harassing their employees based on sex. Within the time provided by law,
16 Representative Plaintiff filed a complaint with the Department of Fair Employment & Housing, in
17 full compliance with administrative requirements, and received a right-to-sue letter.

18 81. As identified herein, during Representative Plaintiff's employment with
19 Defendants, Defendants engaged in actions that constituted unlawful harassment of Representative
20 Plaintiff based on sex. These actions created a hostile working environment for Representative
21 Plaintiff.

22 82. These acts of misconduct occurred throughout Representative Plaintiff's
23 employment with Defendants. Defendants took no action to prevent the harassment of
24 Representative Plaintiff.

25 83. As a proximate result of Defendants' willful, knowing, and intentional harassment
26 of Representative Plaintiff, Representative Plaintiff has sustained and continues to sustain
27 damages, including losses of earnings and benefits, according to proof.
28

1 84. As a proximate result of Defendants' willful, knowing, and intentional harassment
2 of Representative Plaintiff, Representative Plaintiff has suffered and continues to suffer
3 humiliation, emotional distress, and mental and physical pain and anguish, all to her damage in a
4 sum according to proof.

5 85. Defendants' harassment was done intentionally, in a malicious, oppressive,
6 fraudulent manner, entitling Representative Plaintiff to punitive damages.

7 86. Representative Plaintiff has incurred and continues to incur legal expenses and
8 attorneys' fees. Representative Plaintiff is at present unaware of the precise amounts of these
9 expenses and fees and will seek leave of court to amend this Complaint when the amounts are
10 known.

11
12 **EIGHTH CAUSE OF ACTION**
13 **PRIVATE ATTORNEYS GENERAL ACT CLAIM**
14 **(California Labor Code §§ 2699)**

15 87. Each and every allegation of the preceding paragraphs is incorporated in this cause of action with
16 the same force and effect as though fully set forth herein.

17 88. California Labor Code § 2699(a) provides, in pertinent part:

18 Notwithstanding any other provision of the law, any provision of this code
19 that provides for a civil penalty to be assessed and collected by the Labor
20 and Workforce Development Agency or any of its departments, divisions,
 commissions, boards, agencies, or employees, for a violation of this code,
 may, as an alternative, be recovered through a civil action brought by an
 aggrieved employee on behalf of himself or herself and other current or
 former employees. . .

21 89. Representative Plaintiff and each and every other Class Member working for
22 Defendants within one year of Representative Plaintiff's exhaustion of its administrative
23 prerequisites under the California Private Attorneys General Act are "aggrieved employees," as
24 defined by California Labor Code § 2699(c), because they were employed by Defendants and were
25 among the employees against whom violations of law were committed.

26 90. Representative Plaintiff has met all of the requirements set forth in California Labor
27 Code § 2699.3 necessary to maintain a civil action against Defendants for violations of (and/or
28 recovery under) California's Private Attorneys General Act.

92. As a direct and proximate result of Defendants' unlawful conduct, as set forth herein, Representative Plaintiff and Aggrieved Employees are entitled to recover penalties as provided by California Labor Code § 2699, in an amount to be established at trial, as well as costs and attorneys' fees, pursuant to statute.

WHEREFORE, the Representative Plaintiff, individually and on behalf of the proposed Plaintiff Class, prays for judgment and the following specific relief against Defendants, and each of them, jointly and separately, as follows:

1. That the Court declare, adjudge, and decree that this action is a proper class action and certify the proposed class and/or any other appropriate subclasses under California Code of Civil Procedure § 382;

2. That the Court declare, adjudge, and decree that Defendants willfully violated their legal duties to pay all wages due under the California Labor Code and the applicable California Industrial Welfare Commission Wage Order;

3. That the Court make an award to Class Members of one hour of pay at each employee's regular rate of compensation for each workday that a meal period was not provided;

4. That the Court make an award to Class Members of one hour of pay at each employee's regular rate of compensation for each workday that a rest period was not provided;

5. That the Court order Defendants to pay restitution to Class Members due to Defendants' unlawful activities, pursuant to California Business and Professions Code §§ 17200-17208;

6. That the Court further enjoin Defendants, ordering them to cease and desist from unlawful activities in violation of California Business and Professions Code § 17200, *et seq.*;

7. For interest on the amount of any and all economic losses, at the prevailing legal rate;

8. That the Court make an award to Class Members of penalties, pursuant to California Labor Code §§ 203, 226, 558, 1174.5 and/or liquidated damages pursuant to § 1194.2, in an amount to be proven at trial;

9. That the Court declare, adjudge, and decree that this action is a proper representative action pursuant to California Labor Code § 2699;

10. That the Court make an award of civil penalties for violations of the California Labor Code, pursuant to California Labor Code § 2699;

11. For reasonable attorneys' fees, pursuant to California Code of Civil Procedure § 1021.5 and Labor Code § 218.5;

12. For costs of suit and any and all such other relief as the Court deems just and proper; and

13. For all other Orders, findings and determinations identified and sought in this Complaint.

On Behalf of Plaintiff Only:

14. For compensatory and other damages, including, without limitation, damages for medical and related expenses, lost wages, emotional distress, and/or special damages according to proof of each cause action for which such damages are available;

15. For punitive damages in an amount to be determined at trial;

16. For reasonable attorneys' fees, pursuant to statute;

17. For costs of suit and any and all such other relief as the Court deems just and proper; and

18. For all other Orders, findings and determinations identified and sought in this Complaint.

JURY DEMAND

Representative Plaintiff, individually and on behalf of the Plaintiff Class and Aggrieved Employees, hereby demands a trial by jury.

Dated: May 11, 2020

SCOTT COLE & ASSOCIATES, APC

By:



Laura Van Note, Esq.
Attorneys for Representative Plaintiff,
the Plaintiff Class and Aggrieved Employees

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