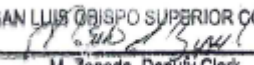


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SAN LUIS OBISPO SUPERIOR COURT
BY 
M. Zepeda, Deputy Clerk

Attorneys for Plaintiff Dennis Radke

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN LUIS OBISPO**

DENNIS RADKE, individually, and on behalf of
all others similarly situated,

Plaintiff,

vs.

SOLARPONICS, INC., a California corporation;
and DOES 1 through 10, inclusive,

Defendants

Case No.: 20CV-0292

[Assigned to Hon. Ginger E. Garrett, Dept. 2]

[Filed as a matter of right pursuant to Labor
Code § 2699.3(a)(2)(C)]

**FIRST AMENDED CLASS ACTION AND
REPRESENTATIVE ACTION
COMPLAINT:**

1. Failure to Pay Minimum and Straight Time Wages [Cal. Lab. Code §§ 204, 1194, 1194.2, and 1197];
2. Failure to Pay Overtime Compensation [Cal. Lab. Code §§ 1194 and 1198];
3. Failure to Provide Meal Periods [Cal. Lab. Code §§ 226.7, 512];
4. Failure to Authorize and Permit Rest Breaks [Cal. Lab. Code §§ 226.7];
5. Failure to Indemnify Necessary Business Expenses [Cal. Lab. Code § 2802];
6. Failure to Timely Pay Final Wages at Termination [Cal. Lab. Code §§ 201-203];
7. Failure to Provide Accurate Itemized Wage Statements [Cal. Lab. Code § 226];
8. Unfair Business Practices [Cal. Bus. & Prof. Code §§ 17200, et seq.]; and
9. Civil Penalties Under PAGA [Cal. Lab. Code § 2699, et seq.].

DEMAND FOR JURY TRIAL

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1 Plaintiff Dennis Radke (“Plaintiff”), based upon facts that either have evidentiary support
2 or are likely to have evidentiary support after a reasonable opportunity for further investigation
3 and discovery, alleges as follows:

4 **INTRODUCTION & PRELIMINARY STATEMENT**

5 1. Plaintiff brings this action against Defendant Solarponics, Inc., and Does 1
6 through 10 (Solarponics, Inc., and Does 1 through 10 are collectively referred to as
7 “Defendants”) for California Labor Code violations and unfair business practices stemming from
8 Defendants’ failure to pay minimum and straight time wages, failure to pay overtime wages,
9 failure to provide meal periods, failure to authorize and permit rest periods, failure to maintain
10 accurate records of hours worked and meal periods, failure to timely pay all wages to terminated
11 employees, and failure to furnish accurate wage statements.

12 2. Plaintiff brings the First through Eighth Causes of Action individually and as a
13 class action on behalf of himself and certain current and former employees of Defendants
14 (hereinafter collectively referred to as the “Class” or “Class Members” and defined more fully
15 below). The Class consists of Plaintiff and all other persons who have been employed by any
16 Defendants in California as an hourly-paid, non-exempt employee during the statute of limitations
17 period applicable to the claims pleaded here.

18 3. Plaintiff brings the Ninth Cause of Action as a representative action under the
19 California Private Attorney General Act (“PAGA”) to recover civil penalties that are owed to
20 Plaintiff, the State of California, and past and present non-exempt, hourly-paid employees of
21 Defendants who worked in California during the applicable statute of limitations period
22 (hereinafter referred to as the “Aggrieved Employees”).

23 4. Defendants own/owned and operate/operated an industry, business, and
24 establishment within the State of California, including San Luis Obispo County. As such, and
25 based upon all the facts and circumstances incident to Defendants’ business in California,
26 Defendants are subject to the California Labor Code, Wage Orders issued by the Industrial
27 Welfare Commission (“IWC”), and the California Business & Professions Code.

1 5. Despite these requirements, throughout the statutory period Defendants
2 maintained a systematic, company-wide policy and practice of:

- 3 (a) Failing to pay employees for all hours worked, including all minimum
4 wages, straight time wages, and overtime wages in compliance with the
5 California Labor Code and IWC Wage Orders;
- 6 (b) Failing to provide employees with timely and duty-free meal periods in
7 compliance with the California Labor Code and IWC Wage Orders, failing
8 to maintain accurate records of all meal periods taken or missed, and
9 failing to pay an additional hour's pay for each workday a meal period
10 violation occurred;
- 11 (c) Failing to authorize and permit employees to take timely and duty-free rest
12 periods in compliance with the California Labor Code and IWC Wage
13 Orders, and failing to pay an additional hour's pay for each workday a rest
14 period violation occurred;
- 15 (d) Failing to indemnify employees for necessary business expenses incurred;
- 16 (e) Willfully failing to pay employees all minimum wages, straight time
17 wages, overtime wages, meal period premium wages, and rest period
18 premium wages due within the time period specified by California law
19 when employment terminates; and
- 20 (f) Failing to maintain accurate records of the hours that employees worked.
- 21 (g) Failing to provide employees with accurate, itemized wage statements
22 containing all the information required by the California Labor Code and
23 IWC Wage Orders.

24 6. On information and belief, Defendants, and each of them were on actual and
25 constructive notice of the improprieties alleged herein and intentionally refused to rectify their
26 unlawful policies. Defendants' violations, as alleged above, during all relevant times herein were
27 willful and deliberate.
28

7. At all relevant times, Defendants were and are legally responsible for all of the unlawful conduct, policies, practices, acts and omissions as described in each and all of the foregoing paragraphs as the employer of Plaintiff, the Class, and the Aggrieved Employees. Further, Defendants are responsible for each of the unlawful acts or omissions complained of herein under the doctrine of “respondeat superior”.

THE PARTIES

A. Plaintiff

8. Plaintiff Dennis Radke is a California resident who worked for Defendants in San Luis Obispo County, California as a electrician from approximately May 2015 to September 2019.

9. Plaintiff reserves the right to seek leave to amend this complaint to add new plaintiffs, if necessary, in order to establish suitable representative(s) pursuant to *La Sala v. American Savings and Loan Association* (1971) 5 Cal.3d 864, 872, and other applicable law.

B. Defendants

10. Plaintiff is informed and believes, and based upon that information and belief alleges, that Defendant Solarponics, Inc. is:

- (a) A California corporation with its principal place of business in San Luis Obispo, California.
- (b) A business entity conducting business in numerous counties throughout the State of California, including in San Luis Obispo County; and
- (c) The former employer of Plaintiff, and the current and/or former employer of the putative Class. Solarponics, Inc. suffered and permitted Plaintiff, the Class, and the Aggrieved Employees to work, and/or controlled their wages, hours, or working conditions.

11. Plaintiff does not currently know the true names or capacities of the persons or entities sued herein as Does 1-10, inclusive, and therefore sues said Defendants by such fictitious names. Each of the Doe Defendants was in some manner legally responsible for the damages suffered by Plaintiff, the Class, and the Aggrieved Employees as alleged herein. Plaintiff will

1 amend this complaint to set forth the true names and capacities of these Defendants when they
2 have been ascertained, together with appropriate charging allegations, as may be necessary.

3 12. At all times mentioned herein, the Defendants named as Does 1-10, inclusive, and
4 each of them, were residents of, doing business in, availed themselves of the jurisdiction of,
5 and/or injured a significant number of the Plaintiff, the Class, and the Aggrieved Employees in
6 the State of California.

7 13. Plaintiff is informed and believes and thereon alleges that at all relevant times
8 each Defendant, directly or indirectly, or through agents or other persons, employed Plaintiff and
9 the other employees described in the class definitions below, and exercised control over their
10 wages, hours, and working conditions. Plaintiff is informed and believes and thereon alleges
11 that, at all relevant times, each Defendant was the principal, agent, partner, joint venturer, officer,
12 director, controlling shareholder, subsidiary, affiliate, parent corporation, successor in interest
13 and/or predecessor in interest of some or all of the other Defendants, and was engaged with some
14 or all of the other Defendants in a joint enterprise for profit, and bore such other relationships to
15 some or all of the other Defendants so as to be liable for their conduct with respect to the matters
16 alleged below. Plaintiff is informed and believes and thereon alleges that each Defendant acted
17 pursuant to and within the scope of the relationships alleged above, that each Defendant knew or
18 should have known about, and authorized, ratified, adopted, approved, controlled, aided and
19 abetted the conduct of all other Defendants.

20 **ALLEGATIONS COMMON TO ALL CAUSES OF ACTION**

21 14. Plaintiff Dennis Radke is a California resident who worked for Defendants in the
22 County of San Luis Obispo, State of California, as an electrician from approximately May 2015
23 to September 2019. At all times Defendants classified Plaintiff as non-exempt from California's
24 overtime requirements. During the statutory period, Plaintiff was scheduled to work 5 days each
25 workweek, and typically worked in excess of 8 hours each workday.

26 15. Throughout the statutory period, Defendants failed to pay Plaintiff for all hours
27 worked (including minimum wages, straight time wages, and overtime wages), failed to provide
28 Plaintiff with uninterrupted meal periods, failed to authorize and permit Plaintiff to take

1 uninterrupted rest periods, failed to indemnify Plaintiff for necessary business expenses, failed to
2 timely pay all final wages to Plaintiff when Defendants terminated Plaintiff's employment, and
3 failed to furnish accurate wage statements to Plaintiff. As discussed below, Plaintiff's
4 experience working for Defendants was typical and illustrative.

5 16. Throughout the statutory period, Defendants regularly used a system of time
6 rounding in a manner that results, over a period of time, in a failure to compensate Plaintiff, the
7 Class, and the Aggrieved Employees properly for all the time they actually worked, even though
8 the realities of Defendants' operations are such that it is possible, practical, and feasible to count
9 and pay for every minute of work performed. Due to Defendants' time rounding, Plaintiff, the
10 Class, and the Aggrieved Employees are frequently paid for less than all their work time.

11 17. Throughout the statutory period, Defendants have wrongfully failed to provide
12 Plaintiff, the Class, and the Aggrieved Employees with legally compliant meal periods.
13 Defendants regularly, but not always, required Plaintiff, the Class, and the Aggrieved Employees
14 to work in excess of five consecutive hours a day without providing 30-minute, continuous and
15 uninterrupted, duty-free meal period for every five hours of work, or without compensating
16 Plaintiff, the Class, and the Aggrieved Employees for meal periods that were not provided by the
17 end of the fifth hour of work or tenth hour of work. Defendants also did not adequately inform
18 Plaintiff, the Class, and the Aggrieved Employees of their right to take a meal period by the end
19 of the fifth hour of work, or, for shifts greater than 10 hours, by the end of the tenth hour of
20 work. Moreover, Defendants did not have adequate written policies or practices providing meal
21 periods for Plaintiff, the Class, and the Aggrieved Employees, nor did Defendants have adequate
22 policies or practices regarding the timing of meal periods. Accordingly, Defendants' policy and
23 practice was to not provide meal periods to Plaintiff, the Class, and the Aggrieved Employees in
24 compliance with California law.

25 18. Throughout the statutory period, Defendants have wrongfully failed to authorize
26 and permit Plaintiff, the Class, and the Aggrieved Employees to take timely and duty-free rest
27 periods. Defendants regularly, but not always, required Plaintiff, the Class, and the Aggrieved
28 Employees to work in excess of four consecutive hours a day without Defendants authorizing and

1 permitting them to take a 10-minute, continuous and uninterrupted, rest period for every four
2 hours of work (or major fraction of four hours), or without compensating Plaintiff, the Class, and
3 the Aggrieved Employees for rest periods that were not authorized or permitted. Indeed,
4 Defendants required Plaintiff, the Class, and the Aggrieved Employees to work in lieu of taking
5 10-minute, paid, duty-free rest periods because there was too much work to do. Defendants also
6 did not adequately inform Plaintiff, the Class, and the Aggrieved Employees of their right to take
7 a rest period. Moreover, Defendants did not have adequate policies or practices permitting or
8 authorizing rest periods for Plaintiff, the Class, and the Aggrieved Employees, nor did
9 Defendants have adequate policies or practices regarding the timing of rest periods. Defendants
10 also did not have adequate policies or practices to verify whether Plaintiff, the Class, and the
11 Aggrieved Employees were taking their required rest periods. Further, Defendants did not
12 maintain accurate records of employee work periods, and therefore Defendants cannot
13 demonstrate that Plaintiff, the Class, and the Aggrieved Employees took rest periods during the
14 middle of each work period. Accordingly, Defendants' policy and practice was to not authorize
15 and permit Plaintiff, the Class, and the Aggrieved Employees to take rest periods in compliance
16 with California law.

17 19. Throughout the statutory period, Defendants wrongfully required Plaintiff, the
18 Class, and the Aggrieved Employees to pay expenses that they incurred in direct discharge of
19 their duties for Defendants without reimbursement. This included the use of their own vehicles,
20 which mileage and any other related expenses were not all reimbursed (only a portion was
21 reimbursed, and only for "crew" days. Plaintiff, the Class, and the Aggrieved Employees
22 incurred these substantial expenses as a direct result of performing their job duties for
23 Defendants, and Defendants have failed to indemnify Plaintiff, the Class, and the Aggrieved
24 Employees for these employment-related expenses.

25 20. Throughout the statutory period, Defendants willfully failed and refused to timely
26 pay Plaintiff, the Class, and the Aggrieved Employees at the conclusion of their employment all
27 wages for all minimum wages, straight time wages, overtime wages, meal period premium
28

1 wages, and rest period premium wages. This included the failure to pay the final paycheck at the
2 time of termination.

3 21. Throughout the statutory period, Defendants failed to furnish Plaintiff, the Class,
4 and the Aggrieved Employees with accurate, itemized wage statements showing all applicable
5 hourly rates, and all gross and net wages earned (including correct hours worked, correct wages
6 earned for hours worked, correct overtime hours worked, correct wages for meal periods that
7 were not provided in accordance with California law, correct wages for rest periods that were not
8 authorized and permitted to take in accordance with California law, and Defendant's address).
9 As a result of these violations of California Labor Code § 226(a), the Plaintiff, the Class, and the
10 Aggrieved Employees suffered injury because, among other things:

- 11 (a) the violations led them to believe that they were not entitled to be paid
12 minimum wages, overtime wages, meal period premium wages, and rest
13 period premium wages to which they were entitled, even though they were
14 entitled;
- 15 (b) the violations led them to believe that they had been paid the minimum,
16 overtime, meal period premium, and rest period premium wages, even
17 though they had not been;
- 18 (c) the violations led them to believe they were not entitled to be paid
19 minimum, overtime, meal period premium, and rest period premium wages
20 at the correct California rate even though they were;
- 21 (d) the violations led them to believe they had been paid minimum, overtime,
22 meal period premium, and rest period premium wages at the correct
23 California rate even though they had not been;
- 24 (e) the violations hindered them from determining the amounts of minimum,
25 overtime, meal period premium, and rest period premium owed to them;
- 26 (f) in connection with their employment before and during this action, and in
27 connection with prosecuting this action, the violations caused them to have
28 to perform mathematical computations to determine the amounts of wages

owed to them, computations they would not have to make if the wage statements contained the required accurate information;

- (g) by understating the wages truly due them, the violations caused them to lose entitlement and/or accrual of the full amount of Social Security, disability, unemployment, and other governmental benefits;
- (h) the wage statements inaccurately understated the wages, hours, and wages rates to which Plaintiff, the Class, and the Aggrieved Employees were entitled, and Plaintiff, the Class, and the Aggrieved Employees were paid less than the wages and wage rates to which they were entitled.

Thus, Plaintiff, the Class, and the Aggrieved Employees are owed the amounts provided for in California Labor Code § 226(e), including actual damages.

CLASS ACTION ALLEGATIONS

22. Plaintiff brings certain claims individually, as well as on behalf of each and all other persons similarly situated, and thus, seek class certification under California Code of Civil Procedure § 382.

23. All claims alleged herein arise under California law for which Plaintiff seeks relief authorized by California law.

24. The proposed Class consists of and is defined as:

All persons who worked for any Defendant in California as an hourly paid, non-exempt employee, at any time during the period beginning four years before the filing of the initial complaint in this action.

25. At all material times, Plaintiff was a member of the Class.

26. Plaintiff undertakes this concerted activity to improve the wages and working conditions of all Class Members.

27. There is a well-defined community of interest in the litigation and the Class is readily ascertainable:

- (a) Numerosity: The members of the Class (and each subclass, if any) are so numerous that joinder of all members would be unfeasible and impractical.

1 The membership of the entire Class is unknown to Plaintiff at this time,
2 however, the Class is estimated to be greater than 100 individuals and the
3 identity of such membership is readily ascertainable by inspection of
4 Defendants' records.

5 (b) Typicality: Plaintiff is qualified to, and will, fairly and adequately protect
6 the interests of each Class Member with whom there is a shared, well-
7 defined community of interest, and Plaintiff's claims (or defenses, if any)
8 are typical of all Class Members' claims as demonstrated herein.

9 (c) Adequacy: Plaintiff is qualified to, and will, fairly and adequately protect
10 the interests of each Class Member with whom there is a shared, well-
11 defined community of interest and typicality of claims, as demonstrated
12 herein. Plaintiff has no conflicts with or interests antagonistic to any Class
13 Member. Plaintiff's attorneys, the proposed class counsel, are versed in
14 the rules governing class action discovery, certification, and settlement.
15 Plaintiff has incurred, and throughout the duration of this action, will
16 continue to incur costs and attorneys' fees that have been, are, and will be
17 necessarily expended for the prosecution of this action for the substantial
18 benefit of each class member.

19 (d) Superiority: A Class Action is superior to other available methods for the
20 fair and efficient adjudication of the controversy, including consideration
21 of:

- 22 1) The interests of the members of the Class in individually
23 controlling the prosecution or defense of separate actions;
- 24 2) The extent and nature of any litigation concerning the controversy
25 already commenced by or against members of the Class;
- 26 3) The desirability or undesirability of concentrating the litigation of
27 the claims in the particular forum; and
- 28 4) The difficulties likely to be encountered in the management of a

class action.

(e) Public Policy Considerations: The public policy of the State of California is to resolve the California Labor Code claims of many employees through a class action. Indeed, current employees are often afraid to assert their rights out of fear of direct or indirect retaliation. Former employees are also fearful of bringing actions because they believe their former employers might damage their future endeavors through negative references and/or other means. Class actions provide the class members who are not named in the complaint with a type of anonymity that allows for the vindication of their rights at the same time as their privacy is protected.

28. There are common questions of law and fact as to the Class (and each subclass, if any) that predominate over questions affecting only individual members, including without limitation, whether, as alleged herein, Defendants have:

- (a) Failed to pay Class Members for all hours worked, including minimum wages, straight time wages, and overtime wages;
- (b) Failed to provide meal periods and pay meal period premium wages to Class Members;
- (c) Failed to authorize and permit rest periods and pay rest period premium wages to Class Members;
- (d) Failed to promptly pay all wages due to Class Members upon their discharge or resignation;
- (e) Failed to maintain accurate records of all hours Class Members worked, and all meal periods Class Members took or missed;
- (f) Failed to reimburse Class Members for all necessary business expenses; and
- (g) Violated California Business & Professions Code §§ 17200 *et. seq.* as a result of their illegal conduct as described above.

1 29. This Court should permit this action to be maintained as a class action pursuant to
2 California Code of Civil Procedure § 382 because:

- 3 (a) The questions of law and fact common to the Class predominate over any
4 question affecting only individual members;
- 5 (b) A class action is superior to any other available method for the fair and
6 efficient adjudication of the claims of the members of the Class;
- 7 (c) The members of the Class are so numerous that it is impractical to bring all
8 members of the class before the Court;
- 9 (d) Plaintiff, and the other members of the Class, will not be able to obtain
10 effective and economic legal redress unless the action is maintained as a
11 class action;
- 12 (e) There is a community of interest in obtaining appropriate legal and
13 equitable relief for the statutory violations, and in obtaining adequate
14 compensation for the damages and injuries for which Defendants are
15 responsible in an amount sufficient to adequately compensate the members
16 of the Class for the injuries sustained;
- 17 (f) Without class certification, the prosecution of separate actions by
18 individual members of the class would create a risk of:
- 19 1) Inconsistent or varying adjudications with respect to individual
20 members of the Class which would establish incompatible standards
21 of conduct for Defendants; and/or
- 22 2) Adjudications with respect to the individual members which would,
23 as a practical matter, be dispositive of the interests of other
24 members not parties to the adjudications, or would substantially
25 impair or impede their ability to protect their interests, including but
26 not limited to the potential for exhausting the funds available from
27 those parties who are, or may be, responsible Defendants; and,
- 28 (g) Defendants have acted or refused to act on grounds generally applicable to

1 the Class, thereby making final injunctive relief appropriate with respect to
2 the class as a whole.

3 30. Plaintiff contemplates the eventual issuance of notice to the proposed members of
4 the Class that would set forth the subject and nature of the instant action. The Defendants' own
5 business records may be utilized for assistance in the preparation and issuance of the
6 contemplated notices. To the extent that any further notices may be required, Plaintiff would
7 contemplate the use of additional techniques and forms commonly used in class actions, such as
8 published notice, e-mail notice, website notice, first-class mail, or combinations thereof, or by
9 other methods suitable to the Class and deemed necessary and/or appropriate by the Court.

10 **FIRST CAUSE OF ACTION**

11 **(Against all Defendants for Failure to Pay Minimum and Straight Time Wages for All**
12 **Hours Worked)**

13 31. Plaintiff incorporates by reference and re-alleges as if fully stated herein
14 paragraphs 1 through 21 in this Complaint.

15 32. "Hours worked" is the time during which an employee is subject to the control of
16 an employer, and includes all the time the employee is suffered or permitted to work, whether or
17 not required to do so.

18 33. At all relevant times herein mentioned, Defendants knowingly failed to pay to
19 Plaintiff and the Class compensation for all hours they worked. By their failure to pay
20 compensation for each hour worked as alleged above, Defendants willfully violated the
21 provisions of Section 1194 of the California Labor Code, and any additional applicable Wage
22 Orders, which require such compensation to non-exempt employees.

23 34. Accordingly, Plaintiff and the Class are entitled to recover minimum and straight
24 time wages for all non-overtime hours worked for Defendants.

25 35. By and through the conduct described above, Plaintiff and the Class have been
26 deprived of their rights to be paid wages earned by virtue of their employment with Defendants.

27 36. By virtue of the Defendants' unlawful failure to pay additional compensation to
28 Plaintiff and the Class for their non-overtime hours worked without pay, Plaintiff and the Class

1 suffered, and will continue to suffer, damages in amounts which are presently unknown to
2 Plaintiff and the Class, but which exceed the jurisdictional minimum of this Court, and which
3 will be ascertained according to proof at trial.

4 37. By failing to keep adequate time records required by California Labor Code §
5 1174(d), Defendants have made it difficult to calculate the full extent of minimum wage
6 compensation due Plaintiff and the Class.

7 38. Pursuant to California Labor Code section 1194.2, Plaintiff and the Class are
8 entitled to recover liquidated damages (double damages) for Defendants' failure to pay minimum
9 wages.

10 39. California Labor Code section 204 requires employers to provide employees with
11 all wages due and payable twice a month. Throughout the statute of limitations period applicable
12 to this cause of action, Plaintiff and the Class were entitled to be paid twice a month at rates
13 required by law, including minimum and straight time wages. However, during all such times,
14 Defendants systematically failed and refused to pay Plaintiff and the Class all such wages due,
15 and failed to pay those wages twice a month.

16 40. Plaintiff and the Class are also entitled to seek recovery of all unpaid minimum
17 and straight time wages, interest, and reasonable attorneys' fees and costs pursuant to California
18 Labor Code §§ 218.5, 218.6, and 1194(a).

19 **SECOND CAUSE OF ACTION**

20 **(Against all Defendants for Failure to Pay Overtime Wages)**

21 41. Plaintiff incorporates by reference and re-alleges as if fully stated herein
22 paragraphs 1 through 21 in this Complaint.

23 42. California Labor Code § 510 provides that employees in California shall not be
24 employed more than eight (8) hours in any workday or forty (40) hours in a workweek unless
25 they receive additional compensation beyond their regular wages in amounts specified by law.

26 43. California Labor Code §§ 1194 and 1198 provide that employees in California
27 shall not be employed more than eight hours in any workday unless they receive additional
28 compensation beyond their regular wages in amounts specified by law. Additionally, California

1 Labor Code § 1198 states that the employment of an employee for longer hours than those fixed
2 by the Industrial Welfare Commission is unlawful.

3 44. At all times relevant hereto, Plaintiff and the Class have worked more than eight
4 hours in a workday, as employees of Defendants.

5 45. At all times relevant hereto, Defendants failed to pay Plaintiff and the Class
6 overtime compensation for the hours they have worked in excess of the maximum hours
7 permissible by law as required by California Labor Code § 510 and 1198. Plaintiff and the Class
8 are regularly required to work overtime hours.

9 46. By virtue of Defendants' unlawful failure to pay additional premium rate
10 compensation to the Plaintiff and the Class for their overtime hours worked, Plaintiff and the
11 Class have suffered, and will continue to suffer, damages in amounts which are presently
12 unknown to them but which exceed the jurisdictional minimum of this Court and which will be
13 ascertained according to proof at trial.

14 47. By failing to keep adequate time records required by Labor Code § 1174(d),
15 Defendants have made it difficult to calculate the full extent of overtime compensation due to
16 Plaintiff and the Class.

17 48. Plaintiff and the Class also request recovery of overtime compensation according
18 to proof, interest, attorneys' fees and costs pursuant to California Labor Code § 1194(a), as well
19 as the assessment of any statutory penalties against Defendants, in a sum as provided by the
20 California Labor Code and/or other statutes.

21 49. California Labor Code § 204 requires employers to provide employees with all
22 wages due and payable twice a month. The Wage Orders also provide that every employer shall
23 pay to each employee, on the established payday for the period involved, overtime wages for all
24 overtime hours worked in the payroll period. Defendants failed to provide Plaintiff and the Class
25 with all compensation due, in violation of California Labor Code § 204.

26 **THIRD CAUSE OF ACTION**

27 **(Against All Defendants for Failure to Provide Meal Periods)**

28 50. Plaintiff incorporates by reference and re-alleges as if fully stated herein

1 paragraphs 1 through 21 in this Complaint.

2 51. Under California law, Defendants have an affirmative obligation to relieve the
3 Plaintiff and the Class of all duty in order to take their first daily meal periods no later than the
4 start of Plaintiff and the Class' sixth hour of work in a workday, and to take their second meal
5 periods no later than the start of the eleventh hour of work in the workday. Section 512 of the
6 California Labor Code, and Section 11 of the applicable Wage Orders require that an employer
7 provide unpaid meal periods of at least 30 minutes for each five-hour period worked. It is a
8 violation of Section 226.7 of the California Labor Code for an employer to require any employee
9 to work during any meal period mandated under any Wage Order.

10 52. Despite these legal requirements, Defendants regularly failed to provide Plaintiff
11 and the Class with both meal periods as required by California law. By their failure to permit
12 and authorize Plaintiff and the Class to take all meal periods as alleged above (or due to the fact
13 that Defendants made it impossible or impracticable to take these uninterrupted meal periods),
14 Defendants willfully violated the provisions of Section 226.7 of the California Labor Code and
15 the applicable Wage Orders.

16 53. Under California law, Plaintiff and the Class are entitled to be paid one hour of
17 additional wages for each workday he or she was not provided with all required meal period(s),
18 plus interest thereon.

19 **FOURTH CAUSE OF ACTION**

20 **(Against All Defendants for Failure to Authorize and Permit Rest Periods)**

21 54. Plaintiff incorporates by reference and re-alleges as if fully stated herein
22 paragraphs 1 through 21 in this Complaint.

23 55. Defendants are required by California law to authorize and permit breaks of 10
24 uninterrupted minutes for each four hours of work or major fraction of four hours (i.e. more than
25 two hours). Section 512 of the California Labor Code, the applicable Wage Orders require that
26 the employer permit and authorize all employees to take paid rest periods of 10 minutes each for
27 each 4-hour period worked. Thus, for example, if an employee's work time is 6 hours and ten
28 minutes, the employee is entitled to two rest breaks. Each failure to authorize rest breaks as so

1 required is itself a violation of California's rest break laws. It is a violation of Section 226.7 of
2 the California Labor Code for an employer to require any employee to work during any rest
3 period mandated under any Wage Order.

4 56. Despite these legal requirements, Defendants failed to authorize Plaintiff and the
5 Class to take rest breaks, regardless of whether employees worked more than 4 hours in a
6 workday. By their failure to permit and authorize Plaintiff and the Class to take rest periods as
7 alleged above (or due to the fact that Defendants made it impossible or impracticable to take
8 these uninterrupted rest periods), Defendants willfully violated the provisions of Section 226.7 of
9 the California Labor Code and the applicable Wage Orders.

10 57. Under California law, Plaintiff and the Class are entitled to be paid one hour of
11 premium wages rate for each workday he or she was not provided with all required rest break(s),
12 plus interest thereon.

13 **FIFTH CAUSE OF ACTION**

14 **(Against All Defendants for Failure to Indemnify Necessary Business Expenses)**

15 58. Plaintiff incorporates by reference and re-alleges as if fully stated herein
16 paragraphs 1 through 21 in this Complaint.

17 59. Defendants violated Labor Code section 2802 and the IWC Wage Orders, by
18 failing to pay and indemnify the Plaintiff and the Class for their necessary expenditures and
19 losses incurred in direct consequence of the discharge of their duties or of their obedience to
20 directions of Defendants.

21 60. As a result, Plaintiff and the Class were damaged at least in the amounts of the
22 expenses they paid, or which were deducted by Defendants from their wages.

23 61. Plaintiff and the class they represent are entitled to attorney's fees, expenses, and
24 costs of suit pursuant to Labor Code section 2802(c) and interest pursuant to Labor Code section
25 2802(b).

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27 //

1 **SIXTH CAUSE OF ACTION**

2 **(Against all Defendants for Failure to Pay Wages of Discharged Employees – Waiting Time**
3 **Penalties)**

4 62. Plaintiff incorporates by reference and re-alleges as if fully stated herein
5 paragraphs 1 through 21 in this Complaint.

6 63. At all times herein set forth, California Labor Code §§ 201 and 202 provide that if
7 an employer discharges an employee, the wages earned and unpaid at the time of discharge are
8 due and payable immediately, and that if an employee voluntarily leaves his or her employment,
9 his or her wages shall become due and payable not later than seventy-two (72) hours thereafter,
10 unless the employee has given seventy-two (72) hours previous notice of his or her intention to
11 quit, in which case the employee is entitled to his or her wages at the time of quitting.

12 64. Within the applicable statute of limitations, the employment of Plaintiff and many
13 other members of the Class ended, i.e. was terminated by quitting or discharge, and the
14 employment of others will be. However, during the relevant time period, Defendants failed, and
15 continue to fail to pay terminated Class Members, without abatement, all wages required to be
16 paid by California Labor Code sections 201 and 202 either at the time of discharge, or within
17 seventy-two (72) hours of their leaving Defendants' employ.

18 65. Defendants' failure to pay Plaintiff and those Class members who are no longer
19 employed by Defendants their wages earned and unpaid at the time of discharge, or within
20 seventy-two (72) hours of their leaving Defendants' employ, is in violation of California Labor
21 Code §§ 201 and 202.

22 66. California Labor Code § 203 provides that if an employer willfully fails to pay
23 wages owed, in accordance with sections 201 and 202, then the wages of the employee shall
24 continue as a penalty wage from the due date, and at the same rate until paid or until an action is
25 commenced; but the wages shall not continue for more than thirty (30) days.

26 67. Plaintiff and the Class are entitled to recover from Defendants their additionally
27 accruing wages for each day they were not paid, at their regular hourly rate of pay, up to 30 days
28 maximum pursuant to California Labor Code § 203.

68. Pursuant to California Labor Code §§ 218.5, 218.6 and 1194, Plaintiff and the Class are also entitled to an award of reasonable attorneys' fees, interest, expenses, and costs incurred in this action.

SEVENTH CAUSE OF ACTION

(Against all Defendants for Failure to Provide and Maintain Accurate and Compliant Wage Records)

69. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 21 in this Complaint.

70. At all material times set forth herein, California Labor Code § 226(a) provides that every employer shall furnish each of his or her employees an accurate itemized wage statement in writing showing nine pieces of information, including: (1) gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and the last four digits of his or her social security number or an employee identification number other than a social security number, (8) the name and address of the legal entity that is the employer, and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee.

71. Defendants have intentionally and willfully failed to provide employees with complete and accurate wage statements. The deficiencies include, among other things, the failure to correctly identify the gross wages earned by Plaintiff and the Class, the failure to list the true “total hours worked by the employee,” and the failure to list the true net wages earned.

72. As a result of Defendants' violation of California Labor Code § 226(a), Plaintiff and the Class have suffered injury and damage to their statutorily-protected rights.

73. Specifically, Plaintiff and the members of the Class have been injured by Defendants' intentional violation of California Labor Code § 226(a) because they were denied both their legal right to receive, and their protected interest in receiving, accurate, itemized wage

1 statements under California Labor Code § 226(a).

2 74. Calculation of the true wage entitlement for Plaintiff and the Class is difficult and
3 time consuming. As a result of this unlawful burden, Plaintiff and the Class were also injured as
4 a result of having to bring this action to attempt to obtain correct wage information following
5 Defendants' refusal to comply with many of the mandates of California's Labor Code and related
6 laws and regulations.

7 75. Plaintiff and the Class are entitled to recover from Defendants their actual
8 damages caused by Defendants' failure to comply with California Labor Code § 226(a).

9 76. Plaintiff and the Class are also entitled to injunctive relief, as well as an award of
10 attorney's fees and costs to ensure compliance with this section, pursuant to California Labor
11 Code § 226(h).

12 **EIGHTH CAUSE OF ACTION**

13 **(Against all Defendants for Violation of California Business & Professions Code §§ 17200,**
14 **et seq.)**

15 77. Plaintiff incorporates by reference and re-alleges as if fully stated herein
16 paragraphs 1 through 21 in this Complaint.

17 78. Defendants, and each of them, are "persons" as defined under California Business
18 & Professions Code § 17201.

19 79. Defendants' conduct, as alleged herein, has been, and continues to be, unfair,
20 unlawful, and harmful to Plaintiff, other Class members, and to the general public. Plaintiff
21 seeks to enforce important rights affecting the public interest within the meaning of Code of Civil
22 Procedure § 1021.5.

23 80. Defendants' activities, as alleged herein, are violations of California law, and
24 constitute unlawful business acts and practices in violation of California Business & Professions
25 Code §§ 17200, *et seq.*

26 81. A violation of California Business & Professions Code §§ 17200, *et seq.* may be
27 predicated on the violation of any state or federal law. All of the acts described herein as
28 violations of, among other things, the California Labor Code, are unlawful and in violation of

1 public policy; and in addition are immoral, unethical, oppressive, fraudulent and unscrupulous,
2 and thereby constitute unfair, unlawful and/or fraudulent business practices in violation of
3 California Business & Professions Code §§ 17200, *et seq.*

4 **Failure to Pay Minimum and Straight Time Wages**

5 82. Defendants' failure to pay minimum wages, straight time wages, and other
6 benefits in violation of the California Labor Code constitutes unlawful and/or unfair activity
7 prohibited by California Business & Professions Code §§ 17200, *et seq.*

8 **Failure to Pay Overtime Wages**

9 83. Defendants' failure to pay overtime compensation and other benefits in violation
10 of California Labor Code §§ 510, 1194, and 1198 constitutes unlawful and/or unfair activity
11 prohibited by California Business & Professions Code §§ 17200, *et seq.*

12 **Failure to Maintain Accurate Records of All Hours Worked**

13 84. Defendants' failure to maintain accurate records of all hours worked in accordance
14 with California Labor Code § 1174.5 and the IWC Wage Orders constitutes unlawful and/or
15 unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

16 **Failure to Provide Meal Periods**

17 85. Defendants' failure to provide meal periods in accordance with California Labor
18 Code §§ 226.7 and 512, and the IWC Wage Orders, as alleged above, constitutes unlawful and/or
19 unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

20 **Failure to Authorize and Permit Rest Periods**

21 86. Defendants' failure to authorize and permit rest periods in accordance with
22 California Labor Code § 226.7 and the IWC Wage Orders, as alleged above, constitutes unlawful
23 and/or unfair activity prohibited by Business and Professions Code §§ 17200, *et seq.*

24 **Failure to Indemnify Necessary Business Expenses**

25 87. Defendants' failure to indemnify employees for necessary business expenses in
26 accordance with California Labor Code § 2802 and the IWC Wage Orders, as alleged above,
27 constitutes unlawful and/or unfair activity prohibited by Business and Professions Code §§
28 17200, *et seq.*

1 **Failure to Provide Accurate Itemized Wage Statements**

2 88. Defendants' failure to provide accurate itemized wage statements in accordance
3 with California Labor Code § 226, as alleged above, constitutes unlawful and/or unfair activity
4 prohibited by California Business & Professions Code §§ 17200, *et seq.*

5 89. By and through their unfair, unlawful and/or fraudulent business practices
6 described herein, the Defendants, have obtained valuable property, money and services from
7 Plaintiff, and all persons similarly situated, and have deprived Plaintiff, and all persons similarly
8 situated, of valuable rights and benefits guaranteed by law, all to their detriment.

9 90. Plaintiff and the Class Members suffered monetary injury as a direct result of
10 Defendants' wrongful conduct.

11 91. Plaintiff, individually, and on behalf of members of the putative Class, is entitled
12 to, and do, seek such relief as may be necessary to disgorge money and/or property which the
13 Defendants have wrongfully acquired, or of which Plaintiff and the Class have been deprived, by
14 means of the above-described unfair, unlawful and/or fraudulent business practices. Plaintiff and
15 the Class are not obligated to establish individual knowledge of the wrongful practices of
16 Defendants in order to recover restitution.

17 92. Plaintiff, individually, and on behalf of members of the putative class, are further
18 entitled to and do seek a declaration that the above described business practices are unfair,
19 unlawful and/or fraudulent, and injunctive relief restraining the Defendants, and each of them,
20 from engaging in any of the above-described unfair, unlawful and/or fraudulent business
21 practices in the future.

22 93. Plaintiff, individually, and on behalf of members of the putative class, have no
23 plain, speedy, and/or adequate remedy at law to redress the injuries which the Class Members
24 suffered as a consequence of the Defendants' unfair, unlawful and/or fraudulent business
25 practices. As a result of the unfair, unlawful and/or fraudulent business practices described
26 above, Plaintiff, individually, and on behalf of members of the putative Class, has suffered and
27 will continue to suffer irreparable harm unless the Defendants, and each of them, are restrained
28 from continuing to engage in said unfair, unlawful and/or fraudulent business practices.

94. Plaintiff also alleges that if Defendants are not enjoined from the conduct set forth herein above, they will continue to avoid paying the appropriate taxes, insurance and other withholdings.

95. Pursuant to California Business & Professions Code §§ 17200, *et seq.*, Plaintiff and putative Class Members are entitled to restitution of the wages withheld and retained by Defendants during a period that commences four years prior to the filing of this complaint; a permanent injunction requiring Defendants to pay all outstanding wages due to Plaintiff and Class Members; an award of attorneys' fees pursuant to California Code of Civil Procedure § 1021.5 and other applicable laws; and an award of costs.

NINTH CAUSE OF ACTION

**(Against all Defendants for Civil Penalties Under the Private Attorneys General Act of
2004, Cal. Lab. Code § 2698 et seq.)**

96. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 21 in this Complaint.

97. At all times herein mentioned, Defendants were subject to the Labor Code of the State of California and the applicable Industrial Welfare Commission Orders.

98. California Labor Code § 2699(a) specifically provides for a private right of action to recover penalties for violations of the Labor Code: “Notwithstanding any other provision of law, any provision of this code that provides for a civil penalty to be assessed and collected by the Labor 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 pursuant to the procedures specified in Section 2699.3.”

99. Plaintiff has exhausted his administrative remedies pursuant to California Labor Code § 2699.3. On June 4, 2020, he gave written notice by online filing to the Labor and Workforce Development Agency and by certified mail to Defendants of the specific provisions of the Labor Code that Defendants have violated against Plaintiff and certain current and former

1 aggrieved employees, including the facts and theories to support the violations. Plaintiff also
2 paid the filing fee. Plaintiff's PAGA case number is LWDA-CM- 792374-20.

3 100. More than 65 days has elapsed since Plaintiff provided notice, but the Labor and
4 Workforce Development Agency has not indicated that it intends to investigate Defendants'
5 Labor Code violations discussed in the notice. Accordingly, Plaintiff may commence a civil
6 action to recover penalties under Labor Code § 2699 pursuant to § 2699.3 for the violations of
7 the Labor Code described in this Complaint. These penalties include, but are not limited to,
8 penalties under California Labor Code §§ 210, 226.3, 558, and 2699(f)(2).

9 101. In addition, Plaintiff seeks penalties for Defendants' violation of California Labor
10 Code § 1174(d). Pursuant to California Labor Code § 1174.5, any person, including any entity,
11 employing labor who willfully fails to maintain accurate and complete records required by
12 California Labor Code § 1174 is subject to a penalty under § 1174.5. Pursuant to the applicable
13 IWC Order § 7(A)(3), every employer shall keep time records showing when the employee
14 begins and ends each work period. Meal periods, and total hours worked daily shall also be
15 recorded. Additionally, pursuant to the applicable IWC Order § 7(A)(5), every employer shall
16 keep total hours worked in the payroll period and applicable rates of pay.

17 102. During the time period of employment for Plaintiff and the Aggrieved Employees,
18 Defendants failed to maintain records pursuant to the Labor Code and IWC Orders by failing to
19 maintain accurate records showing meal periods. Defendants' failure to provide and maintain
20 records required by the Labor Code IWC Wage Orders deprived Plaintiff and the Aggrieved
21 Employees the ability to know, understand and question the accuracy and frequency of meal
22 periods. Therefore, Plaintiff and the Aggrieved Employees had no way to dispute the resulting
23 failure to pay wages, all of which resulted in an unjustified economic enrichment to Defendants.
24 As a direct result, Plaintiff and the Aggrieved Employees have suffered and continue to suffer,
25 substantial losses related to the use and enjoyment of such wages, lost interest on such wages and
26 expenses and attorney's fees in seeking to compel Defendants to fully perform its obligation
27 under state law, all to their respective damage in amounts according to proof at trial. Because of
28 Defendants' knowing failure to comply with the Labor Code and applicable IWC Wage Orders,

1 Plaintiff and the Aggrieved Employees have also suffered an injury in that they were prevented
2 from knowing, understanding, and disputing the wage payments paid to them.

3 103. Based on the conduct described in this Complaint, Plaintiff is entitled to an award
4 of civil penalties on behalf of himself, the State of California, and similarly Aggrieved
5 Employees of Defendants. The exact amount of the applicable penalties, in all, is in an amount
6 to be shown according to proof at trial. These penalties are in addition to all other remedies
7 permitted by law.

8 104. In addition, Plaintiff seeks an award of reasonable attorney's fees and costs
9 pursuant to California Labor Code § 2699(g)(1), which states, "Any employee who prevails in
10 any action shall be entitled to an award of reasonable attorney's fees and costs."

11 **PRAYER FOR RELIEF**

12 Plaintiff, individually, and on behalf of all others similarly situated only with respect to
13 the class claims, prays for relief and judgment against Defendants, jointly and severally, as
14 follows:

15 **Class Certification**

- 16 1. That this action be certified as a class action with respect to the First, Second,
17 Third, Fourth, Fifth, Sixth, Seventh, and Eighth Causes of Action;
- 18 2. That Plaintiff be appointed as the representative of the Class; and
- 19 3. That counsel for Plaintiff be appointed as Class Counsel.

20 **As to the First Cause of Action**

- 21 4. That the Court declare, adjudge and decree that Defendants violated California
22 Labor Code §§ 204 and 1194 and applicable IWC Wage Orders by willfully failing to pay all
23 minimum and straight time wages due;
- 24 5. For general unpaid wages as may be appropriate;
- 25 6. For pre-judgment interest on any unpaid compensation commencing from the date
26 such amounts were due;
- 27 7. For liquidated damages;
- 28 8. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to

1 California Labor Code § 1194(a); and,

2 9. For such other and further relief as the Court may deem equitable and appropriate.

3 As to the Second Cause of Action

4 10. That the Court declare, adjudge and decree that Defendants violated California
5 Labor Code §§ 510 and 1198 and applicable IWC Wage Orders by willfully failing to pay all
6 overtime wages due;

7 11. For general unpaid wages at overtime wage rates as may be appropriate;

8 12. For pre-judgment interest on any unpaid overtime compensation commencing from
9 the date such amounts were due;

10 13. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to
11 California Labor Code § 1194(a); and,

12 14. For such other and further relief as the Court may deem equitable and appropriate.

13 As to the Third Cause of Action

14 15. That the Court declare, adjudge and decree that Defendants violated California
15 Labor Code §§ 226.7 and 512, and the IWC Wage Orders;

16 16. For unpaid meal period premium wages as may be appropriate;

17 17. For pre-judgment interest on any unpaid compensation commencing from the date
18 such amounts were due;

19 18. For reasonable attorneys' fees under California Code of Civil Procedure § 1021.5,
20 and for costs of suit incurred herein; and

21 19. For such other and further relief as the Court may deem equitable and appropriate.

22 As to the Fourth Cause of Action

23 20. That the Court declare, adjudge and decree that Defendants violated California
24 Labor Code §§ 226.7 and 512, and the IWC Wage Orders;

25 21. For unpaid rest period premium wages as may be appropriate;

26 22. For pre-judgment interest on any unpaid compensation commencing from the date
27 such amounts were due;

1 23. For reasonable attorneys' fees under California Code of Civil Procedure § 1021.5,
2 and for costs of suit incurred herein; and

3 24. For such other and further relief as the Court may deem equitable and appropriate.

4 As to the Fifth Cause of Action

5 25. That the Court declare, adjudge and decree that Defendants violated Labor Code §
6 2802 and the IWC Wage Orders;

7 26. For general unpaid wages and reimbursement of business expenses as may be
8 appropriate;

9 27. For pre-judgment interest on any unpaid compensation commencing from the date
10 such amounts were due;

11 28. For reasonable attorneys' fees and for costs of suit incurred herein; and

12 29. For such other and further relief as the Court may deem equitable and appropriate.

13 As to the Sixth Cause of Action

14 30. That the Court declare, adjudge and decree that Defendants violated California
15 Labor Code §§ 201, 202, and 203 by willfully failing to pay all compensation owed at the time
16 of termination of the employment;

17 31. For statutory wage penalties pursuant to California Labor Code § 203 for former
18 employees who have left Defendants' employ;

19 32. For pre-judgment interest on any unpaid wages from the date such amounts were
20 due;

21 33. For reasonable attorneys' fees and for costs of suit incurred herein; and

22 34. For such other and further relief as the Court may deem equitable and appropriate.

23 As to the Seventh Cause of Action

24 35. That the Court declare, adjudge and decree that Defendants violated the record
25 keeping provisions of California Labor Code § 226(a) and applicable IWC Wage Orders, and
26 willfully failed to provide accurate itemized wage statements thereto;

27 36. For penalties and actual damages pursuant to California Labor Code § 226(e);
28

1 37. For injunctive relief to ensure compliance with this section, pursuant to California
2 Labor Code § 226(h);

3 38. For reasonable attorneys' fees and for costs of suit incurred herein; and

4 39. For such other and further relief as the Court may deem equitable and appropriate.

5 As to the Eighth Cause of Action

6 40. That the Court declare, adjudge and decree that Defendants violated California
7 Business & Professions Code §§ 17200, *et seq.* by failing to pay wages for all hours worked
8 (including minimum, straight time, and overtime wages), failing to provide meal periods,
9 failing to maintain accurate records of meal periods, failing to authorize and permit rest
10 periods, and failing to maintain accurate records of all hours worked and meal periods, failing
11 to furnish accurate wage statements, and failing to indemnify necessary business expenses;

12 41. For restitution of unpaid wages to Plaintiff and all Class Members and prejudgment
13 interest from the day such amounts were due and payable;

14 42. For the appointment of a receiver to receive, manage and distribute any and all
15 funds disgorged from Defendants and determined to have been wrongfully acquired by
16 Defendants as a result of violations of California Business & Professions Code §§ 17200 *et*
17 *seq.*;

18 43. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
19 California Code of Civil Procedure § 1021.5;

20 44. For injunctive relief to ensure compliance with this section, pursuant to California
21 Business & Professions Code §§ 17200, *et seq.*; and,

22 45. For such other and further relief as the Court may deem equitable and appropriate.

23 As to the Ninth Cause of Action

24 46. That the Court declare, adjudge and decree that Defendants violated the California
25 Labor Code by failing to pay all wages owed, including overtime, failure to provide meal
26 periods, failing to maintain accurate records of meal periods, failing to authorize and permit
27 rest periods, failing to pay final wages at termination, and failing to furnish accurate wage
28 statements;

- 1 47. For all actual, consequential and incidental losses and damages, according to proof;
2 48. For all civil penalties pursuant to California Labor Code § 2699, *et seq.*, and all
3 other applicable Labor Code provisions;
4 49. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
5 California Labor Code § 2699; and,
6 50. For such other and further relief as the Court may deem equitable and appropriate.

7 As to all Causes of Action

- 8 51. For any additional relief that the Court deems just and proper.

9
10 Dated: August 10, 2020

Respectfully submitted,

11 MOON & YANG, APC

12 By: 
13 Kane Moon
14 Allen Feghali
15 Attorneys for Plaintiff

16 **DEMAND FOR JURY TRIAL**

17 Plaintiff demands a trial by jury as to all causes of action triable by jury.

18
19 Dated: August 10, 2020

MOON & YANG, APC

20 By: 
21 Kane Moon
22 Allen Feghali
23 Attorneys for Plaintiff
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PROOF OF SERVICE

STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the State of California, County of Los Angeles. I am over the age of 18 and not a party to the within suit; my business address is 1055 W. 7th Street, Suite 1880, Los Angeles, CA 90017.

On the date indicated below, I served the document described as: **FIRST AMENDED CLASS ACTION AND REPRESENTATIVE ACTION COMPLAINT** on the interested parties in this action by sending ☐ the original ☐ ☒ a true copy thereof ☒ to interested parties as follows ☐ ☐ as stated on the attached service list:

Gordon E. Bosserman, Esq.
ANDRE, MORRIS & BUTTERY
A Professional Law Corporation
1102 Laurel Lane
P.O. Box 730
San Luis Obispo, CA 93406-0730
Attorneys for Defendant

☒ **BY U.S. MAIL:** I deposited such envelope in the mail at Los Angeles, California. The envelope was mailed with postage thereon fully prepaid. I am "readily familiar" with the firm's practice of collection and processing correspondence for mailing. Under that practice it would be deposited with U.S. postal service on that same day with postage thereon fully prepaid at Los Angeles, California in the ordinary course of business. I am aware that on motion of the party served, service is presumed invalid if postal cancellation date or postage meter date is more than one day after date of deposit for mailing in affidavit.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed this **August 10, 2020** at Los Angeles, California.

Jackeline Hernandez
Type or Print Name



Signature