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Attorneys for Plaintiff, on a representative basis and on behalf of all others similarly situated

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF ORANGE

Assigned for All Purposes
Judge Glenda Sanders

CX-101

SAUL ELIZARRARAS, individually, on a
representative basis, and on behalf of all
others similarly situated;

Plaintiff,

vs.

FUTURE FOAM, INC., a Nebraska
Corporation; and DOES 1 through 20,
inclusive;

Defendants.

Case No.: 30-2020-01152286-CU-OE-CXC

COMPLAINT

CLASS ACTION CLAIMS

- (1) Failure to Pay Minimum Wages;
- (2) Failure to Pay Overtime Wages;
- (3) Failure to Provide Meal Periods;
- (4) Failure to Provide Rest Breaks;
- (5) Failure to Timely Pay Final Wages;
- (6) Failure to Provide Accurate Itemized Wage Statements;
- (7) Unfair and Unlawful Competition;

PAGA CLAIMS

- (8) Failure to Pay Minimum Wages;
- (9) Failure to Pay Overtime Wages;
- (10) Failure to Provide Meal Periods;
- (11) Failure to Provide Rest Breaks;
- (12) Failure to Timely Pay Wages Each Period;
- (13) Failure to Timely Pay Final Wages;
- (14) Failure to Provide Accurate Itemized Wage Statements; and
- (15) Failure to Provide Suitable Seating

JURY TRIAL DEMANDED

1 Plaintiff Saul Elizarraras (“Plaintiff”) on behalf of himself, on a representative basis, and
2 on behalf of others similarly situated, complains and alleges as follows.

3 **I. INTRODUCTION AND GENERAL ALLEGATIONS**

4 1. Plaintiff brings this action against his former employer(s), Defendants Future
5 Foam, Inc., and DOES 1 through 20, inclusive, (collectively, “Defendants”) on behalf of all
6 current and former nonexempt employees employed by Defendants in California (the “Class” or
7 “Represented Employees”)¹, for Labor Code violations stemming from Defendants’ failure to
8 pay all wages owed, including minimum, regular, and overtime wages, failure to provide meal
9 periods, failure to provide rest breaks, failure to timely pay wages, failure to provide accurate
10 itemized wage statements, and failure to provide suitable seating.

11 2. Plaintiff was employed by Defendants from approximately 2016 through March
12 2020.

13 3. Plaintiff alleges on information and belief that the Represented Employees were
14 subjected to the same policies, working conditions, and corresponding wage and hour violations
15 to which Plaintiff was subjected during employment.

16 4. Plaintiff and the Represented Employees were not provided all minimum, regular,
17 and overtime wages due to Defendants’ failure to accurately record and compensate for all hours
18 worked. For instance, Defendants utilized a rounding policy and practice that routinely
19 undercompensated Plaintiff and the Represented Employees and resulted in a net benefit to
20 Defendants and a net loss for Plaintiff and the Represented Employees. In other words,
21 Defendants’ rounding policy is not neutral and results in systematic undercompensation to the
22 Represented Employees for minimum and overtime wages.

23 5. Furthermore, Plaintiff and the Represented Employees were denied 30-minute
24 off-duty meal periods, as mandated by California law. As a result of Defendants’ policies and
25 practices, the Represented Employees were subjected to meal period violations when they were:
26 (1) unable to take meal periods due to workload, (2) forced to take on-duty meal periods while
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¹ This definition specifically includes direct hires and employees placed by a staffing agency; Plaintiff alleges that all staffed employees were jointly employed by Defendants and the staffing agency.

under Defendants' control, (3) forced to take meal periods, if such a meal occurred, after the 5th hour of work, and (4) not provided mandated second meal periods for shifts over 10 hours.

6. Defendants also failed to provide Plaintiff and the Represented Employees with 10 minutes of net rest break time for every 4 hours worked, or major fraction thereof, as mandated by California law. Defendants did not schedule rest breaks and the Represented Employees were often not authorized and/or permitted to take mandated rest breaks due to being overwhelmed by their hectic workload. Additionally, Plaintiff and the Represented Employees were not permitted to leave the premises for rest breaks, in violation of California law. Furthermore, on occasions when Plaintiff and the Represented Employees worked in excess of 10 hours in a shift, Defendants failed to authorize and/or permit a third mandated rest break.

7. Plaintiff also alleges that he and the Represented Employees were not paid all wages due and owing each pay period (Labor Code § 204) and upon separation of employment within the time required by Labor Code §§ 201 – 203. Plaintiff further alleges that Defendants engaged in the practice of failing to pay all wages due and owing to Plaintiff and the Represented Employees at the time their employment ended with Defendants, including, but not limited to minimum, regular, and overtime wages, wage premiums, among others.

8. Plaintiff further alleges that Defendants failed to provide accurate itemized wage statements that fully complied with the requirements of Labor Code § 226(a), as detailed below.

9. Finally, Plaintiff also alleges that Defendants failed to comply with California's mandate to provide employees "with suitable seats when the nature of the work reasonably permits the use of seats."

10. Plaintiff alleges that Defendants' violations of the wage and hour components of the Labor Code and IWC Wage Orders enabled them to decrease expenses and to increase their level of productivity and profits, thereby allowing Defendants to gain an unfair advantage over its competitors.

11. At all material times, Defendants and DOES 1 through 20 were and/or are the Represented Employees' employers or persons acting on behalf of the Represented Employees' employer, within the meaning of California Labor Code § 558, who violated or caused to be

1 violated, a section of Part 2, Chapter 1 of the California Labor Code or any provision regulating
2 hours and days of work in an IWC Wage Order and, as such, are subject to penalties for each
3 underpaid employee as set forth in Labor Code § 558 and under California law.

4 12. Plaintiff brings this lawsuit seeking declaratory, injunctive, equitable, and
5 monetary relief against Defendants and each of them, on behalf of himself and the Represented
6 Employees to recover, among other things, unpaid wages and benefits, interest, attorneys' fees,
7 penalties, costs and expenses pursuant to California Labor Code §§ 200, 201, 202, 203, 204, 208,
8 210, 218.6, 226, 226.3, 226.7, 256, 510, 512, 558, 1194, 1194.2, 1197, 1197.1, 1198, and 1199,
9 among possibly other sections inadvertently omitted. Plaintiff also reserves the right to name
10 additional representatives throughout the State of California.

11 13. Pursuant to Labor Code § 2699.3(a), on July 20, 2020, Plaintiff gave written
12 notice by online filing to the Labor and Workforce Development Agency ("LWDA") and by
13 certified mail to Defendants of the specific provisions of the Labor Code alleged to have been
14 violated, including the facts and theories to support the alleged violations. Plaintiff is currently
15 complying with the procedures for bringing suit specified in California Labor Code § 2699.3,
16 and this Complaint will be deemed amended to include the PAGA allegations enumerated below
17 when more than sixty-five (65) days have passed since the Notice was mailed to Defendants and
18 the LWDA chooses not to investigate the allegations herein.

19 **II. JURISDICTION**

20 14. This Court has jurisdiction over the claims for relief of Plaintiff and the
21 Represented Employees pursuant to the Labor Code and the IWC Wage Orders.

22 **III. VENUE**

23 15. Venue as to each Defendant is proper in this Court pursuant to Code of Civil
24 Procedure § 395(a) and § 395.5. Defendants transact business in Orange County and the
25 unlawful acts alleged herein have a direct effect on Plaintiff and the Represented Employees in
26 Orange County. Furthermore, Defendants employed or employ Plaintiff and Represented
27 Employees in Orange County.
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1 **IV. PARTIES**

2 **Plaintiff**

3 16. Plaintiff and Class Representative Saul Elizarraras was employed by Defendants
4 from approximately 2016 through March 2020 and performed work for Defendants in Orange
5 County.

6 **Defendants**

7 17. Plaintiff is informed and believes and thereon alleges that Defendant Future
8 Foam, Inc., is a Nebraska corporation authorized to and doing business in Orange County,
9 California, and is and/or was the legal employer of Plaintiff and the Represented Employees
10 during the applicable statutory periods.

11 18. Plaintiff is ignorant of the true names, capacities, relationships, and extent of
12 participation in the conduct herein alleged, of Defendants sued herein as DOES 1 through 20,
13 inclusive, but on information and belief alleges that those Defendants are legally responsible for
14 the payment of penalties and damages to Plaintiff and all Represented Employees by virtue of
15 Defendants' unlawful actions and practices and therefore sue these Defendants by such fictitious
16 names. Plaintiff will amend this complaint to allege the true names and capacities of the DOE
17 Defendants when ascertained.

18 19. Plaintiff is informed and believes and thereon alleges that he and the Represented
19 Employees worked under the joint direction and control of Defendants and that Defendants, and
20 each of them, acted in all respects pertinent to this action as the agent of the other Defendants,
21 carried out a joint scheme, business plan or policy in all respect pertinent hereto, and the acts of
22 each Defendant are legally attributable to the other Defendants. On information and belief, a
23 unity of interest and ownership between each Defendant exists such that all Defendants acted as
24 a single employer of Plaintiff and other Represented Employees.

25 20. Furthermore, Plaintiff is informed and believes and thereon alleges that
26 Defendants, and each of them, are an integrated enterprise and should be treated as a single
27 employer because these entities share an interrelation of operations, with common human
28 resources and personnel policies and shared common offices and facilities. Additionally,

Defendants also have a shared website, common management, a centralized control of labor operations, and common ownership or financial control.

21. Plaintiff is informed and believes and thereon alleges that, in conducting themselves in the manner described herein, Defendants, and each of them, were acting in active concert with one another such that the acts of each were and are fully attributable to the others in all material respects. Plaintiff is further informed and believes that at all relevant times Defendants and each of them are now, and at all material times herein mentioned were, the agents, servants, employees, partners, affiliates, and/or representatives of each of their remaining co-Defendants, and were, at all times herein mentioned, acting within the course, scope, and purpose of such relationship(s) and with the knowledge, consent and/or ratification of each of their remaining co-Defendants.

22. Plaintiff is further informed and believes that at all relevant times, Defendants have been inadequately capitalized to conduct business, have failed to follow appropriate corporate formalities, and have simply been a shell and instrumentality through which Defendants DOES 11 through 20, inclusive, have conducted their personal affairs. Accordingly, the corporate veil should be pierced, and any liability attached to Defendants should be imposed jointly and severally against Defendants DOES 11 through 20. Adherence to the fiction of the separate existence of these corporate entities would permit abuse of the corporate privilege, thereby sanctioning fraud and promoting injustice.

V. CLASS ACTION ALLEGATIONS

23. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged herein.

24. Plaintiff brings this action on behalf of himself and all others similarly situated as a class action, pursuant to Code of Civil Procedure § 382.

25. The relevant time period for this class action is defined as the period beginning four years prior to the filing of this action until class certification (the “Relevant Time Period”).

26. The Class, also referred to as the “Represented Employees,” that Plaintiff seeks to represent is defined as follows:

California Class²

All current and former nonexempt employees employed by
Defendants in California during the Relevant Time Period.

27. Plaintiff also seeks to represent the following subclasses:

Meal Break Subclass

All Represented Employees who worked a shift in excess of
5 hours during the Relevant Time Period.

Rest Break Subclass

All Represented Employees who worked a shift of at least
3.5 hours during the Relevant Time Period.

Waiting Time Penalties Subclass

All Represented Employees who separated from their
employment with Defendants during the period three years
before the filing of this action and ending when final
judgment is entered.

Wage Statement Penalties Subclass

All Represented Employees during the period one year
before the filing of this action and ending when final
judgment is entered.

28. Plaintiff reserves the right to amend or modify the class description with greater
specificity or further division into subclasses or limitation to particular issues as appropriate.

29. Plaintiff, as Class Representative, is a member of the class and subclasses that he
seeks to represent.

30. This action has been brought and may properly be maintained as a class action
under Code of Civil Procedure § 382 because there is a well-defined community of interest in the
litigation and the proposed class is easily ascertainable from Defendants' records.

² This definition specifically includes direct hires *and* employees placed by a staffing agency; Plaintiff alleges that all staffed employees were jointly employed by Defendants and the staffing agency.

1 31. **Numerosity:** The potential members of the Class as defined are so numerous that
2 a joinder of all Represented Employees is impracticable. Although the exact number is currently
3 unknown to Plaintiff, this information is easily ascertainable from Defendants' records.

4 32. **Commonality:** There are questions of law and fact common to the class which
5 predominate over any questions affecting only individual members of the class, including
6 without limitation:

7 i. Whether Defendants violated the California Labor Code and applicable
8 IWC Wage Order by failing to pay wages to Plaintiff and the Represented Employees for all
9 hours worked;

10 ii. Whether Defendants violated the California Labor Code and applicable
11 IWC Wage Order by failing to pay proper overtime wages to Plaintiff and the Represented
12 Employees for hours above 8 and/or 12 per day and/or 40 per week;

13 iii. Whether Defendants violated the California Labor Code and applicable
14 IWC Wage Order by failing to provide compliant meal periods to Plaintiff and the Meal Break
15 Subclass and whether Defendants failed to compensate Plaintiff and the Meal Break Subclass
16 with one additional hour of wages at the regular rate of pay for each instance when a compliant
17 meal period was not provided;

18 iv. Whether Defendants violated the California Labor Code and applicable
19 IWC Wage Order by failing to provide compliant rest breaks to Plaintiff and the Rest Break
20 Subclass and whether Defendants failed to compensate Plaintiff and the Rest Break Subclass
21 with one additional hour of wages at the regular rate of pay for each instance when a paid rest
22 break was not provided;

23 v. Whether Defendants violated the California Labor Code by failing to
24 timely pay all wages due upon separation of employment between Defendants and Plaintiff and
25 the Waiting Time Penalties Subclass, whether such separation was voluntary or involuntary;

26 vi. Whether Defendants violated the California Labor Code by failing to
27 provide Plaintiff and the Wage Statement Penalties Subclass with complete, accurate, itemized
28 wage statements;

vii. Whether Defendants violated California Business & Professions Code §§ 17200 *et seq.* due to the: failure to pay all wages owed, failure to provide mandated paid rest breaks, failure to provide mandated meal periods, and failure to timely pay final wages; and

viii. Whether Plaintiff and Represented Employees are entitled to equitable relief pursuant to California Business & Professions Code §§ 17200 *et seq.*

33. **Typicality:** Plaintiff's claims, as the Class Representative, are typical of the claims of The Class. Plaintiff, like other members of The Class, was subjected to Defendants' ongoing Labor Code and Wage Order violations including pertaining to the failure to pay all wages owed, failure to provide mandated meal periods, failure to provide mandated paid rest breaks, failure to timely pay final wages, and failure to provide accurate itemized wage statements.

34. **Adequacy of Representation.** Plaintiff, as the Class Representative, will fairly and adequately represent and protect the interests of the Class. Plaintiff's interests are not in conflict with those of the Class. Class Representative's counsel are competent and experienced in litigating large employment class actions and other complex litigation matters, including cases like this case.

35. **Superiority of Class Action.** Class certification is appropriate because a class action is superior to other available means for the fair and efficient adjudication of this controversy. Individual joinder of all Represented Employees is not practicable, and questions of law and fact common to the Class predominate over any questions affecting only individual members of the Class. Each Represented Employee has been damaged and is entitled to recovery by reason of Defendants' illegal policies and practices set forth above. Class action treatment will allow those similarly situated persons to litigate their claims in the manner that is most efficient and economical for the parties and the judicial system.

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FIRST CAUSE OF ACTION

FAILURE TO PAY MINIMUM WAGES

(Labor Code §§ 200, 1194, 1194.2, 1197; IWC Wage Order § 4)

Plaintiff and the Represented Employees Against All Defendants

36. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged herein.

37. Plaintiff and the Represented Employees were not exempt from the requirement to be paid at least the applicable California minimum wage throughout the statutory period for each hour worked.

38. Plaintiff and the Represented Employees were not provided proper minimum and regular wages due to Defendants' failure to accurately record and compensate for all hours worked. For instance, Defendants utilized a rounding policy and practice that routinely undercompensated Plaintiff and the Represented Employees and resulted in a net benefit to Defendants and a net loss for Plaintiff and the Represented Employees. In other words, Defendants' rounding policy is not neutral and results in systematic undercompensation to the Represented Employees for minimum wages.

39. As a result of Defendants' policies or practices described above, Plaintiff and the Represented Employees, were required to perform off-the-clock work that Defendants either knew or should have known they were performing.

40. Consequently, Defendants violated California Labor Code laws and minimum wage laws, *inter alia*, Labor Code §§ 200, 221, 222, 223, 1197, IWC Wage Order 9, § 4, and Cal. Code Regs., tit. 8, section 11090, subds. 1 and 4(B).

41. Plaintiff is informed and believes and thereon alleges that Defendants intentionally, willfully, and improperly failed to pay wages to Plaintiff and the Represented Employees for each hour worked in violation of Labor Code §§ 221-223, 1194 and 1197.

42. Defendants' conduct was willful, as Defendants knew that Plaintiff and the Represented Employees were entitled to be paid wages throughout the statutory period for each

1 hour worked, including proper minimum and regular wages, yet Defendants chose not to pay
2 them in accordance thereto.

3 43. At all material times, Defendants DOES 1 through 20 were and/or are the
4 employer of Plaintiff and the Represented Employees or were persons acting on behalf of said
5 employer(s), within the meaning of California Labor Code § 558, who violated or caused to be
6 violated Labor Code § 204 and a provision or provisions of Part 2, Chapter 1 of the California
7 Labor Code regulating hours and days of work respectively.

8 44. During employment of Plaintiff and the Represented Employees, Defendants
9 failed to pay them all wages to which they were entitled, thereby receiving an economic benefit.

10 45. As a result of the Defendants' wrongful conduct, Plaintiff and the Represented
11 Employees have been damaged in amounts to be proven at trial.

12 46. Plaintiff, on behalf of himself and the Represented Employees, seeks recovery of
13 all unpaid minimum wages, liquidated damages, penalties, interest, attorneys' fees and costs of
14 suit, pursuant to Labor Code §§ 1194 and 1194.2, against Defendants in an amount to be proven
15 at trial.

16 **SECOND CAUSE OF ACTION**

17 **FAILURE TO PAY OVERTIME WAGES**

18 (Labor Code §§ 204 and 510; IWC Wage Order § 3(A))

19 *Plaintiff and the Represented Employees Against All Defendants*

20 47. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
21 alleged herein.

22 48. Plaintiff and the Represented Employees were employees of Defendants who did
23 not receive proper protections and benefits of the laws governing payment of overtime wages.

24 49. Labor Code § 204 requires that the employer timely pay all overtime wages to its
25 employees. Labor Code § 510(a) and the applicable IWC Wage Order § 3(A) provide that any
26 work performed in excess of eight (8) hours in one workday or in excess of forty (40) hours in
27 any one workweek shall be compensated at the rate of no less than one and one-half times the
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1 regular rate of pay for an employee. Furthermore, any work performed in excess of twelve (12)
2 in one workday shall be compensated at twice the regular rate of pay for an employee.

3 50. At all relevant times, Plaintiff and the Represented Employees were required by
4 Defendants to work hours in excess of 8 and/or 12 per day and/or 40 per week. However, due to
5 Defendants' failure to accurately record and compensate for all hours worked and/or the non-
6 neutral rounding policy described herein, Plaintiff and the Represented Employees did not
7 receive proper overtime compensation.

8 51. Defendants violate Labor Code §§ 204 and 510 and the applicable IWC Wage
9 Order § 3(A) every pay period with respect to Plaintiff and the Represented Employees because
10 Defendants required its employees to work hours in excess of 8 and/or 12 per day and/or 40 per
11 week without proper overtime compensation.

12 52. Plaintiff is informed and believes and thereon alleges that Defendants
13 intentionally, willfully, and improperly failed to pay proper overtime wages to Plaintiff and the
14 Represented Employees in violation of Labor Code §§ 204, 221-223, 510, 1194 and 1197.

15 53. Defendants' conduct was willful, as Defendants knew that Plaintiff and the
16 Represented Employees were entitled to be paid proper overtime wages throughout the statutory
17 period, yet Defendants chose not to pay them in accordance thereto.

18 54. At all material times, Defendants DOES 1 through 20 were and/or are the
19 employer of Plaintiff and the Represented Employees or were persons acting on behalf of said
20 employer(s), within the meaning of California Labor Code § 558, who violated or caused to be
21 violated Labor Code § 204 and a provision or provisions of Part 2, Chapter 1 of the California
22 Labor Code regulating hours and days of work respectively.

23 55. During the employment of Plaintiff and the Represented Employees, Defendants
24 failed to pay them all wages to which they were entitled, thereby receiving an economic benefit.

25 56. As a result of Defendants' wrongful conduct, Plaintiff and the Represented
26 Employees have been damaged in amounts to be proven at trial.
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1 57. Plaintiff, on behalf of himself and the Represented Employees, seeks recovery of
2 all unpaid overtime wages, penalties, interest, attorneys' fees, and costs of suit against
3 Defendants in an amount to be proven at trial.

4 **THIRD CAUSE OF ACTION**

5 **FAILURE TO PROVIDE MEAL PERIODS**

6 (Labor Code §§ 226.7 and 512; IWC Wage Order § 11, 12)

7 *Plaintiff and the Meal Break Subclass Against All Defendants*

8 58. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
9 alleged herein.

10 59. Plaintiff and the Meal Break Subclass are and/or were employees of Defendants
11 who did not receive proper protections and benefits of the laws governing mandatory meal
12 periods.

13 60. Labor Code § 226.7 requires employers, including Defendants, to provide
14 employees with meal periods as mandated by the Industrial Welfare Commission.

15 61. Labor Code § 512(a), in part, provides that employers, including Defendants, may
16 not employ an employee for a work period of more than five hours per day without providing an
17 employee the opportunity to take an uninterrupted meal period of not less than 30 minutes,
18 except that if the total work period per day of the employee is no more than six hours, the meal
19 period may be waived by mutual consent of both the employer and the employee. Employers
20 may not employ an employee for a work period more than 10 hours per day without providing
21 the employee with a second meal period of not less than 30 minutes.

22 62. Pursuant to Labor Code § 226.7(b) and the applicable IWC Wage Order § 11(B),
23 Defendants shall pay an employee one additional hour of pay at the employee's regular rate of
24 pay for each meal period that is missed.

25 63. At all relevant times herein, Plaintiff and the Meal Break Subclass were denied
26 the 30-minute meal periods to which they were entitled. As a result of Defendants' policies and
27 practices, Plaintiff and the Represented Employees were subjected to meal period violations
28 when they were: (1) unable to take meal periods due to workload, (2) forced to take on-duty meal

1 period while under the control of Defendants, (3) forced to take meal periods, if such a meal
2 occurred, after the 5th hour of work, and (4) not provided a mandated second meal period for
3 shifts in excess of 10 hours.

4 64. Defendants violated Labor Code §§ 226.7, 512, and the applicable IWC Wage
5 Order every pay period because Plaintiff and the Meal Break Subclass were not provided with all
6 mandatory meal periods and Defendants failed to pay Plaintiff and the Meal Break Subclass one
7 additional hour of compensation at the regular rate of pay in lieu thereof.

8 65. At all relevant times herein, Defendants failed to provide Plaintiff and the Meal
9 Break Subclass all mandated meal periods and failed to pay wage premiums in lieu of mandated
10 meal or rest periods, thereby receiving an economic benefit.

11 66. On information and belief, Plaintiff and the Meal Break Subclass did not
12 voluntarily or willfully waive the mandated meal periods. Any expressed or implied waivers
13 obtained from Plaintiff and the Meal Break Subclass were not willfully obtained, were not
14 voluntarily agreed to, were a condition of employment, or were a part of a contract of an
15 unlawful adhesion. Defendants did not permit or authorize Plaintiff and the Meal Break Subclass
16 to take meal periods in accordance with California law.

17 67. By their failure to provide Plaintiff and the Meal Break Subclass with meal
18 periods as required by California law, and failing to pay one hour of additional wages in lieu of
19 each meal period not provided, Defendants willfully violated Labor Code §§ 226.7 and 512, and
20 IWC Wage Order § 11. Accordingly, Defendants are liable for one hour of additional wages at
21 the employee's regular rate of compensation for each work day that a meal period was not
22 lawfully provided in an amount to be proven at time of trial.

23 68. Also, as a direct result of Defendants' violations of Labor Code §§ 226.7 and 512,
24 and IWC Wage Order § 11, Defendants, and each of them, are liable to Plaintiff and the Meal
25 Break Subclass for unpaid wage premiums, penalties, costs, and interest.

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FOURTH CAUSE OF ACTION

FAILURE TO PROVIDE REST BREAKS

(Labor Code §§ 226.7 and 512; IWC Wage Order § 12)

Plaintiff and the Rest Break Subclass Against All Defendants

69. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged herein.

70. Plaintiff and the Rest Break Subclass are and/or were employees of Defendants who did not receive proper protections and benefits of the laws governing mandatory rest breaks.

71. Labor Code § 226.7 requires employers, including Defendants, to provide rest breaks to its employees as mandated by Order of the Industrial Welfare Commission.

72. The IWC Wage Order § 12 states, in part, that 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. Employees shall receive a 10-minute rest period every four hours or major fraction thereof that they are required to work. Authorized rest period time shall be counted, as hours worked, for which there shall be no deduction from wages.

73. Pursuant to Labor Code § 226.7(b) and Section 12(B) of the applicable Wage Order, Defendants shall pay Plaintiff and the Represented Employees one additional hour of pay at his regular rate of compensation for each day that the rest period is not provided.

74. At all relevant times, Defendants also failed to provide Plaintiff and the Rest Break Subclass with 10 minutes of net rest break time for every 4 hours worked, or major fraction thereof, as mandated by California law. Defendants did not schedule rest breaks and the Rest Break Subclass were often not authorized and/or permitted to take mandated rest breaks due to being overwhelmed by their hectic workload. Additionally, Plaintiff and the Rest Break Subclass were often not permitted to leave the premises for rest breaks, in violation of California law. Furthermore, on occasions when Plaintiff and the Rest Break Subclass worked in excess of 10 hours in a shift, Defendants failed to authorize and/or permit a third mandated rest break.

75. Defendants violated Labor Code §§ 226.7, 512, and the applicable IWC Wage Order every pay period because Plaintiff and the Rest Break Subclass were not provided with all

1 mandatory rest periods and Defendants failed to pay Plaintiff and the Represented Employees
2 one additional hour of compensation in lieu thereof.

3 76. At all relevant times herein, Defendants failed to provide Plaintiff and the Rest
4 Break Subclass all mandated rest breaks and failed to pay wage premiums in lieu of mandated
5 rest periods, thereby receiving an economic benefit.

6 77. By their failure to provide Plaintiff and the Rest Break Subclass with rest breaks
7 as required by California law, and failing to pay one hour of additional wages in lieu of each rest
8 break not provided, Defendants willfully violated Labor Code §§ 226.7 and 512, and IWC Wage
9 Order § 12. Accordingly, Defendants are liable for one hour of additional wages at the
10 employee's regular rate of compensation for each workday that a paid rest break was not
11 lawfully provided in an amount to be proven at time of trial.

12 78. Also, as a direct result of Defendants' violations of Labor Code §§ 226.7 and 512,
13 and IWC Wage Order § 12, Defendants, and each of them, are liable to Plaintiff and the Rest
14 Break Subclass for unpaid wage premiums, penalties, costs, and interest.

15 **FIFTH CAUSE OF ACTION**

16 **FAILURE TO TIMELY PAY FINAL WAGES**

17 (Labor Code §§ 201 – 203)

18 *Plaintiff and the Waiting Time Penalties Subclass against All Defendants*

19 79. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
20 alleged herein.

21 80. Plaintiff and the Waiting Time Penalties Subclass are and/or were employees of
22 Defendants who did not receive proper protections and benefits of the laws governing the timing
23 and payment of wages.

24 81. Labor Code § 201 requires that the employer immediately pay any wages, without
25 abatement or reduction, to any employee who is discharged.

26 82. Labor Code § 202 requires that the employer pay all wages earned and unpaid,
27 without abatement or reduction, no later than 72 hours of receiving an employee's notice of
28 intent to quit or immediately at the time of quitting if at least a 72-hour notice was provided.

1 83. Labor Code §§ 201-203 cause the unpaid wages of the employee to continue as a
2 penalty from the due date thereof at the same rate until paid or until an action therefore is
3 commenced, but the wages shall not continue for more than thirty (30) days.

4 84. At all relevant times, Defendants employed a policy and practice whereby
5 Plaintiff and the Waiting Time Penalties Subclass were not paid all wages due and owing upon
6 separation of employment within the time required by Labor Code §§ 201 and 202.

7 85. Also, at all relevant times, Defendants engaged in the practice of failing to pay all
8 wages due and owing to Plaintiff and the Waiting Time Penalties Subclass upon separation of
9 employment, including, but not limited to, minimum, regular, and overtime wages, as well as
10 meal and rest period premiums.

11 86. Plaintiff alleges that, at all times material to this action, Defendants had a planned
12 pattern and practice of failing to timely pay Plaintiff and the Waiting Time Penalties Subclass all
13 wages due and owing upon separation of employment as required by Labor Code §§ 201 and
14 202. Consequently, pursuant to Labor Code § 203, Defendants owe Plaintiff and the Waiting
15 Time Penalties Subclass the above-described waiting time penalty, all in an amount to be shown
16 according to proof at trial and within the jurisdiction of this Court.

17 **SIXTH CAUSE OF ACTION**

18 **FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS**

19 (Labor Code § 226)

20 *Plaintiff and the Wage Statement Penalties Subclass against All Defendants*

21 87. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
22 alleged herein.

23 88. Plaintiff and the Wage Statement Penalties Subclass are and/or were employees of
24 Defendants who did not receive proper protections and benefits of the laws governing the
25 provision of accurate itemized wage statements.

26 89. Labor Code § 226(a) requires an employer to provide its employees with itemized
27 wage statements accurately stating gross wages earned, all deductions, net wages earned, the
28 inclusive dates of the pay period, the employee's name and the last four digits of his or her

1 Social Security number (or employee identification number), the name and address of the legal
2 entity that is the employer, and all applicable hourly rates in effect during the pay period and the
3 corresponding number of hours worked at each hourly rate by the employee.

4 90. Defendants violate Labor Code § 226(a) every pay period with respect to Plaintiff
5 and the Wage Statement Penalties Subclass because Defendants failed to provide a wage
6 statement to Plaintiff and the Wage Statement Penalties Subclass that complied with the
7 requirements of Labor Code § 226(a).

8 91. Specifically, due to violations discussed herein, Defendants' wage statements
9 failed to accurately state total hours worked, the hours worked at each hourly rate, the accurate
10 rates of pay, and further failed to accurately state gross wages earned, all deductions, and net
11 wages earned.

12 92. Therefore, Defendants violate Labor Code § 226(a) every pay period with respect
13 to Plaintiff and the Wage Statement Penalties Subclass because Defendants failed to provide a
14 wage statement to Plaintiff and the Wage Statement Penalties Subclass that complied with the
15 requirements of Labor Code § 226(a).

16 93. Defendants' failure to provide the required writing deprived Plaintiff and the
17 Wage Statement Penalties Subclass of the ability to know, understand, and question the
18 calculation and rate of pay and hours used to calculate the wages paid by Defendants. Therefore,
19 Plaintiff and the Wage Statement Penalties Subclass had no way to dispute the resulting
20 miscalculation of wages, all of which resulted in an unjustified economic enrichment to said
21 Defendants. As a direct result, Plaintiff and the Wage Statement Penalties Subclass have suffered
22 and continue to suffer, substantial losses related to the use and enjoyment of such wages, lost
23 interest on such wages and expenses and attorney's fees in seeking to compel Defendants to fully
24 perform its obligation under state law, all to their respective damages in amounts according to
25 proof at trial.

26 94. As a result of Defendants' knowing and intentional failure to comply with Labor
27 Code § 226(a), Plaintiff and the Wage Statement Penalties Subclass have suffered an injury in
28 that each was prevented from knowing, understanding and disputing the wage payments paid to

1 them. Furthermore, Plaintiff and the Wage Statement Penalties Subclass have each suffered an
2 injury in that the failure to show all wages earned on the itemized wage statements resulted in
3 Plaintiff and the Represented Employees being denied all necessary deductions, payments, and
4 withholdings owed by the employer, including, but not limited to, the failure to make all
5 necessary contributions for unemployment benefits, social security benefits, proper payment of
6 taxes and withholdings, and other mandated state and federal benefits.

7 95. Plaintiff has also been injured as a result of having to bring this action to attempt
8 to obtain correct wage information following Defendants' refusal to comply with many of the
9 mandates of California's Labor Code and related laws and regulations.

10 96. Labor Code § 226(e) requires Defendants to pay the greater of all actual damages
11 or fifty dollars (\$50.00) per employee for the initial pay period in which a violation occurred, and
12 one hundred dollars (\$100.00) per employee for each violation in subsequent pay periods, plus
13 attorney's fees and costs, to Plaintiff and the Wage Statement Penalties Subclass who were
14 injured by Defendants' failure to comply with Labor Code § 226(a). The exact amount of the
15 applicable penalty is all in an amount to be shown according to proof at trial.

16 **SEVENTH CAUSE OF ACTION**

17 **UNFAIR AND UNLAWFUL COMPETITION**

18 (Business and Professions Code § 17200 *et seq.*)

19 *Plaintiff and the Represented Employees against All Defendants*

20 97. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
21 alleged herein.

22 98. California Business & Professions Code § 17200, *et seq.*, prohibits acts of unfair
23 competition, which includes any "unlawful, unfair or fraudulent business act or practice." The
24 Represented Employees, including Plaintiff, have suffered and continue to suffer injuries in fact,
25 due to the unfair and unlawful business practices of Defendants as alleged herein.

26 99. Defendants, and each of them, are "persons" as defined under Business &
27 Professions Code § 17021.
28

1 100. As alleged herein, Defendants engaged in conduct that violated California's wage
2 and hour laws, including failure to pay minimum, regular, and overtime wages, failure to provide
3 mandated meal periods and rest breaks, and failure to timely pay final wages, all to decrease their
4 costs and increase their profits.

5 101. At all times relevant herein, Defendants did not pay Plaintiff and the Represented
6 Employees wages and monies and other financial obligations to which they were entitled.

7 102. As a result of Defendants' failure to comply with the Labor Code and IWC
8 Orders, Represented Employees, including Plaintiff, suffered a loss of wages and monies, all in
9 an amount to be shown according to proof at trial. Defendants' ongoing violations of the
10 foregoing statutes and laws constitute a violation of Bus. & Prof. Code § 17200, *et seq.*

11 103. Defendants' violations of the California Labor Code and IWC Wage Orders and
12 its scheme to lower its payroll costs as alleged herein, constitute unlawful and unfair business
13 practices because it was done in a systematic manner over a period of time to the detriment of the
14 Plaintiff and all others similarly-situated.

15 104. Defendants' conduct, as alleged herein, has been, and continues to be, unfair,
16 unlawful, and harmful to Plaintiff, other Represented Employees, and to the general public.
17 Plaintiff seek to enforce important rights affecting the public interest within the meaning of Code
18 of Civil Procedure § 1021.5.

19 105. A violation of California Business & Professions Code § 17200, *et seq.* may be
20 predicated on the violation of any state or federal law. All of the acts described herein as
21 violations of, among other things, the California Labor Code and IWC Wage Orders, are
22 unlawful and in violation of public policy, and in addition are immoral, unethical, oppressive,
23 fraudulent and unscrupulous, and thereby constitute unfair, unlawful and/or fraudulent business
24 practices in violation of California Business and Professions Code §§ 17200, *et seq.*

25 106. Plaintiff, individually, and on behalf of the Represented Employees, has no plain,
26 speedy, and/or adequate remedy at law to redress the injuries which they have suffered as a
27 consequence of Defendants' unfair, unlawful and/or fraudulent business practices. As a result of
28 the unfair, unlawful and/or fraudulent business practices described above, Plaintiff, individually,

1 and on behalf of the Represented Employees, has suffered and will continue to suffer irreparable
2 harm unless Defendants, and each of them, are restrained from continuing to engage in said
3 unfair, unlawful and/or fraudulent business practices.

4 107. Plaintiff, individually, and on behalf of the Represented Employees, is entitled to,
5 and does, seek such relief as may be necessary to disgorge the profits which Defendants have
6 acquired, or of which Plaintiff and Represented Employees have been deprived, by means of the
7 above-described unfair, unlawful and/or fraudulent business practices. Plaintiff and the
8 Represented Employees are not obligated to establish individual knowledge of the unfair
9 practices of Defendants in order to recover restitution.

10 108. Plaintiff, individually, and on behalf of the Represented Employees, is further
11 entitled to and do seek a declaration that the above described business practices are unfair,
12 unlawful and/or fraudulent, and injunctive relief restraining Defendants, and each of them, from
13 engaging in any of the above-described unfair, unlawful and/or fraudulent business practices in
14 the future.

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

21 **VI. LABOR CODE PRIVATE ATTORNEYS GENERAL ACT CAUSES OF ACTION**

22 **(Cal. Lab. Code. §§ 2698 – 2699.5)**

23 110. Plaintiff is an “aggrieved employee” under the PAGA as he was employed by
24 Defendants during the applicable statutory period and suffered one or more of the Labor Code
25 violations alleged herein. As such, Plaintiff may recover the remedies described herein in a civil
26 action filed on behalf of himself and all other similarly situated current and former aggrieved
27 employees in California against whom one or more of the alleged violations was committed
28 (hereinafter the “Aggrieved Employees”).

111. Pursuant to Labor Code § 2699.3(a), on July 20, 2020, Plaintiff gave written notice by online filing to the Labor and Workforce Development Agency (“LWDA”) and by certified mail to Defendants of the specific provisions of the Labor Code alleged to have been violated, including the facts and theories to support the alleged violations.

112. Therefore, once more than sixty-five (65) days have passed since that date, Plaintiff will have fully satisfied the administrative prerequisites to suit under the PAGA and this Complaint will be deemed amended to include the PAGA allegations enumerated below. Once this occurs, Plaintiff seeks to recover all applicable and available PAGA remedies pursuant to Labor Code § 2699, as well as attorneys’ fees, costs, and/or other damages as permitted by PAGA through a representative action pursuant to the PAGA and the California Supreme Court in *Arias v. Superior Court* (2009) 46 Cal. 4th 969. Plaintiff is not required to, nor does he, seek class certification of the PAGA claims under Code of Civil Procedure § 382.

EIGHTH CAUSE OF ACTION

PAGA ASSESSMENT FOR FAILURE TO PAY MINIMUM WAGES

(Labor Code §§ 200, 1194, 1194.2, 1197; IWC Wage Order § 4)

Plaintiff and the Aggrieved Employees against All Defendants

113. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged herein.

114. Plaintiff and the Aggrieved Employees were not exempt from the requirement to be paid at least the applicable California minimum wage throughout the statutory period for each hour worked.

115. Plaintiff and the Aggrieved Employees were not provided proper minimum and regular wages due to Defendants’ failure to accurately record and compensate for hours worked and the non-neutral rounding policy described herein.

116. As a result of Defendants’ policies or practices described above, Plaintiff and the Aggrieved Employees were required to perform off-the-clock work that Defendants either knew or should have known they were performing.

1 117. Consequently, Defendants violated California Labor Code laws and minimum
2 wage laws, *inter alia*, Labor Code §§ 200, 221, 222, 223, 1197, IWC Wage Order 9, § 4, and
3 Cal. Code Regs., tit. 8, section 11090, subds. 1 and 4(B).

4 118. Plaintiff is informed and believes and thereon alleges that Defendants
5 intentionally, willfully, and improperly failed to pay wages to Plaintiff and the Aggrieved
6 Employees for each hour worked in violation of Labor Code §§ 221-223, 1194 and 1197.

7 119. As a result of the unlawful employment practices alleged herein, Plaintiff seeks
8 the assessment of all applicable and available PAGA remedies pursuant to Labor Code § 2699,
9 and seeks to recover all attorneys' fees, costs, and/or any other damages permitted under PAGA.

10 **NINTH CAUSE OF ACTION**

11 **PAGA ASSESSMENT FOR FAILURE TO PAY OVERTIME WAGES**

12 (Labor Code §§ 204 and 510; IWC Wage Order § 3(A))

13 *Plaintiff and the Aggrieved Employees against All Defendants*

14 120. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
15 alleged herein.

16 121. Plaintiff and the Aggrieved Employees were "nonexempt" employees of
17 Defendants who did not receive proper protections and benefits of the laws governing payment
18 of overtime wages.

19 122. Labor Code § 204 requires that the employer timely pay all overtime wages to its
20 employees. Labor Code § 510(a) and the applicable IWC Wage Order § 3(A) provide that any
21 work performed in excess of eight (8) hours in one workday or in excess of forty (40) hours in
22 any one workweek shall be compensated at the rate of no less than one and one-half times the
23 regular rate of pay for an employee. Furthermore, any work performed in excess of twelve (12)
24 in one workday shall be compensated at twice the regular rate of pay for an employee.

25 123. At all relevant times, Plaintiff and the Aggrieved Employees were required by
26 Defendants to work hours in excess of 8 and/or 12 per day and/or 40 per week. However, due to
27 Defendants' failure to accurately record and compensate for all hours worked and the non-
28

1 neutral rounding policy described herein, Plaintiff and the Aggrieved Employees did not receive
2 proper overtime compensation.

3 124. Defendants violate Labor Code §§ 204 and 510 and the applicable IWC Wage
4 Order § 3(A) every pay period with respect to Plaintiff and the Aggrieved Employees because
5 Defendants failed to pay Plaintiff and the Aggrieved Employees for all overtime hours worked,
6 and required Plaintiff and the Aggrieved Employees to work without being properly
7 compensated for all overtime wages earned.

8 125. Plaintiff is informed and believes and thereon alleges that Defendants
9 intentionally, willfully, and improperly failed to pay wages to Plaintiff and the Aggrieved
10 Employees for each hour worked in violation of Labor Code §§ 204, 221-223, 510, 1194 and
11 1197.

12 126. As a result of the unlawful employment practices alleged herein, Plaintiff seeks
13 the assessment of all applicable and available PAGA remedies pursuant to Labor Code § 2699,
14 and seeks to recover all attorneys' fees, costs, and/or any other damages permitted under PAGA.

15 **TENTH CAUSE OF ACTION**

16 **PAGA ASSESSMENT FOR FAILURE TO PROVIDE COMPLIANT MEAL PERIODS**

17 (Labor Code § 226.7 and 512; IWC Wage Order § 11, 12)

18 *Plaintiff and the Aggrieved Employees against All Defendants*

19 127. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
20 alleged herein.

21 128. Plaintiff and the Aggrieved Employees are and/or were employees of Defendants
22 who did not receive proper protections and benefits of the laws governing mandatory meal
23 periods.

24 129. Labor Code § 226.7 requires employers, including Defendants, to provide
25 employees with meal periods as mandated by the Industrial Welfare Commission.

26 130. Labor Code § 512(a), in part, provides that employers, including Defendants, may
27 not employ an employee for a work period of more than five hours per day without providing an
28 employee the opportunity to take an uninterrupted meal period of not less than 30 minutes,

1 except that if the total work period per day of the employee is no more than six hours, the meal
2 period may be waived by mutual consent of both the employer and the employee. Employers
3 may not employ an employee for a work period more than 10 hours per day without providing
4 the employee with a second meal period of not less than 30 minutes.

5 131. Pursuant to Labor Code § 226.7(b) and the applicable IWC Wage Order § 11(B),
6 Defendants shall pay an employee one additional hour of pay at the employee's regular rate of
7 pay for each meal period that is missed.

8 132. At all relevant times herein, Plaintiff and the Aggrieved Employees were denied
9 the 30-minute meal periods to which they were entitled. As a result of Defendants' policies and
10 practices, Plaintiff and the Aggrieved Employees were subjected to meal period violations when
11 they were: (1) unable to take meal periods due to workload, (2) forced to take on-duty meal
12 period while under the control of Defendants, (3) forced to take meal periods, if such a meal
13 occurred, after the 5th hour of work, and (4) not provided a mandated second meal period for
14 shifts in excess of 10 hours.

15 133. Defendants violated Labor Code §§ 226.7, 512, and the applicable IWC Wage
16 Order every pay period with respect to Plaintiff and the Aggrieved Employees because Plaintiff
17 and the Aggrieved Employees were not provided with all mandatory meal periods and
18 Defendants failed to pay the Aggrieved Employees one additional hour of compensation at the
19 regular rate of pay in lieu thereof.

20 134. On information and belief, Plaintiff and the Aggrieved Employees did not
21 voluntarily or willfully waive the mandated meal periods. Any expressed or implied waivers
22 obtained from Plaintiff and the Aggrieved Employees were not willfully obtained, were not
23 voluntarily agreed to, were a condition of employment, or were a part of a contract of an
24 unlawful adhesion. Defendants did not permit or authorize Plaintiff and the Aggrieved
25 Employees to take meal periods in accordance with California law.

26 135. As a result of the unlawful employment practices alleged herein, Plaintiff seeks
27 the assessment of all applicable and available PAGA remedies pursuant to Labor Code § 2699,
28 and seeks to recover all attorneys' fees, costs, and/or any other damages permitted under PAGA.

ELEVENTH CAUSE OF ACTION

PAGA ASSESSMENT FOR FAILURE TO PROVIDE REST BREAKS

(Labor Code § 226.7 and 512; IWC Wage Order § 12)

Plaintiff and the Aggrieved Employees against All Defendants

136. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged herein.

137. Plaintiff and the Aggrieved Employees are and/or were employees of Defendants who did not receive proper protections and benefits of the laws governing mandatory rest breaks.

138. Labor Code § 226.7 requires employers, including Defendants, to provide rest breaks to its employees as mandated by Order of the Industrial Welfare Commission.

139. The IWC Wage Order § 12 states, in part, that 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. Employees shall receive a 10-minute rest period every four hours or major fraction thereof that they are required to work. Authorized rest period time shall be counted, as hours worked, for which there shall be no deduction from wages.

140. Pursuant to Labor Code § 226.7(b) and Section 12(B) of the applicable Wage Order, Defendants shall pay Plaintiff and the Aggrieved Employees one additional hour of pay at his regular rate of compensation for each day that the rest period is not provided.

141. Defendants failed to provide Plaintiff and the Aggrieved Employees with 10 minutes of net rest break time for every 4 hours worked, or major fraction thereof, as mandated by California law. Defendants did not schedule rest breaks and the Aggrieved Employees were often not authorized and/or permitted to take mandated rest breaks due to being overwhelmed by their hectic workload. Additionally, Plaintiff and the Aggrieved Employees were often not permitted to leave the premises for rest breaks, in violation of California law. Furthermore, on occasions when Plaintiff and the Aggrieved Employees worked in excess of 10 hours in a shift, Defendants failed to authorize and/or permit a third mandated rest break.

142. Defendants violated Labor Code §§ 226.7, 512, and the applicable IWC Wage Order every pay period with respect to Plaintiff and the Aggrieved Employees because Plaintiff

1 and the Aggrieved Employees were not provided with all mandatory rest periods and Defendants
2 failed to pay the Aggrieved Employees one additional hour of compensation in lieu thereof.

3 143. As a result of the unlawful employment practices alleged herein, Plaintiff seeks
4 the assessment of all applicable and available PAGA remedies pursuant to Labor Code § 2699,
5 and seeks to recover all attorneys' fees, costs, and/or any other damages permitted under PAGA.

6 **TWELFTH CAUSE OF ACTION**

7 **PAGA ASSESSMENT FOR FAILURE TO TIMELY PAY WAGES EACH PERIOD**

8 (Labor Code § 204)

9 *Plaintiff and the Aggrieved Employees against All Defendants*

10 144. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
11 alleged herein.

12 145. Plaintiff and the Aggrieved Employees are and/or were "nonexempt" employees
13 of Defendants who did not receive proper protections and benefits of the laws regarding the
14 timing of payment of wages each period.

15 146. Labor Code § 204(a) states that all wages earned by a person are due and payable
16 twice during each calendar month, and further states that wages earned during the first through
17 fifteenth days of the month must be paid no later than the twenty-sixth day of the month, and that
18 wages earned between the sixteenth and last day of the month must be paid by the tenth day of
19 the following month.

20 147. Furthermore, Labor Code § 204(d) states "[t]he requirements of this section shall
21 be deemed satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if
22 the wages are paid not more than seven calendar days following the close of the payroll period."

23 148. At all relevant times herein, Defendants did not provide Plaintiff and the
24 Aggrieved Employees with all wages due and owing each period within the time required by
25 Labor Code § 204. Moreover, Defendants did not provide Plaintiff and the Aggrieved
26 Employees with all wages due and owing each pay period, including, but not limited to,
27 minimum, regular, and overtime wages, as well as meal and rest period premiums, within the
28 time specified by Labor Code § 204.

1 149. As a result of the unlawful employment practices alleged herein, Plaintiff seeks
2 the assessment of all applicable and available PAGA remedies pursuant to Labor Code § 2699,
3 and seeks to recover all attorneys' fees, costs, and/or any other damages permitted under PAGA.

4 **THIRTEENTH CAUSE OF ACTION**

5 **PAGA ASSESSMENT FOR FAILURE TO TIMELY PAY FINAL WAGES**

6 (Labor Code §§ 201 – 203 and 256)

7 *Plaintiff and the Aggrieved Employees against All Defendants*

8 150. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
9 alleged herein.

10 151. Plaintiff and the Aggrieved Employees are and/or were “non-exempt” employees
11 of Defendants who did not receive proper protections and benefits of the laws governing the
12 timing and payment of final wages.

13 152. Labor Code § 201 requires that the employer immediately pay any wages, without
14 abatement or reduction, to any employee who is discharged.

15 153. Labor Code § 202 requires that the employer pay all wages earned and unpaid,
16 without abatement or reduction, no later than 72 hours of receiving an employee's notice of
17 intent to quit or immediately at the time of quitting if at least a 72-hour notice was provided.

18 154. Labor Code §§ 201-203 cause the unpaid wages of the employee to continue as a
19 penalty from the due date thereof at the same rate until paid or until an action therefore is
20 commenced, but the wages shall not continue for more than thirty (30) days.

21 155. At all relevant times here, Defendants did not provide Plaintiff and the Aggrieved
22 Employees with all wages due and owing upon separation of employment, including, but not
23 limited to, minimum, regular, and overtime wages, as well as meal and rest period premiums,
24 within the time specified by Labor Code §§ 201 – 203.

25 156. Plaintiff alleges that, at all times material to this action, Defendants had a planned
26 pattern and practice of failing to timely pay to Plaintiff and the Aggrieved Employees all wages
27 due and owing upon separation of employment as required by Labor Code §§ 201 and 202.
28

1 157. As a result of the unlawful employment practices alleged herein, Plaintiff seeks
2 the assessment of all applicable and available PAGA remedies pursuant to Labor Code §§256
3 and 2699, and seeks to recover all attorneys' fees, costs, and/or any other damages permitted
4 under PAGA.

5 **FOURTEENTH CAUSE OF ACTION**

6 **PAGA ASSESSMENT FOR**

7 **FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS**

8 (Labor Code § 226)

9 *Plaintiff and the Aggrieved Employees against All Defendants*

10 158. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
11 alleged herein.

12 159. Plaintiff and the Aggrieved Employees are and/or were employees of Defendants
13 who did not receive proper protections and benefits of the laws governing the provision of
14 accurate itemized wage statements.

15 160. Labor Code § 226(a) requires an employer to provide its employees with itemized
16 wage statements accurately stating gross wages earned, all deductions, net wages earned, the
17 inclusive dates of the pay period, the employee's name and the last four digits of his or her
18 Social Security number (or employee identification number), the name and address of the legal
19 entity that is the employer, and all applicable hourly rates in effect during the pay period and the
20 corresponding number of hours worked at each hourly rate by the employee.

21 161. Defendants violate Labor Code § 226(a) every pay period with respect to Plaintiff
22 and the Aggrieved Employees because Defendants failed to provide a wage statement to Plaintiff
23 and the Aggrieved Employees that complied with the requirements of Labor Code § 226(a).

24 162. Specifically, due to violations discussed herein, Defendants' wage statements
25 failed to accurately state total hours worked, the hours worked at each hourly rate, the accurate
26 rates of pay, and further failed to accurately state gross wages earned, all deductions, and net
27 wages earned.
28

1 163. Therefore, Defendants violate Labor Code § 226(a) every pay period with respect
2 to Plaintiff and the Aggrieved Employees because Defendants failed to provide complete and
3 accurate wage statements to Plaintiff and the Aggrieved Employees that complied with the
4 requirements of Labor Code § 226(a).

5 164. As a result of the Defendants' violations of Labor Code §226(a)(9), Plaintiff seeks
6 the assessment of all applicable and available PAGA remedies pursuant to Labor Code § 2699,
7 and seeks to recover all attorneys' fees, costs, and/or any other damages permitted under PAGA.
8 See *Raines v. Coastal Pacific Food Distributors, Inc.* (2018) 23 Cal.App.5th 667, 675 ("Section
9 226.3 provides the civil penalty for failure to comply" with Labor Code § 226).

10 **FIFTEENTH CAUSE OF ACTION**

11 **PAGA ASSESSMENT FOR FAILURE TO PROVIDE SUITABLE SEATING**

12 (Labor Code §§ 1198, 1199; IWC Wage Order § 14)

13 165. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
14 alleged.

15 166. Section 14 of the applicable IWC Wage Order states: "All working employees
16 shall be provided with suitable seats when the nature of the work reasonably permits the use of
17 seats." Furthermore, "When employees are not engaged in the active duties of their employment
18 and the nature of the work requires standing, an adequate number of suitable seats shall be
19 placed in reasonable proximity to the work area and employees shall be permitted to use such
20 seats when it does not interfere with the performance of their duties."

21 167. Here, Defendants failed to provide suitable seating to Plaintiff and the Aggrieved
22 Employees, in violation of IWC Wage Order § 14.

23 168. Penalties for the failure to provide suitable can be enforced both through Labor
24 Code §§ 1198 and 1199.

25 169. Labor Code § 1198 states that the "standard conditions of labor fixed by the
26 commission shall be the ... standard conditions of labor for employees. The employment of any
27 employee ... under conditions of labor prohibited by the order is unlawful."
28

1 170. Labor Code § 1199 makes it unlawful for an employer to work under conditions
2 of labor prohibited by an IWC Wage Order. Labor Code § 1199 also makes it unlawful for an
3 employer to violate, refuse, or neglect to comply with any provision of the IWC Wage Orders.

4 171. Labor Code § 2699.5 specifically enumerates Labor Code § 1199 as a section to
5 which the civil penalties under the PAGA apply.

6 172. As a result of the unlawful employment practices alleged herein, Plaintiff seeks
7 the assessment of all applicable and available PAGA remedies pursuant to Labor Code § 2699,
8 and seeks to recover all attorneys' fees, costs, and/or any other damages permitted under PAGA.

9 **VII. PRAYER FOR RELIEF**

10 WHEREFORE, Plaintiff, on behalf of himself, on a representative basis, and all others
11 similarly situated, prays for judgment and relief against Defendants, jointly and severally, as
12 follows:

13 1. As to the Eighth through Fifteenth Causes of Action, the assessment of all
14 applicable and available remedies under the PAGA;

15 2. For reasonable attorneys' fees and costs as permitted under the PAGA;

16 3. That the First through Seventh Causes of Action be certified as a class action;

17 4. That Plaintiff be appointed as Class Representative;

18 5. That counsel for Plaintiff be appointed Class Counsel;

19 6. For all applicable statutory penalties recoverable under the First through Seventh
20 Causes of Action to the extent permitted by law, including those pursuant to Labor Code and
21 Orders of the Industrial Welfare Commission;

22 7. For reasonable attorneys' fees, costs of suit, and interest to the extent permitted by
23 law, including those pursuant to the Labor Code;

24 8. For injunctive relief and/or restitution as provided by the Labor Code and
25 Business and Professions Code § 17200, *et seq.*;

26 9. For a declaratory judgment that Defendants have violated Labor Code §§ 200,
27 201, 202, 203, 204, 208, 210, 218.6, 221, 226, 226.3, 226.7, 256, 510, 512, 558, 1194, 1197,
28 1198, 1199, among other sections inadvertently omitted;

1 10. For an award of damages in the amount of unpaid compensation including, but
2 not limited to, unpaid wages, benefits, and penalties according to proof, including interest
3 thereon;

4 11. For pre- and post-judgment interest; and

5 12. For such other relief as the Court deems just and proper.

6 **DEMAND FOR JURY TRIAL**

7 WHEREFORE, Plaintiff, on behalf of himself and all others similarly situated, hereby
8 demands a jury trial as to the First through Fifteenth Causes of Action pled herein.

9
10 Dated: July 29, 2020

FERNANDEZ & LAUBY LLP

11
12 BY:



13 Brian J. Mankin, Esq.
14 Peter J. Carlson, Esq.
15 Attorneys for Plaintiff
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