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FILED
 Superior Court of California
 County of Los Angeles

JAN 25 2021

Sherri R. Carter, Executive Officer/Clerk
 By Amanda Flores Deputy

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

VERONICA JAUREGUI SILVA,
 individually, and on behalf of other members
 of the general public similarly situated;

Plaintiffs,

v.

BEN MYERSON CANDY CO., INC. d/b/a
 WINE WAREHOUSE, a California
 corporation; and DOES 1 through 100,
 inclusive;

Defendants.

Case No.: 20STCV21665

Assigned for All Purposes to:
 Honorable Amy D. Hogue
 Department 7

**FIRST AMENDED CLASS ACTION
 COMPLAINT FOR DAMAGES**

- (1) Violation of California Labor Code §§ 510 and 1198 (Unpaid Overtime);
- (2) Violation of California Labor Code §§ 226.7 and 512(a) (Unpaid Meal Period Premiums);
- (3) Violation of California Labor Code § 226.7 (Unpaid Rest Period Premiums);
- (4) Violation of California Labor Code §§ 1194 and 1197 (Unpaid Minimum Wages);
- (5) Violation of California Labor Code §§ 201 and 202 (Final Wages Not Timely Paid);
- (6) Violation of California Labor Code § 226(a) (Non-Compliant Wage Statements);
- (7) Violation of California Business & Professions Code § 17200, *et seq.*
- (8) Violation of Labor Code § 2698, *et seq.* (California Labor Code Private Attorneys General Act of 2004)

DEMAND FOR JURY TRIAL

COMES NOW, Plaintiffs VERONICA JAUREGUI SILVA, ALDEN ALLEN, and MATTHEW YOUNG (“Plaintiffs,” “Plaintiff Silva,” “Plaintiff Allen,” and “Plaintiff Young”), individually, and on behalf of other members of the general public similarly situated and on behalf of aggrieved employees pursuant to the Private Attorneys General Act (“PAGA”), and alleges as follows:

JURISDICTION AND VENUE

1. This class action is brought pursuant to the California Code of Civil Procedure section 382. The monetary damages and restitution sought by Plaintiffs exceeds the minimal jurisdiction limits of the Superior Court and will be established according to proof at trial.

2. This Court has jurisdiction over this action pursuant to the California Constitution, Article VI, Section 10, which grants the superior court “original jurisdiction in all other causes” except those given by statute to other courts. The statutes under which this action is brought do not specify any other basis for jurisdiction.

3. This Court has jurisdiction over Defendants because, upon information and belief, Defendants are citizens of California, have sufficient minimum contacts in California, or otherwise intentionally avail themselves of the California market so as to render the exercise of jurisdiction over them by the California courts consistent with traditional notions of fair play and substantial justice.

4. Venue is proper in this Court because, upon information and belief, Defendants maintain offices, have agents, and/or transact business in the State of California, including the County of Los Angeles. The majority of the acts and omissions alleged herein relating to Plaintiffs took place in the State of California.

PARTIES

5. Plaintiff VERONICA JAUREGUI SILVA is an individual residing in the State of California, County of Alameda.

6. Plaintiff ALDEN ALLEN is an individual residing in the State of California.

7. Plaintiff MATTHEW YOUNG is an individual residing in the State of California.

1 8. Defendant BEN MYERSON CANDY CO., INC. d/b/a WINE WAREHOUSE, at
2 all times herein mentioned, was and is, upon information and belief, a California corporation,
3 and at all times herein mentioned, was and is, an employer whose employees are engaged
4 throughout the State of California, including the County of Los Angeles

5 9. At all times herein relevant, Defendants BEN MYERSON CANDY CO., INC.
6 and DOES 1 through 100, and each of them, were the agents, partners, joint venturers, joint
7 employers, representatives, servants, employees, successors-in-interest, co-conspirators and
8 assigns, each of the other, and at all times relevant hereto were acting within the course and
9 scope of their authority as such agents, partners, joint venturers, joint employers,
10 representatives, servants, employees, successors, co-conspirators and assigns, and all acts or
11 omissions alleged herein were duly committed with the ratification, knowledge, permission,
12 encouragement, authorization, and consent of each defendant designated herein.

13 10. The true names and capacities, whether corporate, associate, individual or
14 otherwise, of Defendants DOES 1 through 100, inclusive, are unknown to Plaintiff, who sues
15 said defendants by such fictitious names. Plaintiffs are informed and believes, and based on
16 that information and belief alleges, that each of the Defendants designated as a DOE is legally
17 responsible for the events and happenings referred to in this Complaint, and unlawfully caused
18 the injuries and damages to Plaintiffs and the other class members as alleged in this Complaint.
19 Plaintiffs will seek leave of court to amend this Complaint to show the true names and
20 capacities when the same have been ascertained.

21 11. Defendants BEN MYERSON CANDY CO., INC. and DOES 1 through 100 will
22 hereinafter collectively be referred to as "Defendants."

23 12. Plaintiffs further allege that Defendants directly or indirectly controlled or
24 affected the working conditions, wages, working hours, and conditions of employment of
25 Plaintiffs and the other class members so as to make each of said Defendants employers and
26 employers liable under the statutory provisions set forth herein.

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CLASS ACTION ALLEGATIONS

13. Plaintiffs bring this action on their own behalf and on behalf of all other members of the general public similarly situated, and, thus, seeks class certification under Code of Civil Procedure section 382.

14. The proposed class is defined as follows:

All current and former hourly-paid or non-exempt employees (either directly or through a staffing agency or labor contractor) of Defendants within the State of California at any time during the period from June 4, 2016 to final judgment.

15. Plaintiffs reserve the right to establish subclasses as appropriate.

16. The class is ascertainable and there is a well-defined community of interest in the litigation:

a. Numerosity: The class members are so numerous that joinder of all class members is impracticable. The membership of the entire class is unknown to Plaintiffs at this time; however, the class is estimated to be greater than fifty (50) individuals and the identity of such membership is readily ascertainable by inspection of Defendants' employment records.

b. Typicality: Plaintiffs' claims are typical of all other class members' claims as demonstrated herein. Plaintiffs will fairly and adequately protect the interests of the other class members with whom they have a well-defined community of interest.

c. Adequacy: Plaintiffs will fairly and adequately protect the interests of each class member, with whom they have a well-defined community of interest and typicality of claims, as demonstrated herein. Plaintiffs have no interest that is antagonistic to the other class members. Plaintiffs' attorneys, the proposed class counsel, are versed in the rules governing class action discovery, certification, and settlement. Plaintiffs have incurred, and during the pendency of this action will continue to incur, costs and attorneys' fees, that have been, are, and will be necessarily

1 expended for the prosecution of this action for the substantial benefit of
2 each class member.

3 d. Superiority: A class action is superior to other available methods for the
4 fair and efficient adjudication of this litigation because individual joinder
5 of all class members is impractical.

6 e. Public Policy Considerations: Certification of this lawsuit as a class
7 action will advance public policy objectives. Employers of this great
8 state violate employment and labor laws every day. Current employees
9 are often afraid to assert their rights out of fear of direct or indirect
10 retaliation. However, class actions provide the class members who are
11 not named in the complaint anonymity that allows for the vindication of
12 their rights.

13 17. There are common questions of law and fact as to the class members that
14 predominate over questions affecting only individual members. The following common
15 questions of law or fact, among others, exist as to the members of the class:

16 a. Whether Defendants' failure to pay wages, without abatement or
17 reduction, in accordance with the California Labor Code, was willful;

18 b. Whether Defendants failed to pay their hourly-paid or non-exempt
19 employees within the State of California for all hours worked, missed
20 meal periods and rest breaks in violation of California law;

21 c. Whether Defendants required Plaintiffs and other class members to work
22 over eight (8) hours per day and/or over forty (40) hours per week and
23 failed to pay the legally required overtime compensation to Plaintiffs and
24 the other class members;

25 d. Whether Defendants properly calculated the regular rate for Plaintiffs
26 and the other class members to worked overtime and earned bonuses
27 and/or incentive pay;

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- 1 e. Whether Defendants deprived Plaintiffs and other class members of meal
2 and/or rest periods or required Plaintiffs and the other class members to
3 work during meal and/or rest periods without compensation;
- 4 f. Whether Defendants failed to pay minimum wages to Plaintiffs and other
5 class members for all hours worked;
- 6 g. Whether Defendant maintained an illegal rounding policy;
- 7 h. Whether Defendants failed to pay all wages due to Plaintiffs and other
8 class members within the required time upon their discharge or
9 resignation;
- 10 i. Whether Defendants failed to timely pay all wages due to Plaintiffs and
11 other class members during their employment;
- 12 j. Whether Defendants complied with wage reporting as required by the
13 California Labor Code, including, inter alia, section 226;
- 14 k. Whether Defendants failed to reimburse class members for necessary
15 business-related expenses and costs;
- 16 l. Whether Defendants' conduct was willful or reckless;
- 17 m. Whether Defendants engaged in unfair business practices in violation of
18 California Business & Professions Code section 17200, *et seq.*;
- 19 n. The appropriate amount of damages, restitution, and/or monetary
20 penalties resulting from Defendants' violation of California law; and
- 21 o. Whether Plaintiffs and other class members are entitled to compensatory
22 damages pursuant to the California Labor Code.

23 **GENERAL ALLEGATIONS**

24 18. During the relevant time period set forth herein, Defendants employed Plaintiffs
25 and other persons as hourly-paid or non-exempt employees within the State of California.

26 19. Defendants, jointly and severally, employed Plaintiff Silva as an hourly-paid,
27 non-exempt employee from in or about July of 2017 to August of 2018 in the State of
28 California, County of Contra Costa.

1 20. Defendants, jointly and severally, employed Plaintiff Allen as an hourly-paid,
2 non-exempt employee from 2019 to 2020 in the State of California, County of Los Angeles.

3 21. Defendants, jointly and severally employed Plaintiff Young on a commissioned
4 basis from 2019 to 2020 in the State of California, County of Los Angeles.

5 22. Defendants, jointly and severally, hired Plaintiffs and other class members and
6 classified them as hourly-paid, non-exempt employees, and failed to compensate them for all
7 hours worked, missed meal periods, and/or missed rest breaks.

8 23. Defendants had the authority to hire and terminate Plaintiffs and other class
9 members; to set work rules and conditions governing Plaintiffs and the other class members'
10 employment; and to supervise their daily employment activities.

11 24. Defendants exercised sufficient authority over the terms and conditions of
12 Plaintiffs and other class members' employment for them to be joint employers of Plaintiffs
13 and other class members.

14 25. Defendants directly hired and paid wages and benefits to Plaintiffs and other
15 class members.

16 26. Defendants continue to employ hourly-paid or non-exempt employees within the
17 State of California.

18 27. Plaintiffs and other class members worked over eight (8) hours in a day, and/or
19 forty (40) hours in a week during their employment with Defendants.

20 28. Plaintiffs are informed and believe, and based thereon alleges, that Defendants
21 engaged in a pattern and practice of wage abuse against their hourly-paid or non-exempt
22 employees within the State of California. This scheme involved, inter alia, failing to pay them
23 for all hours worked, missed meal periods, and missed rest breaks in violation of California
24 law.

25 29. Plaintiffs are informed and believe, and based thereon alleges, that Defendants
26 knew or should have known that Plaintiffs and other class members were entitled to receive
27 certain wages for overtime compensation and that they were not receiving wages for overtime
28 compensation.

1 30. Plaintiffs are informed and believe, and based thereon alleges, that Defendants
2 failed to provide Plaintiffs and other class members the required rest and meal periods during
3 the relevant time period as required under the Industrial Welfare Commission Wage Orders
4 and thus they are entitled to any and all applicable penalties.

5 31. Plaintiffs are informed and believe, and based thereon alleges, that Defendants
6 knew or should have known that Plaintiffs and other class members were entitled to receive all
7 timely and complete meal periods or payment of one additional hour of pay at Plaintiffs' and
8 other class members' regular rate of pay when a meal period was missed, late or interrupted,
9 and they did not receive all timely and proper meal periods or payment of one additional hour
10 of pay at Plaintiffs' and other class members' regular rate of pay when a meal period was
11 missed.

12 32. Plaintiffs are informed and believe, and based thereon alleges, that Defendants
13 knew or should have known that Plaintiffs and other class members were entitled to receive all
14 timely rest periods without interruption or payment of one additional hour of pay at Plaintiffs'
15 and the other class members' regular rate of pay when a rest period was missed, late or
16 interrupted, and they did not receive all rest periods or payment of one additional hour of pay
17 at Plaintiffs' and the other class members' regular rate of pay when a rest period was missed.

18 33. Plaintiffs are informed and believe, and based thereon alleges, that Defendants
19 knew or should have known that Plaintiffs and other class members were entitled to receive at
20 least minimum wages for compensation and that they were not receiving at least minimum
21 wages for all hours worked.

22 34. Plaintiffs are informed and believe, and based thereon alleges, that Defendants
23 knew or should have known that Plaintiffs and other class members were entitled to receive the
24 wages owed to them upon discharge or resignation, including overtime and minimum wages
25 and meal and rest period premiums, and they did not, in fact, receive such wages owed to them
26 at the time of their discharge or resignation.

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1 35. Plaintiffs are informed and believe, and based thereon alleges, that Defendants
2 knew or should have known that Plaintiffs and other class members were entitled to receive
3 complete and accurate wage statements in accordance with California law, but, in fact, they did
4 not receive complete and accurate wage statements from Defendants. The deficiencies
5 included, inter alia, the failure to include the total number of hours worked by Plaintiffs and
6 other class members.

7 36. Plaintiffs are informed and believe, and based thereon alleges, that Defendants
8 knew or should have known that Defendants had to keep complete and accurate payroll records
9 for Plaintiffs and other class members in accordance with California law, but, in fact, did not
10 keep complete and accurate payroll records.

11 37. Plaintiffs are informed and believe, and based thereon alleges, that Defendants
12 knew or should have known that they had a duty to compensate Plaintiffs and other class
13 members pursuant to California law, and that Defendants had the financial ability to pay such
14 compensation, but willfully, knowingly, and intentionally failed to do so, and falsely
15 represented to Plaintiffs and other class members that they were properly denied wages, all in
16 order to increase Defendants' profits.

17 38. As a pattern and practice, during the relevant time period set forth herein,
18 Defendants failed to pay overtime wages to Plaintiffs and other class members for all hours
19 worked. Plaintiffs and other class members were required to work more than eight (8) hours
20 per day and/or forty (40) hours per week without overtime compensation.

21 39. As a pattern and practice, during the relevant time period set forth herein,
22 Defendants failed to provide the requisite uninterrupted and timely meal and rest periods to
23 Plaintiffs and other class members.

24 40. As a pattern and practice, during the relevant time period set forth herein,
25 Defendants failed to pay Plaintiffs and other class members at least minimum wages for all
26 hours worked.

27 41. As a pattern and practice, during the relevant time period set forth herein,
28 Defendants failed to pay Plaintiffs and other class members the wages owed to them upon

1 discharge or resignation.

2 42. As a pattern and practice, during the relevant time period set forth herein,
3 Defendants failed to provide complete or accurate wage statements to Plaintiffs and other class
4 members.

5 43. As a pattern and practice, during the relevant time period set forth herein,
6 Defendants failed to keep complete or accurate payroll records for Plaintiffs and other class
7 members.

8 44. As a pattern and practice, during the relevant time period set forth herein,
9 Defendants failed to properly compensate Plaintiffs and other class members pursuant to
10 California law in order to increase Defendants' profits.

11 45. California Labor Code section 218 states that nothing in Article 1 of the Labor
12 Code shall limit the right of any wage claimant to "sue directly . . . for any wages or penalty
13 due to him [or her] under this article."

14 **FIRST CAUSE OF ACTION**

15 **(Violation of California Labor Code §§ 510 and 1198)**

16 **(Against BEN MYERSON CANDY CO., INC. and DOES 1 through 100)**

17 46. Plaintiffs incorporate by reference the allegations contained in Paragraphs 1
18 through 45, and each and every part thereof with the same force and effect as though fully set
19 forth herein.

20 47. California Labor Code section 1198 and the applicable Industrial Welfare
21 Commission ("IWC") Wage Order provide that it is unlawful to employ persons without
22 compensating them at a rate of pay either time-and-one-half or two-times that person's regular
23 rate of pay, depending on the number of hours worked by the person on a daily or weekly
24 basis.

25 48. Specifically, the applicable IWC Wage Order provides that Defendants are and
26 were required to pay Plaintiffs and other class members employed by Defendants, who
27 work(ed) more than eight (8) hours in a day or more than forty (40) hours in a workweek, at
28 the rate of time-and-one-half for all hours worked in excess of eight (8) hours in a day or more

1 than forty (40) hours in a workweek.

2 49. The applicable IWC Wage Order further provides that Defendants are and were
3 required to pay Plaintiffs and other class members overtime compensation at a rate of two
4 times their regular rate of pay for all hours worked in excess of twelve (12) hours in a day.

5 50. California Labor Code section 510 codifies the right to overtime compensation
6 at one-and-one-half times the regular hourly rate for hours worked in excess of eight (8) hours
7 in a day or forty (40) hours in a week or for the first eight (8) hours worked on the seventh day
8 of work, and overtime compensation at twice the regular hourly rate for hours worked in
9 excess of twelve (12) hours in a day or in excess of eight (8) hours in a day on the seventh day
10 of work.

11 51. During the relevant time period set forth herein, Plaintiff Silva and other class
12 members worked in excess of eight (8) hours in a day, and/or in excess of forty (40) hours in a
13 week.

14 52. As a pattern and practice, during the relevant time period set forth herein,
15 Defendants intentionally and willfully failed to pay overtime wages owed to Plaintiff Silva and
16 other class members.

17 53. Defendants' pattern and practice of failing to pay Plaintiff Silva and other class
18 members the unpaid balance of overtime compensation, as required by California laws,
19 violates the provisions of California Labor Code sections 510 and 1198, and is therefore
20 unlawful.

21 54. Pursuant to California Labor Code section 1194, Plaintiff Silva and other class
22 members are entitled to recover unpaid overtime compensation, as well as interest, costs, and
23 attorneys' fees.

24 **SECOND CAUSE OF ACTION**

25 **(Violation of California Labor Code §§ 226.7 and 512(a))**

26 **(Against BEN MYERSON CANDY CO., INC. and DOES 1 through 100)**

27 55. Plaintiffs incorporate by reference the allegations contained in paragraphs 1
28 through 54, and each and every part thereof with the same force and effect as though fully set

1 forth herein.

2 56. During the relevant time period set forth herein, the IWC Order and California
3 Labor Code sections 226.7 and 512(a) were applicable to Plaintiff Silva and other class
4 members' employment by Defendants.

5 57. During the relevant time period set forth herein, California Labor Code section
6 226.7 provides that no employer shall require an employee to work during any meal or rest
7 period mandated by an applicable order of the California IWC.

8 58. During the relevant time period set forth herein, the applicable IWC Wage
9 Order and California Labor Code section 512(a) provide that an employer may not require,
10 cause or permit an employee to work for a work period of more than five (5) hours per day
11 without providing the employee with a meal period of not less than thirty (30) minutes, except
12 that if the total work period per day of the employee is no more than six (6) hours, the meal
13 period may be waived by mutual consent of both the employer and employee.

14 59. During the relevant time period set forth herein, the applicable IWC Wage
15 Order and California Labor Code section 512(a) further provide that an employer may not
16 require, cause, or permit an employee to work for a work period of more than ten (10) hours
17 per day without providing the employee with a second uninterrupted meal period of not less
18 than thirty (30) minutes, except that if the total hours worked is no more than twelve (12)
19 hours, the second meal period may be waived by mutual consent of the employer and the
20 employee only if the first meal period was not waived.

21 60. As a pattern and practice, during the relevant time period set forth herein,
22 Plaintiff Silva and other class members who were scheduled to work for a period of time no
23 longer than six (6) hours, and who did not waive their legally-mandated meal periods by
24 mutual consent, were required to work for periods longer than five (5) hours without an
25 uninterrupted meal period of not less than thirty (30) minutes and/or without a rest period.

26 61. As a pattern and practice, during the relevant time period set forth herein,
27 Plaintiff Silva and other class members who were scheduled to work for a period of time in
28 excess of six (6) hours were required to work for periods longer than five (5) hours without an

uninterrupted meal period of not less than thirty (30) minutes and/or without a rest period.

62. As a pattern and practice, during the relevant time period set forth herein, Defendants intentionally and willfully required Plaintiff Silva and other class members to work during meal periods and failed to compensate Plaintiff Silva and the other class members the full meal period premium for work performed during meal periods.

63. As a pattern and practice, during the relevant time period set forth herein, Defendants failed to pay Plaintiff Silva and other class members the full meal period premium due pursuant to California Labor Code section 226.7.

64. Defendants' conduct violates applicable IWC Wage Order and California Labor Code sections 226.7 and 512(a).

65. Pursuant to the applicable IWC Wage Order and California Labor Code section 226.7(b), Plaintiff Silva and other class members are entitled to recover from Defendants one additional hour of pay at the employee's regular rate of compensation for each workday that the meal or rest period is not provided.

THIRD CAUSE OF ACTION

(Violation of California Labor Code § 226.7)

(Against BEN MYERSON CANDY CO., INC. and DOES 1 through 100)

66. Plaintiffs incorporate by reference the allegations contained in paragraphs 1 through 65, and each and every part thereof with the same force and effect as though fully set forth herein.

67. During the relevant time period set forth herein, the applicable IWC Wage Order and California Labor Code section 226.7 were applicable to Plaintiff Silva and other class members' employment by Defendants.

68. During the relevant time period set forth herein, California Labor Code section 226.7 provides that no employer shall require an employee to work during any rest period mandated by an applicable order of the California IWC.

69. During the relevant time period set forth herein, the applicable IWC Wage Order provides that "[e]very employer shall authorize and permit all employees to take rest

periods, which insofar as practicable shall be in the middle of each work period” and that the “rest period time shall be based on the total hours worked daily at the rate of ten (10) minutes net rest time per four (4) hours or major fraction thereof” unless the total daily work time is less than three and one-half (3 ½) hours.

70. As a pattern and practice, during the relevant time period set forth herein, Defendants required Plaintiff Silva and other class members to work four (4) or more hours without authorizing or permitting a ten (10) minute rest period per each four (4) hour period worked.

71. As a pattern and practice, during the relevant time period set forth herein, Defendants willfully required Plaintiff Silva and the other class members to work during rest periods and failed to pay Plaintiff Silva and the other class members the full rest period premium for work performed during rest periods.

72. As a pattern and practice, during the relevant time period set forth herein, Defendants failed to pay Plaintiff Silva and the other class members the full rest period premium due pursuant to California Labor Code section 226.7

73. Defendants’ conduct violates applicable IWC Wage Orders and California Labor Code section 226.7.

74. Pursuant to the applicable IWC Wage Orders and California Labor Code section 226.7(b), Plaintiff Silva and other class members are entitled to recover from Defendants one additional hour of pay at the employees’ regular hourly rate of compensation for each workday that the rest period was not provided.

FOURTH CAUSE OF ACTION

(Violation of California Labor Code §§ 1194 and 1197)

(Against BEN MYERSON CANDY CO., INC. and DOES 1 through 100)

75. Plaintiffs incorporate by reference the allegations contained in paragraphs 1 through 74 and each and every part thereof with the same force and effect as though fully set forth herein.

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76. During the relevant time period set forth herein, California Labor Code sections 1194 and 1197 provide that the minimum wage to be paid to employees, and the payment of a lesser wage than the minimum so fixed, is unlawful.

77. As a pattern and practice, during the relevant time period set forth herein, Defendants failed to pay minimum wages to Plaintiff Silva and other class members as required, pursuant to California Labor Code sections 1194 and 1197.

78. Defendants' failure to pay Plaintiff Silva and other class members the minimum wage as required violates California Labor Code sections 1194 and 1197. Pursuant to those sections, Plaintiff Silva and other class members are entitled to recover the unpaid balance of their minimum wage compensation as well as interest, costs, and attorney's fees, and liquidated damages in an amount equal to the wages unlawfully unpaid and interest thereon.

79. Pursuant to California Labor Code section 1194.2, Plaintiff Silva and other class members are entitled to recover liquidated damages in an amount equal to the wages unlawfully unpaid and interest thereon.

FIFTH CAUSE OF ACTION

(Violation of California Labor Code §§ 201 and 202)

(Against BEN MYERSON CANDY CO., INC. and DOES 1 through 100)

80. Plaintiffs incorporate by reference the allegations contained in paragraphs 1 through 79, and each and every part thereof with the same force and effect as though fully set forth herein.

81. During the relevant time period set forth herein, California Labor Code sections 201 and 202 provide that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately, and if an employee quits his or her employment, his or her wages shall become due and payable not later than seventy-two (72) hours thereafter, unless the employee has given seventy-two (72) hours' notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting.

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82. As a pattern and practice, during the relevant time period set forth herein, Defendants intentionally and willfully failed to pay Plaintiff Silva and other class members who are no longer employed by Defendants their wages, earned and unpaid, within seventy-two (72) hours of their leaving Defendants' employ.

83. Defendants' pattern and practice of failing to pay Plaintiff Silva and other class members who are no longer employed by Defendants their wages, earned and unpaid, within seventy-two (72) hours of their leaving Defendants' employ, is in violation of California Labor Code sections 201 and 202.

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

85. Plaintiff Silva and other class members are entitled to recover from Defendants the statutory penalty wages for each day they were not paid, up to a thirty (30) day maximum pursuant to California Labor Code section 203.

SIXTH CAUSE OF ACTION

(Violation of California Labor Code § 226(a))

(Against BEN MYERSON CANDY CO., INC. and DOES 1 through 100)

86. Plaintiffs incorporate by reference the allegations contained in paragraphs 1 through 85, and each and every part thereof with the same force and effect as though fully set forth herein.

87. During the relevant time period set forth herein, California Labor Code section 226(a) provides that every employer shall furnish each of his or her employees an accurate itemized statement in writing showing (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

1 employee and his or her social security number, (8) the name and address of the legal entity
2 that is the employer, and (9) 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. The deductions
4 made from payments of wages shall be recorded in ink or other indelible form, properly dated,
5 showing the month, day, and year, and a copy of the statement or a record of the deductions
6 shall be kept on file by the employer for at least three years at the place of employment or at a
7 central location within the State of California.

8 88. As a pattern and practice, Defendants have intentionally and willfully failed to
9 provide Plaintiff Silva and other class members with complete and accurate wage statements.
10 The deficiencies include but are not limited to: the failure to include the total number of hours
11 worked by Plaintiffs and other class members.

12 89. As a result of Defendants' violation of California Labor Code section 226(a),
13 Plaintiff Silva and other class members have suffered injury and damage to their statutorily
14 protected rights.

15 90. More specifically, Plaintiff Silva and other class members have been injured by
16 Defendants' intentional and willful violation of California Labor Code section 226(a) because
17 they were denied both their legal right to receive, and their protected interest in receiving,
18 accurate and itemized wage statements pursuant to California Labor Code section 226(a).

19 91. Plaintiff Silva and other class members are entitled to recover from Defendants
20 the greater of their actual damages caused by Defendants' failure to comply with California
21 Labor Code section 226(a), or an aggregate penalty not exceeding four thousand dollars per
22 employee.

23 92. Plaintiff Silva and other class members are also entitled to injunctive relief to
24 ensure compliance with this section, pursuant to California Labor Code section 226(g).

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1 **SEVENTH CAUSE OF ACTION**

2 **(Violation of California Business & Professions Code § 17200, *et seq.*)**

3 **(Against BEN MYERSON CANDY CO., INC. and DOES 1 through 100)**

4 93. Plaintiffs incorporate by reference the allegations contained in paragraphs 1
5 through 92, and each and every part thereof with the same force and effect as though fully set
6 forth herein.

7 94. Defendants' conduct, as alleged herein, has been, and continues to be unfair,
8 unlawful and harmful to Plaintiff Silva, other class members, to the general public, and
9 Defendants' competitors. Accordingly, Plaintiff Silva seeks to enforce important rights
10 affecting the public interest within the meaning of Code of Civil Procedure section 1021.5.

11 95. Defendants' activities as alleged herein are violations of California law, and
12 constitute unlawful business acts and practices in violation of California Business &
13 Professions Code section 17200, *et seq.*

14 96. A violation of California Business & Professions Code section 17200, *et seq.*
15 may be predicated on the violation of any state or federal law. In this instant case, Defendants'
16 pattern and practice of requiring Plaintiff Silva and other class members work overtime hours
17 without paying them proper compensation violate California Labor Code sections 510 and
18 1198. Additionally, Defendants' pattern and practice of requiring Plaintiff Silva and other
19 class members, to work through their meal and rest periods without paying them proper
20 compensation violate California Labor Code sections 226.7 and 512(a). Moreover, Defendants'
21 pattern and practice of failing to timely pay wages to Plaintiff Silva and other class members
22 violate California Labor Code sections 201 and 202. Defendants also violated California Labor
23 Code sections 226(a), 1194, 1197, 2800 and 2802.

24 97. As a result of the herein described violations of California law, Defendants
25 unlawfully gained an unfair advantage over other businesses.

26 98. Plaintiff Silva and other class members have been personally injured by
27 Defendants' unlawful business acts and practices as alleged herein, including but not
28 necessarily limited to the loss of money and/or property.

99. Pursuant to California Business & Professions Code sections 17200, *et seq.*, Plaintiff Silva and other 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; an award of attorneys' fees pursuant to California Code of Civil procedure section 1021.5 and other applicable laws; and an award of costs.

Eight Cause of Action

(Violation of Labor Code Section 2698, *et seq.* (“PAGA”))

(Against BEN MYERSON CANDY CO., INC. and DOES 1 through 100)

100. Plaintiffs incorporate by reference the allegations contained in paragraphs 1 through 99, and each and every part thereof with the same force and effect as though fully set forth herein.

101. PAGA expressly establishes that any provision of the California Labor Code which provides for a civil penalty to be assessed and collected by the Labor and Workforce Development Agency (“LWDA”), or any of its departments, divisions, commissions, boards, agencies or employees for a violation of the California Labor Code, may be recovered through a civil action brought by an aggrieved employee on behalf of himself or herself, and other current or former employees.

102. On September 11, 2020, Plaintiff Allen provided written notice to the LWDA and Defendants of the specific provisions of the Labor Code he contends were violated, and the theories supporting his contentions. Attached hereto as **Exhibit 1** and incorporated by reference is a copy of the written notice to the LWDA. Plaintiff Allen believes that on or about November 15, 2020, the sixty-five (65) day notice period expired as to all Defendants, and the LWDA did not take any action to investigate or prosecute this matter. Therefore, Plaintiff Allen has exhausted the statutory time period to bring this action.

103. On September 24, 2020, Plaintiff Young provided written notice to the LWDA and Defendants of the specific provisions of the Labor Code he contends were violated, and the theories supporting his contentions. Attached hereto as **Exhibit 2** and incorporated by reference is a copy of the written notice to the LWDA. Plaintiff Young believes that on or

1 about November 28, 2020, the sixty-five (65) day notice period expired as to all Defendants,
2 and the LWDA did not take any action to investigate or prosecute this matter. Therefore,
3 Plaintiff Young has exhausted the statutory time period to bring this action.

4 104. Plaintiffs (for purposes of this cause of action, “Plaintiffs” refers to Plaintiffs
5 Allen and Young) and the other hourly-paid, commission-based, non-exempt and/or
6 exempt employees are “aggrieved employees” as defined by California Labor Code § 2699(c)
7 in that they are all current or former employees of Defendants who worked for Defendants at
8 any time during the period from September 11, 2019 to the present, and one or more of the
9 alleged violations was committed against them.

10 **Failure to Pay Minimum and Overtime Wages**

11 105. At all times relevant herein, Defendants were required to compensate their non-
12 exempt employees minimum wages for all hours worked and overtime wages for all hours
13 worked in excess of eight (8) hours in a day or forty (40) hours in a workweek, pursuant to the
14 mandate of Labor Code §§ 510, 1194, 1197, and 1198.

15 106. As a pattern and practice, Defendants failed to compensate Plaintiffs and other
16 aggrieved current and former employees for all hours worked, resulting in a failure to pay all
17 minimum wages and overtime wages, where applicable.

18 **Failure to Provide Meal Periods and Rest Breaks**

19 107. In accordance with the mandates of Labor Code §§ 226.7 and 512, Defendants
20 were required to authorize and permit their non-exempt employees to take a 10-minute rest
21 break for every four (4) hours worked or major fraction thereof and were further required to
22 provide their non-exempt employees with a 30-minute meal period for every five (5) hours
23 worked.

24 108. As a pattern and practice, Defendants failed to provide Plaintiffs and other
25 aggrieved current and former employees with legally-mandated meal periods and rest breaks
26 and failed to pay proper compensation for this failure.

27 ///

28 ///

1 **Failure to Timely Pay Wages During Employment**

2 109. At all times relevant herein, Defendants were required to pay their employees
3 within a specified time period pursuant to the mandate of Labor Code § 204.

4 110. As a pattern and practice, Defendants failed to pay Plaintiffs and other
5 aggrieved current and former employees all wages due and owing them within the required
6 time period.

7 **Failure to Timely Pay Wages Upon Termination**

8 111. At all times relevant herein, Defendants were required to pay their employees all
9 wages owed in a timely fashion at the end of employment pursuant to California Labor Code
10 §§ 201 to 204.

11 112. As a result of Defendants' Labor Code violations alleged above, Defendants
12 failed to pay Plaintiffs and other aggrieved former employees their final wages pursuant to
13 Labor Code §§ 201 to 204 and accordingly owe waiting time penalties pursuant to Labor Code
14 § 203.

15 **Failure to Provide Complete and Accurate Wage Statements**

16 113. At all times relevant herein, Defendants were required to keep *accurate* records
17 regarding their California employees pursuant to the mandate of Labor Code §§ 226 and 1174.

18 114. As a result of Defendants' various Labor Code violations, Defendants failed to
19 keep accurate records regarding Plaintiffs and other aggrieved current and former employees.
20 For example, Defendants failed in their affirmative obligation to keep accurate records
21 regarding Plaintiffs and other aggrieved current and former employees' gross wages earned,
22 total hours worked, all deductions, net wages earned, and all applicable hourly rates and the
23 number of hours worked at each hourly rate.

24 **Failure to Reimburse Business Expenses**

25 115. At all times relevant herein, Defendants were required to reimburse its
26 employees for any and all necessary expenditures or losses incurred by the employees in direct
27 consequences of the discharge or his or her duties pursuant to the mandate of Labor Code §§
28 2800 and 2802.

1 116. As a pattern and practice, Defendants failed to pay Plaintiffs and other
2 aggrieved current and former aggrieved employees all business expenses incurred and owing
3 them within the required time period.

4 **Penalties**

5 117. Pursuant to California Labor Code § 2699, Plaintiffs, individually, and on behalf
6 of other current and former aggrieved employees, requests and are entitled to recover from
7 Defendants, and each of them, civil penalties, interest, attorneys' fees and costs pursuant, as
8 well as all statutory penalties against Defendants, and each of them, including but not limited
9 to:

10 118. Penalties under California Labor Code § 2699 in the amount of a hundred
11 dollars (\$100) for each aggrieved employee per pay period for the initial violation, and two
12 hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent
13 violation;

14 119. Penalties under California Code of Regulations Title 8 § 11040 in the amount of
15 fifty dollars (\$50) for each aggrieved employee per pay period for the initial violation, and one
16 hundred dollars (\$100) for each aggrieved employee per pay period for each subsequent
17 violation;

18 120. Penalties under California Labor Code § 210 in addition to, and entirely
19 independent and apart from, any other penalty provided in the California Labor Code in the
20 amount of a hundred dollars (\$100) for each aggrieved employee per pay period for the initial
21 violation, and two hundred dollars (\$200) for each aggrieved employee per pay period for each
22 subsequent violation;

23 121. Penalties under Labor Code § 1197.1 in the amount of a hundred dollars (\$100)
24 for each aggrieved employee per pay period for the initial violation, and two hundred fifty
25 dollars (\$250) for each aggrieved employee per pay period for each subsequent violation;

26 122. An amount sufficient to recover unpaid wages under Labor Code § 558;

27 123. An amount sufficient to recover unpaid wages under Labor Code § 1197.1;

28 124. Any and all additional penalties as provided by the Labor Code and/or other

1 statutes; and

2 125. Attorneys' fees and costs pursuant to Labor Code §§ 210, 1194, and 2699, and
3 any other applicable statute.

4 **DEMAND FOR JURY TRIAL**

5 Plaintiffs, individually, and on behalf of other members of the general public similarly
6 situated and on behalf of aggrieved employees pursuant to PAGA, requests a trial by jury.

7 **PRAYER FOR RELIEF**

8 WHEREFORE, Plaintiffs, individually and on behalf of all other members of the
9 general public similarly situated and on behalf of aggrieved employees pursuant to PAGA,
10 pray for relief and judgment against Defendants, jointly and severally, as follows:

11 **Class Certification**

- 12 1. That this action be certified as a class action;
13 2. That Plaintiffs be appointed as representative of the Class;
14 3. That counsel for Plaintiffs be appointed as Class Counsel; and
15 4. That Defendants provide to Class Counsel immediately the names and most
16 current contact information (address, e-mail and telephone numbers) of all class members.

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

- 18 5. That the Court declare, adjudge and decree that Defendants violated California
19 Labor Code sections 510 and 1198 and applicable IWC Wage Orders by willfully failing to pay
20 all overtime wages due to Plaintiff Silva and the other class members;

- 21 6. For general unpaid wages at overtime wage rates and such general and special
22 damages as may be appropriate;

- 23 7. For pre-judgment interest on any unpaid overtime compensation commencing
24 from the date such amounts were due;

- 25 8. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
26 California Labor Code section 1194; and

- 27 9. For such other and further relief as the court may deem just and proper.

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As to the Second Cause of Action

10. That the Court declare, adjudge and decree that Defendants violated California Labor Code sections 226.7 and 512 and applicable IWC Wage Orders by willfully failing to provide all meal periods (including second meal periods) to Plaintiff Silva and the other class members;

11. That the Court make an award to Plaintiff Silva and the other class members of one (1) hour of pay at each employee's regular rate of compensation for each workday that a meal period was not provided;

12. For all actual, consequential, and incidental losses and damages, according to proof;

13. For premium wages pursuant to California Labor Code section 226.7(b);

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

15. For reasonable attorneys' fees and costs of suit incurred herein; and

16. For such other and further relief as the court may deem just and proper.

As to the Third Cause of Action

17. That the Court declare, adjudge and decree that Defendants violated California Labor Code section 226.7 and applicable IWC Wage Orders by willfully failing to provide all rest periods to Plaintiff Silva and the other class members;

18. That the Court make an award to Plaintiff Silva and the other class members of one (1) hour of pay at each employee's regular rate of compensation for each workday that a rest period was not provided;

19. For all actual, consequential, and incidental losses and damages, according to proof;

20. For premium wages pursuant to California Labor Code section 226.7(b);

21. For pre-judgment interest on any unpaid wages from the date such amounts were due; and

22. For such other and further relief as the court may deem just and proper.

As to the Fourth Cause of Action

23. That the Court declare, adjudge and decree that Defendants violated California Labor Code sections 1194 and 1197 by willfully failing to pay minimum wages to Plaintiff Silva and the other class members;

24. For general unpaid wages and such general and special damages as may be appropriate;

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

26. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California Labor Code section 1194(a);

27. For liquidated damages pursuant to California Labor Code section 1194.2; and

28. For such other and further relief as the court may deem just and proper.

As to the Fifth Cause of Action

29. That the Court declare, adjudge and decree that Defendants violated California Labor Code sections 201, 202, and 203 by willfully failing to pay all compensation owed at the time of termination of the employment of Plaintiff Silva and other class members no longer employed by Defendants;

30. For all actual, consequential, and incidental losses and damages, according to proof;

31. For statutory wage penalties pursuant to California Labor Code section 203 for the other class members who have left Defendants' employ;

32. For pre-judgment interest on any unpaid compensation from the date such amounts were due; and

33. For such other and further relief as the court may deem just and proper.

As to the Sixth Cause of Action

34. That the Court declare, adjudge and decree that Defendants violated the record keeping provisions of California Labor Code section 226(a) and applicable IWC Wage Orders as to Plaintiff Silva and other class members, and willfully failed to provide accurate itemized

1 wage statements thereto;

2 35. For actual, consequential and incidental losses and damages, according to proof;

3 36. For injunctive relief to ensure compliance with this section, pursuant to
4 California Labor Code section 226(g); and

5 37. For such other and further relief as the court may deem just and proper.

6 **As to the Seventh Cause of Action**

7 38. That the Court declare, adjudge and decree that Defendants violated California
8 Business and Professions Code sections 17200, *et seq.* by failing to provide Plaintiff Silva and
9 other class members all overtime compensation due to them, failing to provide all meal and
10 rest periods to Plaintiff Silva and the other class members, failing to pay at least minimum
11 wages to Plaintiff Silva and the other class members, failing to pay Plaintiff Silva and other
12 class members' wages timely as required by California Labor Code section 201, 202.

13 39. For restitution of unpaid wages to Plaintiff Silva and other class members and
14 all pre-judgment interest from the day such amounts were due and payable;

15 40. For the appointment of a receiver to receive, manage and distribute any and all
16 funds disgorged from Defendants and determined to have been wrongfully acquired by
17 Defendants as a result of violation of California Business and Professions Code sections
18 17200, *et seq.*;

19 41. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
20 California Code of Civil Procedure section 1021.5;

21 42. For injunctive relief to ensure compliance with this section, pursuant to
22 California Business and Professions Code sections 17200, *et seq.*; and

23 43. For such other and further relief as the court may deem just and proper.

24 **As to the Eight Cause of Action**

25 44. For the eight cause of action, for civil penalties pursuant to statute as set forth in
26 Labor Code § 2698 *et seq.*, for Defendants' violations of Labor Code §§ 201, 202, 203, 204,
27 218.5, 221, 226(a), 226.3, 226.7, 510, 512(a), 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800
28 and 2802.

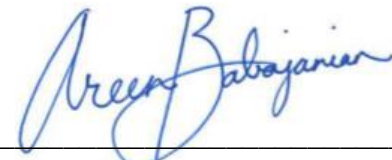
1 45. For costs and attorneys' fees pursuant to Labor Code §§ 210, 218.5, 1194, and
2 2699, and any other applicable statute; and

3 46. For such other and further relief the court may deem just and proper.
4

5 Dated: January 22, 2021

JUSTICE LAW CORPORATION

6
7
8 By: _____



Douglas Han
Shunt Tatavos-Gharajeh
Areen Babajanian
Attorneys for Plaintiffs

EXHIBIT 1

September 11, 2020

BY U.S. EMAIL/ELECTRONIC SUBMISSION

PAGAfilings@dir.ca.gov
State of California
Labor & Workforce Development Agency
800 Capitol Mall, MIC-55
Sacramento, California 95814

Re: BEN MYERSON CANDY CO., INC. d/b/a WINE WAREHOUSE

Dear Representative:

We have been retained to represent Alden Allen against Ben Myerson Candy Co., Inc. d/b/a Wine Warehouse (including any and all affiliates, managers, members, subsidiaries, and parents, and their shareholders, officers, directors, and employees), any individual, owner, officer and managing agent, DOES 1-10 as an "Employer" or person acting on behalf of an "Employer" pursuant to California Labor Code section 558.1, and DOES 11-20¹ for violations of California wage-and-hour laws (hereinafter collectively referred to as "BMCC").

Mr. Allen is pursuing his California Labor Code section 2698, *et seq.*, the Private Attorneys General Act of 2004 ("PAGA") claim on a representative basis. Therefore, Mr. Allen may seek penalties and wages for violations of the Labor Code on behalf of the State of California and aggrieved employees, which are recoverable under PAGA. This letter is sent in compliance with the reporting requirements of California Labor Code section 2699.3.

Ben Myerson Candy Co., Inc. d/b/a Wine Warehouse is a California corporation located at 6550 E. Washington Blvd., Commerce, California 90040.

BMCC employed Mr. Allen as an hourly-paid non-exempt Customer Service Representative within one year of the date of this letter (until in or about April of 2020²) in the State of California. BMCC directly controlled the wages, hours and working conditions of Mr. Allen and other aggrieved employees' employment.

¹ Mr. Allen does not know the true names or capacities, whether individual, partner or corporate, of DOES 1 through 20, inclusive, and for that reason, said DOES are designated under such fictitious names. Mr. Allen will amend this notice when the true names and capacities are known. Mr. Allen is informed and believes that each DOE was responsible in some way for the matters alleged herein and proximately caused Mr. Allen and other current and former aggrieved employees to be subject to the illegal employment practices, wrongs and injuries complained of herein.

² Per Emergency Rule 9 (Tolling statute of limitations for civil causes of action) of the Judicial Council's Emergency Rules Related to COVID-19, all statute of limitations for civil causes of action that exceed 180 days are tolled from April 6, 2020 until October 1, 2020. Therefore, the one (1) year statute of limitations for Mr. Allen's PAGA cause of action is tolled.

The “aggrieved employees” that Mr. Allen may seek penalties on behalf of are all current and former hourly-paid, non-exempt and/or exempt employees of BMCC within the State of California.

BMCC failed to properly pay its hourly-paid or non-exempt employees for all hours worked, failed to properly provide or compensate minimum and overtime wages and for meal and rest breaks, failed to issue compliant wage statements and failed to reimburse for all necessary business-related costs and expenses, thus resulting in other Labor Code violations as stated below.

BMCC misclassified its exempt employees (including but not limited to, on the basis of the Outside Salespersons Exemption, despite sales representatives spending more than fifty percent of their time engaging in non-sales activities like taking inventory and stocking products) and failed to properly pay them for all hours worked, failed to properly provide or compensate minimum and overtime wages and for meal and rest breaks, failed to issue compliant wage statements and failed to reimburse for all necessary business-related costs and expenses, thus resulting in other Labor Code violations as stated below.

Pursuant to *Huff v. Securitas Security Services*, 23 Cal. App. 5th 745, 751 (2018), an employee who brings a representative action and was affected by at least one of the violations alleged in the complaint has standing to pursue penalties on behalf of the state not only for that violation, but for violations affecting other employees as well. Accordingly, Mr. Allen has standing to pursue penalties on behalf of the state for violations affecting all the aggrieved employees at BMCC, regardless of their classification, job title, locations, or whether they were hired directly or through a labor contractor or staffing agency.

BMCC has violated and/or continues to violate, among other provisions of the California Labor Code and applicable wage law, California Labor Code sections 201, 202, 203, 204, 218.5, 221, 226(a), 226.3, 226.7, 510, 512(a), 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and the IWC Wage Orders.

California Labor Code sections 510, 1194, and 1198 require employers to pay at least minimum wage for all hours worked, pay time-and-a-half, or double time overtime wages, and make it unlawful to work employees for hours longer than eight hours in one day and/or over forty hours in one week without paying the premium overtime rates.

During the relevant time period, BMCC misclassified aggrieved employees as exempt from overtime and failed to compensate them overtime for work performed in excess of 8 hours in a day and/or 40 hours in a week.

During the relevant time period, Mr. Allen and other non-exempt aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. BMCC failed to compensate Mr. Allen and other non-exempt aggrieved employees for all hours worked and performing off-the-clock work, including pre- and post-shift, waiting in line to clock in and out, donning and doffing uniforms, while travelling, and during meal breaks. BMCC also failed to factor non-discretionary bonuses and incentives in aggrieved employees' regular rate of pay for purposes of overtime compensation. Moreover, BMCC implemented alternative workweek schedules and required non-exempt aggrieved employees to work alternative schedules without following the proper election procedures, including proposing an alternative workweek schedule in a written agreement, conducting secret elections and providing timely and adequate disclosures, and failed to pay them overtime for all hours worked in excess of 8 hours in a day. Lastly, BMCC automatically deducted meal breaks for non-exempt aggrieved employees regardless whether they were provided the breaks. Therefore, Mr. Allen and other aggrieved employees were entitled to receive certain wages for overtime compensation, but they were not paid for all overtime hours worked.

California Labor Code sections 226.7 and 512 require employers to pay an employee one additional hour of pay at the employee's regular rate for each workday that a meal or rest break is not provided.

During the relevant time period, BMCC misclassified aggrieved employees as exempt and failed to provide them legally mandated meal and rest breaks.

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During the relevant time period, BMCC routinely required Mr. Allen and other non-exempt aggrieved employees to work through, interrupt, cut short, and/or delay their meal and rest breaks to comply with BMCC's policies and expectations and meet production goals. For example, BMCC assigned drivers to high volume routes with strict delivery windows, forcing them to forego legally compliant meal and rest breaks to ensure they complete their deliveries in a timely manner. Also, BMCC neither scheduled meal or rest breaks for Mr. Allen and other non-exempt aggrieved employees nor affirmatively relieved them of all work duties so they may take legally compliant breaks, instead shifting the onus on Mr. Allen and other non-exempt aggrieved employees to find the time to take non-compliant breaks. Additionally, BMCC failed to adequately staff its operations to provide coverage to Mr. Allen and other non-exempt aggrieved employees so they may be relieved of all work duties and take legally compliant meal and rest breaks. Moreover, BMCC's designated break area was not located in the vicinity of the work area, forcing Mr. Allen and other non-exempt aggrieved employees to waste a portion of their meal and rest breaks travelling between the two areas. Lastly, BMCC failed to authorize and permit Mr. Allen and other non-exempt aggrieved employees to take the requisite number of meal and rest breaks, including second meal breaks and third rest breaks, when working shifts exceeding 10 hours in length. Despite these facts, BMCC failed to compensate Mr. Allen and other aggrieved employees all the premium wages they were owed.

California Labor Code section 201 requires that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately. California Labor Code section 202 requires that if an employee not having a written contract for a definite period quits his or her employment, his or her wages shall become due and payable not later than 72 hours thereafter, unless the employee has given 72 hours previous notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting. California Labor Code section 203 provides that if an employer willfully fails to pay, without abatement or reduction, in accordance with Labor Code sections 201, 201.3, 201.5, 201.6, 201.8, 201.9, 202, and 205.5, any wages of an employee who is discharged or who quits, the wages of the employee shall continue as a penalty from the due date thereof at the same rate until paid or until an action therefor is commenced; but the wages shall not continue for more than 30 days. During the relevant time period, BMCC failed to pay Mr. Allen and other aggrieved employees all wages due to them within any time period specified by California Labor Code sections 201 and 203, including for all hours worked, uncompensated off-the-clock work, uncompensated overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks, and therefore is liable under California Labor Code section 203.

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California Labor Code section 204 requires that all wages earned by any person in any employment between the 1st and the 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed, and that all wages earned by any person in any employment between the 16th and the last day, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 1st and the 10th day of the following month. California Labor Code section 204 also requires that all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period. During the relevant time period, BMCC failed to pay Mr. Allen and other aggrieved employees all wages due to them within any time period specified by California Labor Code section 204, including for all hours worked, uncompensated off-the-clock work, uncompensated overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks.

California Labor Code section 226 requires employers to make, keep and provide complete and accurate itemized wage statements to their employees. During the relevant time period, BMCC did not provide Mr. Allen and other aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from BMCC were in violation of California Labor Code section 226(a). The violations include, but are not limited to, the failure to include (1) gross wages earned by Mr. Allen and other aggrieved employees, (2) total hours worked by Mr. Allen and other aggrieved employees, (3) the number of piece-rate units earned and any applicable piece rate by Mr. Allen and other aggrieved employees (4) all deductions for Mr. Allen and other aggrieved employees, (5) net wages earned by Mr. Allen and other aggrieved employees, (6) the inclusive dates of the period for which Mr. Allen and other aggrieved employees are paid, (7) the name of the aggrieved employee and only 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 Mr. Allen and other aggrieved employees.

California Labor Code section 558 allows recovery of penalties. (a) Any employer or other person acting on behalf of an employer who violates, or causes to be violated, a section of this chapter or any provision regulating hours and days of work in any order of the Industrial Welfare Commission shall be subject to a civil penalty as follows: (1) For any initial violation, fifty dollars (\$50) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (2) For each subsequent violation, one hundred dollars (\$100) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (3) Wages recovered pursuant to this section shall be paid to the affected employee. Mr. Allen and other aggrieved employees have been denied their wages and premium wages and, therefore, are entitled to penalties.

California Labor Code sections 1174(d) requires an employer to keep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept with rules established for this purpose by the commission, but in any case, shall be kept on file for not less than two years. During the relevant time period, BMCC failed to keep accurate and complete payroll records showing the hours worked daily and the wages paid, to Mr. Allen and other aggrieved employees.

California Labor Code sections 1194, 1197 and 1197.1 provide the minimum wage to be paid to employees, and the payment of a lesser wage than the minimum so fixed is unlawful. During the relevant time period, BMCC did not provide Mr. Allen and other aggrieved employees with the minimum wages to which they were entitled despite constructive and actual knowledge of failing to pay them for all hours worked and off-the-clock work, including pre- and post-shift, waiting in line to clock in and out, donning and doffing uniforms, while travelling and during meal breaks.

California Labor Code sections 2800 and 2802 require an employer to reimburse its employee for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her obedience to the directions of the employer. During their employment, aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by BMCC, including for using their personal cellular phones to communicate with customers and management, using their personal vehicles for work mandated travel, and purchasing gear (like gloves, masks, pants and steel toed boots) they were required to wear while working.

We believe that Mr. Allen and other current and former California-based hourly-paid, non-exempt and/or exempt employees are entitled to penalties as allowed under California Labor Code section 2698, *et seq.* for violations of Labor Code sections 201, 202, 203, 204, 218.5, 221, 226(a), 226.3, 226.7, 510, 512(a), 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and the IWC Wage Orders.

California Labor Code section 2699.3 requires that a claimant send a certified letter to the employer in questions and the California Labor & Workforce Development Agency setting forth the claims, and the basis for the claims, thereby giving the California Labor & Workforce Development Agency an opportunity to investigate the claims and/or take any action it deems appropriate.

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LWDA

September 11, 2020

Page 7 of 7

The purpose of this letter is to satisfy the requirement created by California Labor code section 2699 prior to seeking penalties allowed by law for the aforementioned statutory violations. We look forward to determining whether California Labor & Workforce Development Agency intends to take any action in reference to these claims. We kindly request that you respond to this notice according to the time frame contemplated by the California Labor Code.

Mr. Allen will seek these penalties and wages on his behalf and on behalf of other similarly situated California-based hourly-paid, non-exempt and/or exempt employees of BMCC within one year of the date of this letter, as allowed by law.

If you have any questions or require additional information, please do not hesitate to contact us. Thank you for your attention to this matter and the noble cause you advance each and every day.

Very truly yours,

JUSTICE LAW CORPORATION

A handwritten signature in black ink, appearing to read "D. Han", with a long horizontal stroke extending to the right.

Douglas Han, Esq.

CC: (By Certified U.S. Mail Only):

Keith Smith

c/o Ben Myerson Candy Co., Inc. d/b/a Wine Warehouse

6550 E. Washington Blvd.

Commerce, California 90040

Agent for Service of Process for Ben Myerson Candy Co., Inc. d/b/a Wine Warehouse

CC: (By Electronic Mail Only):

William O. Stein, Esq.

WStein@ebglaw.com

Kevin Sullivan, Esq.

KSullivan@ebglaw.com

EPSTEIN BECKER GREEN

Counsel of Record for Ben Myerson Candy Co., Inc. d/b/a Wine Warehouse

EXHIBIT 2

September 24, 2020

BY U.S. EMAIL/ELECTRONIC SUBMISSION

PAGAfilings@dir.ca.gov

State of California

Labor & Workforce Development Agency

800 Capitol Mall, MIC-55

Sacramento, California 95814

Re: BEN MYERSON CANDY CO., INC. d/b/a WINE WAREHOUSE

Dear Representative:

We have been retained to represent Matthew Young against Ben Myerson Candy Co., Inc. d/b/a Wine Warehouse (including any and all affiliates, managers, members, subsidiaries, and parents, and their shareholders, officers, directors, and employees), any individual, owner, officer and managing agent, DOES 1-10 as an "Employer" or person acting on behalf of an "Employer" pursuant to California Labor Code section 558.1, and DOES 11-20¹ for violations of California wage-and-hour laws (hereinafter collectively referred to as "BMCC").

Mr. Young is pursuing his California Labor Code section 2698, *et seq.*, the Private Attorneys General Act of 2004 ("PAGA") claim on a representative basis. Therefore, Mr. Young may seek penalties and wages for violations of the Labor Code on behalf of the State of California and aggrieved employees, which are recoverable under PAGA. This letter is sent in compliance with the reporting requirements of California Labor Code section 2699.3.

Ben Myerson Candy Co., Inc. d/b/a Wine Warehouse is California corporation located at 6550 E. Washington Blvd., Commerce, California 90040.

BMCC employs Mr. Young as a commissioned-based exempt Sales Representative in the State of California. BMCC directly controls the wages, hours and working conditions of Mr. Young and other aggrieved employees' employment.

The "aggrieved employees" that Mr. Young may seek penalties on behalf of are all current and former hourly-paid, commission-based, non-exempt and/or exempt employees (whether hired directly or through staffing agencies) of BMCC within the State of California.

¹ Mr. Young does not know the true names or capacities, whether individual, partner or corporate, of DOES 1 through 20, inclusive, and for that reason, said DOES are designated under such fictitious names. Mr. Young will amend this notice when the true names and capacities are known. Mr. Young is informed and believes that each DOE was responsible in some way for the matters alleged herein and proximately caused Mr. Young and other current and former aggrieved employees to be subject to the illegal employment practices, wrongs and injuries complained of herein.

BMCC failed to properly pay its hourly-paid or non-exempt employees for all hours worked, failed to properly provide or compensate minimum and overtime wages and for meal and rest breaks, failed to issue compliant wage statements and failed to reimburse for all necessary business-related costs and expenses, thus resulting in other Labor Code violations as stated below.

BMCC misclassified Mr. Young and other exempt employees (including but not limited to, on the basis of the Outside Salespersons Exemption, despite sales representatives spending more than fifty percent of their time engaging in non-sales activities like taking inventory and stocking products) and failed to properly pay them for all hours worked, failed to properly provide or compensate minimum and overtime wages and for meal and rest breaks, failed to issue compliant wage statements and failed to reimburse for all necessary business-related costs and expenses, thus resulting in other Labor Code violations as stated below.

Pursuant to *Huff v. Securitas Security Services*, 23 Cal. App. 5th 745, 751 (2018), an employee who brings a representative action and was affected by at least one of the violations alleged in the complaint has standing to pursue penalties on behalf of the state not only for that violation, but for violations affecting other employees as well. Accordingly, Mr. Young has standing to pursue penalties on behalf of the state for violations affecting all the aggrieved employees at BMCC, regardless of their classification, job title, locations, or whether they were hired directly or through a staffing agency.

BMCC has violated and/or continues to violate, among other provisions of the California Labor Code and applicable wage law, California Labor Code sections 201, 202, 203, 204, 218.5, 221, 226(a), 226.3, 226.7, 510, 512(a), 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and the IWC Wage Orders.

California Labor Code sections 510, 1194, and 1198 require employers to pay at least minimum wage for all hours worked, pay time-and-a-half, or double time overtime wages, and make it unlawful to work employees for hours longer than eight hours in one day and/or over forty hours in one week without paying the premium overtime rates.

During the relevant time period, BMCC misclassified Mr. Young and other aggrieved employees as exempt from overtime and failed to compensate them overtime for work performed in excess of 8 hours in a day and/or 40 hours in a week.

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During the relevant time period, non-exempt aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. BMCC failed to compensate non-exempt aggrieved employees for all hours worked and performing off-the-clock work, including pre- and post-shift, waiting in line to clock in and out, donning and doffing uniforms, while travelling, and during meal breaks. BMCC also failed to factor non-discretionary bonuses and incentives in non-exempt aggrieved employees' regular rate of pay for purposes of overtime compensation. Moreover, BMCC implemented alternative workweek schedules and required non-exempt aggrieved employees to work alternative schedules without following the proper election procedures, including proposing an alternative workweek schedule in a written agreement, conducting secret elections and providing timely and adequate disclosures, and failed to pay them overtime for all hours worked in excess of 8 hours in a day. Lastly, BMCC automatically deducted meal breaks for non-exempt aggrieved employees regardless whether they were provided the breaks. Therefore, Mr. Young and other aggrieved employees were entitled to receive certain wages for overtime compensation, but they were not paid for all overtime hours worked.

California Labor Code sections 226.7 and 512 require employers to pay an employee one additional hour of pay at the employee's regular rate for each workday that a meal or rest break is not provided.

During the relevant time period, BMCC misclassified Mr. Young and other aggrieved employees as exempt and failed to provide them legally mandated meal and rest breaks.

During the relevant time period, BMCC routinely required non-exempt aggrieved employees to work through, interrupt, cut short, and/or delay their meal and rest breaks to comply with BMCC's policies and expectations and meet production goals. For example, BMCC assigned drivers to high volume routes with strict delivery windows, forcing them to forego legally compliant meal and rest breaks to ensure they complete their deliveries in a timely manner. Also, BMCC neither scheduled meal/rest breaks for non-exempt aggrieved employees nor affirmatively relieved them of all work duties so they may take legally compliant breaks, instead shifting the onus on non-exempt aggrieved employees to find the time to take non-compliant breaks. Additionally, BMCC failed to adequately staff its operations to provide coverage to non-exempt aggrieved employees so they may be relieved of all work duties and take legally compliant meal and rest breaks. Moreover, BMCC's designated break area was not located in the vicinity of the work area, forcing non-exempt aggrieved employees to waste a portion of their meal and rest breaks travelling between the two areas. Lastly, BMCC failed to authorize and permit non-exempt aggrieved employees to take the requisite number of meal and rest breaks, including second meal breaks and third rest breaks, when working shifts exceeding 10 hours in length. Despite these facts, BMCC failed to compensate Mr. Young and other aggrieved employees all the premium wages they were owed.

California Labor Code section 201 requires that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately. California Labor Code section 202 requires that if an employee not having a written contract for a definite period quits his or her employment, his or her wages shall become due and payable not later than 72 hours thereafter, unless the employee has given 72 hours previous notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting. California Labor Code section 203 provides that if an employer willfully fails to pay, without abatement or reduction, in accordance with Labor Code sections 201, 201.3, 201.5, 201.6, 201.8, 201.9, 202, and 205.5, any wages of an employee who is discharged or who quits, the wages of the employee shall continue as a penalty from the due date thereof at the same rate until paid or until an action therefor is commenced; but the wages shall not continue for more than 30 days. During the relevant time period, BMCC failed to pay Mr. Young and other aggrieved employees all wages due to them within any time period specified by California Labor Code sections 201 and 203, including for all hours worked, uncompensated off-the-clock work, uncompensated overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks, and therefore is liable under California Labor Code section 203.

California Labor Code section 204 requires that all wages earned by any person in any employment between the 1st and the 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed, and that all wages earned by any person in any employment between the 16th and the last day, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 1st and the 10th day of the following month. California Labor Code section 204 also requires that all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period. During the relevant time period, BMCC failed to pay Mr. Young and other aggrieved employees all wages due to them within any time period specified by California Labor Code section 204, including for all hours worked, uncompensated off-the-clock work, uncompensated overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks.

California Labor Code section 226 requires employers to make, keep and provide complete and accurate itemized wage statements to their employees. During the relevant time period, BMCC did not provide Mr. Young and other aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from BMCC were in violation of California Labor Code section 226(a). The violations include, but are not limited to, the failure to include (1) gross wages earned by Mr. Young and other aggrieved employees, (2) total hours worked by Mr. Young and other aggrieved employees, (3) the number of piece-rate units earned and any applicable piece rate by Mr. Young and other aggrieved employees (4) all deductions for Mr. Young and other aggrieved employees, (5) net wages earned by Mr. Young and other aggrieved employees, (6) the inclusive dates of

the period for which Mr. Young and other aggrieved employees are paid, (7) the name of the aggrieved employee and only 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 Mr. Young and other aggrieved employees. BMCC also failed to itemize deductions from monthly commissions earned to cover draws against commission on wage statements BMCC issued to Mr. Young and other commissioned based aggrieved employees.

California Labor Code section 558 allows recovery of penalties. (a) Any employer or other person acting on behalf of an employer who violates, or causes to be violated, a section of this chapter or any provision regulating hours and days of work in any order of the Industrial Welfare Commission shall be subject to a civil penalty as follows: (1) For any initial violation, fifty dollars (\$50) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (2) For each subsequent violation, one hundred dollars (\$100) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (3) Wages recovered pursuant to this section shall be paid to the affected employee. Mr. Young and other aggrieved employees have been denied their wages and premium wages and, therefore, are entitled to penalties.

California Labor Code sections 1174(d) requires an employer to keep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept with rules established for this purpose by the commission, but in any case, shall be kept on file for not less than two years. During the relevant time period, BMCC failed to keep accurate and complete payroll records showing the hours worked daily and the wages paid, to Mr. Young and other aggrieved employees.

California Labor Code sections 1194, 1197 and 1197.1 provide the minimum wage to be paid to employees, and the payment of a lesser wage than the minimum so fixed is unlawful. During the relevant time period, BMCC did not provide non-exempt aggrieved employees with the minimum wages to which they were entitled despite constructive and actual knowledge of failing to pay them for all hours worked and off-the-clock work, including pre- and post-shift, waiting in line to clock in and out, donning and doffing uniforms, while travelling and during meal breaks.

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California Labor Code sections 2800 and 2802 require an employer to reimburse its employee for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her obedience to the directions of the employer. During their employment, Mr. Young and other aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by BMCC, including for using their personal cellular phones to communicate with customers and management, using their personal vehicles for work mandated travel, and purchasing gear (like gloves, masks, pants and steel toed boots) they were required to wear while working.

We believe that Mr. Young and other current and former California-based hourly-paid, commission-based, non-exempt and/or exempt employees are entitled to penalties as allowed under California Labor Code section 2698, *et seq.* for violations of Labor Code sections 201, 202, 203, 204, 218.5, 221, 226(a), 226.3, 226.7, 510, 512(a), 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and the IWC Wage Orders.

California Labor Code section 2699.3 requires that a claimant send a certified letter to the employer in questions and the California Labor & Workforce Development Agency setting forth the claims, and the basis for the claims, thereby giving the California Labor & Workforce Development Agency an opportunity to investigate the claims and/or take any action it deems appropriate.

The purpose of this letter is to satisfy the requirement created by California Labor code section 2699 prior to seeking penalties allowed by law for the aforementioned statutory violations. We look forward to determining whether California Labor & Workforce Development Agency intends to take any action in reference to these claims. We kindly request that you respond to this notice according to the time frame contemplated by the California Labor Code.

Mr. Young will seek these penalties and wages on his behalf and on behalf of other similarly situated California-based hourly-paid, commission-based, non-exempt and/or exempt employees of BMCC within one year of the date of this letter, as allowed by law.

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LWDA
September 24, 2020
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If you have any questions or require additional information, please do not hesitate to contact us. Thank you for your attention to this matter and the noble cause you advance each and every day.

Very truly yours,

JUSTICE LAW CORPORATION

A handwritten signature in black ink, appearing to read 'D. Han', with a long horizontal stroke extending to the right.

Douglas Han, Esq.

CC: (By Certified U.S. Mail Only):

Keith Smith
c/o Ben Myerson Candy Co., Inc. d/b/a Wine Warehouse
6550 E. Washington Blvd.
Commerce, California 90040
Agent for Service of Process for Ben Myerson Candy Co., Inc. d/b/a Wine Warehouse

CC: (By Electronic Mail Only):

William O. Stein, Esq.
WStein@ebglaw.com
Kevin Sullivan, Esq.
KSullivan@ebglaw.com

EPSTEIN BECKER GREEN

Counsel of Record for Ben Myerson Candy Co., Inc. d/b/a Wine Warehouse

**PROOF OF SERVICE
1013A(3) CCP**

STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action. My business address is 751 N. Fair Oaks Ave., Ste. 101 Pasadena, California 91103. My electronic service address is manderson@justicelawcorp.com

On March 4, 2024, I served the foregoing document described as

FIRST AMENDED CLASS ACTION COMPLAINT FOR DAMAGES

for the following case: **Silva v. Ben Myerson Candy Co., Inc. d/b/a Wine Warehouse**
LWDA/Court Case No.: **LWDA-CM-807643-20**
Court Case No.: 20STCV21665
Los Angeles County Superior Court

on interested parties in this action by electronically submitting as follows:

State of California
Labor & Workforce Development Agency
800 Capitol Mall, MIC-55
Sacramento, California 95814

[X] BY ELECTRONIC SUBMISSION

Pursuant to California Senate Bill No. 836, I caused the documents described above to be electronically submitted by and through the procedure stated on the website of the State of California Labor and Workforce Development Agency.

[X] STATE

I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on March 4, 2024, at Pasadena, California.



Mariah Anderson