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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SAN BERNARDINO

MATTHEW CORREA, ALEXANDER
HERNANDEZ, and JOHN MARTIN
GARCIA, as individuals and on behalf of all
others similarly situated, and as private
attorney generals,

Plaintiffs,

vs.

FEDEX SUPPLY CHAIN, INC., a
Delaware corporation; and DOES 1 through
50, inclusive,

Defendants.

Case No. CIVDS2023369

**SECOND AMENDED CLASS AND
REPRESENTATIVE ACTION COMPLAINT
FOR:**

- (1) Unpaid Sick Pay Wages
(Lab. Code §§ 201-204, 233, 246)
- (2) Meal Period Violations
(Lab. Code §§ 226.7, 512)
- (3) Inaccurate Itemized Wage Statements
(Lab. Code § 226)
- (4) Unfair or Unlawful Business Practices
(Bus. & Prof. Code §§ 17200 et seq.); and
- (5) Violations of the California Labor Code
(Lab. Code §§ 2698 et seq.)
- (6) Recovery of Unpaid Minimum Wages and
Liquidated Damages (Lab. Code §§ 510,
1194, 1194.2)
- (7) Recovery of Unpaid Overtime (Lab. Code
§§ 510)
- (8) Failure to Provide Rest Periods or
Compensation in Lieu Thereof (Lab. Code
§ 226.7)
- (9) Failure to Timely Pay Wages During
Employment and Upon Separation of
Employment
- (10) Failure to Maintain Accurate Records

DEMAND OVER \$25,000.00

FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF SAN BERNARDINO

JAN 25 2023


BY: MEJALEE GAY, Deputy

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On behalf of themselves and other similarly situated current and former employees of Defendants, and as a proxy for the State of California, Plaintiffs Matthew Correa ("Correa"), Alexander Hernandez ("Hernandez"), and John Martin Garcia ("Garcia") submit this Second Amended Class and Representative Action Complaint (the "Complaint") against Defendant, FedEx Supply Chain, Inc., and Does 1 through 50 (collectively, "Defendants").

INTRODUCTION

1. This class and representative action challenges systemic illegal employment practices resulting in violations of the California Labor Code against individuals who worked for Defendants. The Complaint seeks penalties, damages, and other relief pursuant to, among other provisions, Labor Code sections 201-204, 210, 216, 218, 218.5, 218.6, 226, 226.3, 226.7, 233, 245-248.5, 256, 510, 512, 558, 558.1, 1174, 1174.5, 1182.12, et seq. 1194, 1194.2, 1197, 1198, 1199, 2802, 2810.5 and 2698 et seq., and the Unfair Competition Law, codified at Business and Professions Code sections 17200 et seq. (the "UCL").¹

2. Plaintiffs are informed and believe that Defendants have jointly and severally acted intentionally and with deliberate indifference and conscious disregard to the rights of employees by failing to pay sick pay wages at the regular rate of pay and by failing to pay premium wages for missed rest periods and meal periods at the regular rate of compensation. Specifically, Plaintiffs and other non-exempt employees regularly earn non-discretionary incentives, shift differentials, or premium payments that increase their regular rate. Defendants, however, do not consider such earnings for purposes of paying either sick pay wages or premium wages for missed rest periods and meal periods to Plaintiffs and other non-exempt employees. Instead, Defendants pay sick pay wages and premium wages for missed rest periods and meal periods at employees' base rate of pay. As a result of the above practices, Defendants routinely underpay Plaintiffs and other non-exempt employees sick pay wages and premium wages for missed rest periods and meal periods, which are neither timely paid during employment nor timely paid upon termination of employment. Similarly, Defendants routinely fail to provide

¹ Except as otherwise noted, all "Section" references are to the Labor Code.

1 itemized wage statements that show accurate hourly rates of pay, gross wages earned, and net
2 wages earned.

3 3. Plaintiffs are informed and believe that Defendants have engaged in, among other
4 things, a system of willful violations of the Labor Code by creating and maintaining policies,
5 practices, and customs that knowingly deny its employees the above stated rights and benefits.

6 4. The policies, practices, and customs of Defendants resulted in unjust enrichment
7 of Defendants and an unfair business advantage over businesses that routinely adhere to the
8 strictures of the Labor Code.

9 JURISDICTION AND VENUE

10 5. The Complaint seeks relief exceeding \$25,000.00. The Court has jurisdiction of
11 Defendants' violations of Sections 201-204, 210, 216, 218, 218.5, 218.6, 226, 226.3, 226.7, 233,
12 245-248.5, 256, 510, 512, 558, 558.1, 1174, 1174.5, 1182.12, et seq. 1194, 1194.2, 1197, 1198,
13 1199, 2802, 2810.5 and 2698 et seq., and the Unfair Competition Law, codified at Business and
14 Professions Code sections 17200 et seq., and of the Unfair Competition Law, codified at
15 Business and Professions Code sections 17200 *et seq.* (the "UCL").

16 6. Venue is proper in the County of San Bernardino. Plaintiff Correa worked for
17 Defendants in Ontario, California.

18 PARTIES

19 7. Plaintiff Correa began working for Defendants in or about December of 2019 and
20 worked in California for Defendants for 30 or more days within a year. Until his employment as
21 a forklift driver ended in or about October of 2020, Plaintiff was paid on an hourly basis as a
22 non-exempt employee. Plaintiff regularly earned non-discretionary incentives, shift differentials,
23 or premium payments that increased his regular rate. Such earnings were not considered for
24 purposes of paying either sick pay wages or premium wages for missed rest periods and meal
25 periods to Plaintiff, who was instead paid sick pay wages and premium wages for missed rest
26 periods and meal periods at his base rate of pay. Plaintiff thus is a victim of the policies,
27 practices, and customs of Defendants complained of in this action in ways that have deprived
28 him of the rights guaranteed by the Labor Code and the UCL.

1 8. Plaintiff Hernandez is, and at relevant times was, an individual
2 domiciled in the State of California and a citizen of the State of California who worked as a non-
3 exempt technician for Defendant in the State of California. Plaintiff Hernandez was hired by
4 Defendant on or about July 2019 as a non-exempt, hourly paid employee with a job title of work
5 flow planner.

6 9. Plaintiff Garcia is, and at relevant times was, an individual domiciled in the State
7 of California and a citizen of the State of California who worked as a non-exempt technician for
8 Defendant in the State of California. Plaintiff Garcia was hired by Defendant on or about June
9 2019 as a non-exempt, hourly paid employee in the quality assurance department of Defendant's
10 facility.

11 10. Defendant FEDEX SUPPLY CHAIN, INC. ("Defendant" or "Fedex Supply") is a
12 Delaware Corporation that, at all relevant times, was authorized to do business within the State of
13 California and is doing business in the State of California.

14 11. Defendant Fedex Supply Chain, Inc. is a is a major third-party logistics provider
15 in the United States and Canada, which services industries including technology & electronics,
16 retail & e-commerce, consumer & industrial goods, and healthcare industries. The company
17 manages 130 warehouse and distribution center operations in North America with a total of 35
18 million square feet of warehouse space under its management.²

19 12. Plaintiffs are informed and believe that Defendant, FedEx Supply Chain, Inc., was
20 and is a Delaware corporation. Plaintiffs are informed and believe that at all times herein
21 mentioned named defendants and Does 1 through 50, were and are corporations, business entities,
22 individuals, or partnerships that are and were licensed to do business and actually doing business
23 in the State of California. Based upon all the facts and circumstances incident to Defendants'
24 business, Defendants are subject to Sections 201-204, 210, 216, 218, 218.5, 218.6, 226, 226.7,
25 233, 245-248.5, 256, 510, 512, 558, 558.1, 1174, 1194, 1197, 1198, 1199, 2802, 2810.5 and 2698
26 et seq., and the Unfair Competition Law, codified at Business and Professions Code sections 17200
27

28 ² https://en.wikipedia.org/wiki/FedEx_Supply_Chain

et seq. Plaintiffs do not know the true names or capacities of the defendants sued herein as Does 1 through 50, whether individual, partner, or corporate, and for that reason, said defendants are sued under such fictitious names. Plaintiffs pray for leave to amend this Complaint when the true names and capacities are known. Plaintiffs are informed and believe that each of said fictitious defendants was responsible in some way for the matters alleged herein and proximately caused the illegal employment practices, wrongs, and injuries complained of herein.

13. At all times herein mentioned, each of said Defendants participated in the doing of the acts alleged herein. Defendants, and each of them, were the agents, servants, or employees of each of the other Defendants, as well as the agents of all Defendants, and were acting within the course and scope of said agency and employment.

14. Plaintiffs are informed and believe that at all times material hereto, each of said Defendants was the agent, employee, alter ego, or joint venturer of, or was working in concert with, each of the other Defendants and was acting within the course and scope of such agency, employment, joint venture, or concerted activity. To the extent said acts, conduct, or omissions were perpetrated by certain Defendants, each of the remaining Defendants confirmed and ratified said acts, conduct, or omissions of the acting Defendants.

15. Plaintiffs are informed and believes that at all times material hereto each of the Defendants (i) aided and abetted the acts and omissions of each of the other Defendants in proximately causing the alleged harms, or (ii) were members of, engaged in, and acting within the course and scope of, and in pursuance of, a joint venture, partnership, or common enterprise.

FACTUAL ALLEGATIONS

16. During the four-year period preceding the filing of this complaint, Plaintiffs and each of the class members were employed by Defendant in the State of California as non-exempt, hourly paid employees. Defendant at all times exercised control over Plaintiffs and each of the class members, and suffered and/or permitted them to work.

17. Plaintiffs were not paid at least minimum wages for all of their hours worked due to Defendant's policy of requiring them to go through a lengthy security checkpoint process when entering the work facility at the beginning of each shift and when leaving the facility at the end of

1 each shift. However, Defendant required Plaintiffs to go through the security checkpoint before
2 clocking in for payroll purposes at the beginning of their shift, and after clocking out for payroll
3 purposes at the end of their shift. Despite being subject to Defendant's control while waiting to
4 go through the security checkpoints, Defendant did not provide any compensation for the time it
5 took to complete this process. As a result, Plaintiffs were not fully compensated for all minimum
6 wages.

7 18. Plaintiffs were at times unable to take timely, thirty-minute uninterrupted meal
8 periods and/or had their meal periods cut short due to the pressures from the job and lack of relief
9 workers availability, commentary from superiors or no breaks at all. These interrupted, missed
10 and/or late meal periods are generally reflected in the time-keeping records for Plaintiffs. Plaintiffs
11 also did not regularly receive a second meal period when working shifts in excess of 10 hours.
12 Further, the practical effect of Defendant's policy of requiring its non-exempt employees to go
13 through a security checkpoint to leave the premises during their meal periods often resulted in
14 Plaintiffs from staying on the premises, thereby affirmatively impeding Plaintiffs from taking a
15 lawful 30-minute off-duty meal period. Plaintiffs did not receive premium pay for all of these
16 interrupted, missed, late and/or on-duty meal periods.

17 19. Plaintiffs were at times unable to take timely rest periods, and were required to
18 work through and/or cut short their rest periods, due to the nature of the business. Plaintiffs were
19 not regularly afforded a third rest period on shifts in excess of 10 hours. Further, as explained
20 above in the context of meal periods, the practical effect of Defendant's policy of requiring its
21 non-exempt employees to go through a security checkpoint to leave the premises for rest breaks
22 often resulted in Plaintiffs from staying on the premises during their rest breaks, thereby
23 affirmatively impeding Plaintiffs from taking a lawful rest breaks. Plaintiffs did not receive
24 premium pay for all of these missed, late, interrupted, and/or on-duty rest periods.

25 20. Additionally, Defendant sometimes paid Plaintiffs multiple rates of pay in one pay
26 period for the same kind of work, but failed to average the rates of pay when calculating overtime.
27 Under California law, "[w]here two rates of pay are paid during a workweek, the California method
28 for determining the regular rate of pay for calculating overtime in that workweek mirrors the

1 federal method, based upon the weighted average of all hourly rates paid.” DLSE Manual 49.2.5
2 (citing 29 CFR § 778.115). This “weighted average” method provides, “[w]here an employee in a
3 single workweek works at two or more different types of work for which different nonovertime
4 rates of pay (of not less than the applicable minimum wage) have been established, their regular
5 rate for that week is the weighted average of such rates. That is, the total earnings (except statutory
6 exclusions) are computed to include his compensation during the workweek from all such rates,
7 and are then divided by the total number of hours worked at all jobs. . .” 29 CFR § 778.115.
8 Defendant’s failure to average the rates of pay when calculating overtime resulted in underpaid
9 overtime at times, as well as inaccurate and incomplete wage statements.

10 21. Defendant paid Plaintiffs non-discretionary remunerations, including but not
11 limited to, shift differentials, in pay periods where it also paid one-hour meal period premiums to
12 Plaintiffs. However, Defendant failed to incorporate said non-discretionary remunerations into the
13 rate of pay for purposes of calculating Plaintiffs premium pay, resulting in an underpayment of
14 meal period premiums.

15 22. Additionally, Defendant failed to properly accrue and pay sick leave time benefits
16 and/or incorporate said non-discretionary remunerations into Plaintiffs’ sick leave time benefits,
17 resulting in each underpayment of sick leave time benefits.

18 23. During their employment, Plaintiffs failed to receive accurate wage statements in
19 compliance with Labor Code section 226. Among other things, Plaintiffs’ paystubs did not
20 accurately reflect, inter alia, gross wages earned, total hours worked, net wages earned, sick time
21 pay, all applicable hourly rates in effect during each pay period and all hours worked at each
22 applicable hourly. Accordingly, Defendant have violated Labor Code section 226 as to Plaintiffs.

23 24. Defendant failed to pay Plaintiffs for all hours worked during their employment
24 and upon the separation of employment as a result of Defendant’s unlawful off-the-clock policies
25 and practices, as well as its failure to the proper rate of pay to compensate Plaintiffs for their
26 overtime pay, sick time benefits and meal period one-hour premiums, as described herein.

27 25. Plaintiffs are informed and believe that Defendant engaged in these same herein
28 described unlawful practices with regard to all of the Class Members, and that Defendant applied

these same herein described unlawful practices to all of its employees that it applied to Plaintiffs, regardless of whether the Class Member was assigned to work for Defendant or was directly hired by Defendant.

26. Plaintiffs are informed and believe that Defendant engaged in these same unlawful practices with regard to all of the class members.

CLASS ACTION ALLEGATIONS

27. **Definition:** Pursuant to Code of Civil Procedure section 382. Plaintiffs seek class certification of (i) all current and former non-exempt employees of Defendants in the State of California since August 14, 2018, who were paid sick pay wages in workweeks in which they earned non-discretionary incentives, shift differentials, or premium payments that increased their regular rate (the “Sick Pay Class”), (ii) all current and former non-exempt employees of Defendants in the State of California since August 14, 2018, who were paid premium wages for missed rest periods and meal periods in workweeks in which they earned non-discretionary incentives, shift differentials, or premium payments that increased their regular rate (the “Premium Wage Class”), and (iii) all current and former non-exempt employees of Defendants in the State of California since July 1, 2019, who performed work for Defendant at Defendant's Moreno Valley location (the “Moreno Valley Class”). The Sick Pay Class, Premium Wage Class, and Moreno Valley Class are collectively referred to as the “Class.”

28. **Numerosity and Ascertainability:** The members of the Class are so numerous that joinder of all members would be impractical, if not impossible. The identities of the members of the Class are readily ascertainable by review of Defendants’ records, including payroll records. Defendants violated Sections 201-204, 226, 226.7, 246, and 512 against Plaintiffs and other non-exempt employees who were paid sick pay wages or premium wages for missed rest periods and meal periods in workweeks in which they earned non-discretionary incentives, shift differentials, or premium payments that increased their regular rate. While the exact number of class members is unknown to Plaintiffs, Plaintiffs are informed and believe the class consists of at least 100 individuals.

1 29. **Adequacy of Representation:** Plaintiffs are fully prepared to take all necessary
2 steps to represent fairly and adequately the interests of the Class defined above. Plaintiffs’
3 attorneys are ready, willing, and able to fully and adequately represent Plaintiff and the Class.
4 Plaintiffs’ attorneys have prosecuted and settled wage-and-hour class actions in the past and
5 continue to litigate numerous wage-and-hour class actions currently pending in California state
6 and federal courts.

7 30. **Common Question of Law and Fact:** There are predominant common questions
8 of law and fact and a community of interest amongst the claims of Plaintiffs and of the Class.
9 Plaintiffs are informed and believe that Defendants uniformly administer a corporate policy and
10 practice of failing to pay sick pay wages at the regular rate of pay and by failing to pay premium
11 wages for missed rest periods and meal periods at the regular rate of compensation. Additional
12 common questions include: (1) whether Defendant understated hours worked and failed to pay
13 all amounts due to Plaintiffs and the class members for wages earned, including minimum and
14 overtime wages, under California law, as a result of its off-the-clock policies; (2) whether
15 Defendant violated the California Labor Code and/or IWC Wage Orders by withholding sick
16 time pay benefits from Plaintiffs and the class members by failing to incorporate all non-
17 discretionary remunerations into the regular rate of pay for purposes of calculating sick time pay
18 benefits; (3) whether Defendant violated the California Labor Code and/or IWC Wage Orders by
19 withholding one-hour premium pay from Plaintiffs and the class members by failing to
20 incorporate all non-discretionary remunerations into the rate of pay for purposes of calculating
21 one-hour meal period premiums; (4) whether Defendant provided Plaintiffs and the class
22 members with all meal periods or premium payments in lieu thereof in compliance with
23 California law; (5) whether Defendant provided Plaintiffs and the class members with all rest
24 periods, or premium payments in lieu thereof, in compliance with California law; (6) whether
25 Defendant provided Plaintiffs and the class members with accurate, itemized wage statements in
26 compliance with California law; (7) whether Defendant timely paid Plaintiffs and the class
27 members all wages due during their employment and upon separation of employment; and (8)
28 whether Defendant violated California Business and Professions Code sections 17200, et seq.

1 31. **Typicality:** The claims of Plaintiffs are typical of the claims of all members of the
2 Class in that Plaintiffs suffered the alleged harms in a similar and typical manner as other
3 members of the Class suffered. As with other members of the Class, Plaintiffs was paid on an
4 hourly basis and regularly earned non-discretionary incentives, shift differentials, or premium
5 payments that increased his regular rate but were not considered for purposes of paying either
6 sick pay wages or premium wages for missed rest periods and meal periods to Plaintiffs, who
7 was instead paid sick pay wages and premium wages for missed rest periods and meal periods at
8 his base rate of pay. Plaintiffs thus are members of the Class and have suffered the alleged
9 violations of the Labor Code. Additionally, Plaintiffs suffered a similar injury as the other class
10 members as a result of Defendants' common practices regarding, inter alia, calculation and
11 payment of wages, including minimum and overtime wages, failure to failure to provide proper
12 meal and rest periods or premium compensation in lieu thereof, failure to pay for all sick time
13 pay benefits accrued and owed, failure to provide accurate and complete wage statements, and to
14 pay all wages due and owing upon separation of employment. In addition, Plaintiffs will fairly
15 and adequately protect the interests of the class members. Plaintiffs have no interests adverse to
16 the interests of the other class members.

17 32. The Labor Code is broadly remedial in nature. Its laws serve an important public
18 interest in establishing minimum working conditions and requirements in California. These labor
19 standards protect employees from onerous terms and conditions of employment or exploitation
20 by employers who have superior economic and bargaining power.

21 33. **Superiority.** The nature of this action and the format of laws available to
22 Plaintiffs and members of the Class make the class action format a particularly efficient and
23 appropriate procedure to redress the wrongs alleged herein. If each employee were required to
24 file an individual lawsuit, the corporate Defendants would necessarily gain an unconscionable
25 advantage since they would be able to exploit and overwhelm the limited resources of each
26 individual plaintiff with their vastly superior financial and legal resources. Requiring each
27 member of the Class to pursue an individual remedy would also discourage the assertion of
28 lawful claims by employees who would be disinclined to file an action against their former or

1 current employer for real and justifiable fear of retaliation and permanent damage to their careers
2 at their current or subsequent employment. A class action is superior to other available means for
3 the fair and efficient adjudication of this controversy since individual joinder of all members of
4 the class is impractical. Class action treatment will permit a large number of similarly situated
5 persons to prosecute their common claims in a single forum simultaneously, efficiently, and
6 without the unnecessary duplication of effort and expense that numerous individual actions
7 would engender. Furthermore, as the damages suffered by each individual member of the class
8 may be relatively small, the expenses and burden of individual litigation would make it difficult
9 or impossible for individual members of the class to redress the wrongs done to them, while an
10 important public interest will be served by addressing the matter as a class action. The cost to
11 the court system of adjudication of such individualized litigation would be substantial.

12 Individualized litigation would also present the potential for inconsistent or contradictory
13 judgments. Finally, the alternative of filing a claim with the California Labor Commissioner is
14 not superior, given the lack of discovery in such proceedings, the fact that there are fewer
15 available remedies, and the losing party has the right to a trial de novo in the Superior Court.

16 34. The prosecution of separate actions by individual members of the Class, even if
17 possible, would create a substantial risk of (a) inconsistent or varying adjudications with respect
18 to individual members of the Class that would establish potentially incompatible standards of
19 conduct for Defendants, or (b) adjudications with respect to individual members of the Class that
20 would, as a practical matter, be dispositive of, or substantially impair or impede the ability to
21 protect, the interests of other members of the Class not parties to the adjudications. Further, the
22 claims of the individual members of the Class are not sufficiently large to warrant vigorous
23 individual prosecution considering the concomitant costs and expenses.

24 35. Defendants' pattern, practice, and uniform administration of corporate policy in
25 violation of the Labor Code is unlawful. Proof of a common business practice or factual pattern
26 will establish the rights of Plaintiffs and the Class to recover underpaid sick pay wages and
27 premium wages, including interest thereon, applicable penalties, reasonable attorneys' fees, and
28

costs of suit, pursuant to 203, 210, 218, 218.5, 226, 226.7, 248.5, and 512, applicable IWC Wage Orders, the UCL, and Code of Civil Procedure section 1021.5.

36. This action is brought for the benefit of the Class, which is commonly entitled to a specific fund with respect to the compensation illegally and unfairly retained by Defendants. The Class is commonly entitled to restitution of those funds being improperly withheld by Defendant.

FIRST CAUSE OF ACTION

Unpaid Sick Pay Wages (Lab. Code §§ 201-204, 210, 233, 246)

(By Plaintiffs and the Class Against All Defendants)

37. The preceding paragraphs are re-alleged and incorporated by this reference.

38. Section 233 provides that an employer must permit an employee to use accrued sick leave in accordance with Section 246.5 at the employee's then current rate of entitlement. Section 246 provides that an employee is entitled to sick pay wages for use of accrued sick leave pursuant to Section 246.5. Specifically, once accrued sick leave is used as paid sick time, an employee has a vested right to sick pay wages, which an employer must calculate and compensate based on one of two calculations: (i) "Paid sick time for nonexempt employees shall be calculated in the same manner as the regular rate of pay for the workweek in which the employee uses paid sick time, whether or not the employee actually works overtime in that workweek," or (ii) "Paid sick time for nonexempt employees shall be calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment." Under Sections 218 and 233, employees may sue to recover underpaid sick pay wages as damages.

39. California Labor Code §246(1)(1) provides that paid sick time for non-exempt employees be "calculated in the same manner as the regular rate of pay for the workweek in which the employee uses paid sick time, whether or not the employee actually works overtime in the workweek."

40. California Labor Code §246(1)(2) further provides that paid sick time for non-exempt employees be "calculated by dividing the employee's total hours worked in the full pay periods of the prior 90 days of employment."

1 41. As a matter of policy and practice, Defendants pay sick pay wages to Plaintiffs
2 and the Sick Pay Class at the incorrect rate of pay. Plaintiffs and the Sick Pay Class regularly use
3 accrued sick leave in workweeks in which they also earn non-discretionary incentives, shift
4 differentials, or premium payments. As a matter of policy and practice, Defendants pay sick pay
5 wages to Plaintiffs and the Sick Pay Class at the base hourly rate of pay, as opposed to the
6 regular rate of pay, which would consider all non-discretionary incentives, shift differentials, or
7 premium payments, or the rate resulting from dividing the employees' total wages, not including
8 overtime premium pay, by the employees' total hours worked in the full pay periods of the prior
9 90 days of employment. As a result, Defendants underpay sick pay wages to Plaintiffs and the
10 Sick Pay Class.

11 42. Defendant violated Labor Code §246 by failing to pay sick pay the regular rate of
12 pay. Plaintiffs and class members routinely earned non-discretionary remunerations, including but
13 not limited shift differential pay, thereby increasing their regular rates of pay to amounts that were
14 higher than their base rates of pay. However, whenever sick pay was paid to Plaintiffs and Class
15 Members, it was paid at their base rates of pay. Defendant routinely deducted taxes and other
16 withholdings from the wages that it paid Class members in the form of sick pay.

17 43. Moreover, Section 204 provides that wages are generally due and payable twice
18 during each calendar month and are to be paid no later than payday for the next regular payroll
19 period. Consistent with Section 204, Section 246 specifically requires that, upon use of accrued
20 sick leave, vested sick pay wages are due and to be paid no later than the payday for the next
21 regular payroll period after accrued sick leave is used as paid sick time. Similarly, Section 201
22 provides if an employer discharges an employee, wages earned and unpaid at the time of
23 discharge are due and payable immediately. Section 202 provides that an employee is entitled to
24 receive all unpaid wages no later than 72 hours after an employee quits his or her employment,
25 unless the employee has given seventy-two (72) hours previous notice of his or her intention to
26 quit, in which case the employee is entitled to his or her wages at the time of quitting. The Labor
27 Code penalizes untimely payments. For example, Section 203 provides that if an employer
28 willfully fails to pay wages owed in accordance with Sections 201 and 202, then the wages of the

1 employee shall continue as a penalty from the due date, and at the same rate until paid, but the
2 wages shall not continue for more than thirty (30) days. Likewise, Section 210 provides penalties
3 for violations of Section 204 and untimely payments during employment. Under Sections 203,
4 210, and 218, employees may sue to recover applicable penalties.

5 44. As alleged herein and as a matter of policy and practice, Defendant routinely
6 underpaid sick pay wages and thus do not timely pay Plaintiffs and the Sick Pay Class all owing
7 and underpaid sick pay wages. As a result, Defendant violated Sections 201-204, 210, 233, and
8 246, and other Labor Code sections. Plaintiffs is informed and believes that Defendant was
9 advised by skilled lawyers and knew, or should have known, of the mandates of the Labor Code
10 as it relates to Plaintiffs' allegations, especially since the California Supreme Court has explained
11 that "[c]ourts have recognized that 'wages' also include those benefits to which an employee is
12 entitled as a part of his or her compensation, including money, room, board, clothing, vacation
13 pay, and sick pay." *Murphy v. Kenneth Cole Prods., Inc.*, 40 Cal. 4th 1094, 1103 (2007)
14 (emphasis added). Because Defendants willfully fail to timely pay Plaintiffs and the Sick Pay
15 Class all sick pay wages due, Defendants are subject to applicable penalties.

16 45. Such a pattern, practice, and uniform administration of corporate policy is
17 unlawful and entitles Plaintiffs and the Sick Pay Class to recover underpaid wages, including
18 interest thereon, applicable penalties, attorneys' fees, and costs of suit.

19 **SECOND CAUSE OF ACTION**

20 **Violation of Labor Code §§ 226.7, 512**

21 **(By Plaintiffs and the Class Against All Defendants)**

22 46. The preceding paragraphs are re-alleged and incorporated by this reference.

23 47. Because Plaintiffs and the Premium Wage Class were non-exempt employees,
24 Defendants were required to comply with Sections 226.7 and 512, and the applicable IWC Wage
25 Order. The applicable laws generally require an employer to provide a duty-free, 10-minute rest
26 period for every four hours worked, or major fraction thereof, and generally prohibit
27 employment of an individual for a work period of more than five hours per day without
28 providing the employee with an uninterrupted, duty-free meal period of at least 30 minutes.

1 Section 226.7(b) provides that an employer shall not require an employee to work during a rest
2 period or meal period. Section 226.7(c) states that “the employer shall pay the employee one
3 additional hour of pay at the employee’s regular rate of compensation for each workday that the
4 meal or rest or recovery period is not provided.”

5 48. As a matter of policy and practice on shifts of at least 3.5 hours of work,
6 Defendants fail to permit off-duty rest periods to Plaintiffs and the Premium Wage Class. As a
7 matter of policy and practice on shifts exceeding five hours of work, Defendants fail to provide
8 Plaintiffs and the Premium Wage Class with a duty-free 30-minute meal period within the first five
9 hours of work. As a matter of policy and practice, Defendants also fail to pay an additional hour
10 of pay for each rest period or meal period missed by Plaintiffs and the Premium Wage Class at
11 the regular rate. Defendants thus violate Section 226.7 and the applicable IWC Wage Order. As
12 such, Plaintiffs and the Premium Wage Class are owed rest period and meal period premium pay.

13 49. Moreover, based on Defendant’s failure to pay rest period and meal period
14 premium pay to Plaintiffs and the Premium Wage Class at the regular rate and as a matter of
15 policy and practice, Defendants failed to timely pay Plaintiffs and the Premium Wage Class all
16 due wages or timely pay all due wages upon separation of employment. On information and
17 belief, Defendants were advised by skilled lawyers and knew, or should have known, of the
18 mandates of the Labor Code as it relates to Plaintiffs’ allegations. Defendants thus violated
19 Sections 201-204 by not timely paying all due wages and not timely paying all due wages upon
20 the separation of employment.

21 50. Under the Labor Code and IWC Wage Orders, Defendant was required to provide
22 Plaintiffs and the class members with one 30-minute meal break free from all duties for all shifts
23 longer than 5 hours, and a second 30-minute meal break free from all duties for all shifts longer
24 than 10 hours. Meal periods can be waived, but only under the following circumstances: (1) if an
25 employee’s total work period in a day is over five (5) hours but no more than six (6) hours, the
26 required meal period may be waived by mutual consent of the employer and employee, and (2) if
27 an employee’s total work period in a day is over ten (10) hours but no more than twelve (12) hours,
28 the required second meal period may be waived by mutual consent of the employer and employee,

1 but only if the first meal period was not waived. Employers covered by the Wage Orders have an
2 obligation to both (1) relieve their employees for at least one meal period for shifts over five hours
3 (see above), and (2) to record having done so. If the employer fails to properly record a valid meal
4 period, it is presumed no meal period was provided.

5 51. Plaintiffs and class members regularly worked periods of more than five and ten
6 hours in a workday without being provided proper mandatory thirty-minute, duty-free meal
7 periods. Upon information and belief, Defendant failed to maintain a company meal period policy
8 compliant with California law. Plaintiffs and class members were regularly unable to take timely,
9 thirty-minute uninterrupted first and second meal periods. They were unable to avail themselves
10 of such breaks for various reasons, including, the pressures from their workloads and the lack of
11 relief workers available, commentary from superiors or no breaks at all. Per Defendant's illegal
12 meal period policy/practice, Plaintiffs and class members were not always relieved of their duties
13 or at times permitted to leave the premises for purposes of taking meal periods. Defendant also
14 failed to pay Plaintiffs and class members an additional hour of wages at their regular rates of pay
15 for each workday a meal period was not provided.

16 52. Additionally, on the occasions when Defendant did pay a one-hour premium to
17 Plaintiffs and the class members, it was not paid at the correct rate because Defendant failed to
18 incorporate all non-discretionary remunerations into the rate of pay for purposes of calculating the
19 one-hour premiums.

20 53. Defendant failed to provide Plaintiffs and the class members with all required meal
21 periods, or with compensation in lieu thereof. As a result, under Labor Code section 226.7,
22 Plaintiffs and the class members are entitled to one additional hour's pay for each day a meal
23 period was missed, late or interrupted, all in an amount to be proved at trial.

24 54. Such a pattern, practice, and uniform administration of corporate policy is
25 unlawful and entitles Plaintiffs and the Premium Wage Class to recover damages, including
26 unpaid wages and rest period and meal period premium pay, and interest thereon, applicable
27 penalties, including waiting time penalties, attorneys' fees, and costs of suit.
28

1 **THIRD CAUSE OF ACTION**

2 **Inaccurate Itemized Wage Statements (Lab. Code § 226(a))**

3 **(By Plaintiffs and the Class Against All Defendants)**

4 55. The preceding paragraphs are re-alleged and incorporated by this reference.

5 56. Section 226(a) requires an employer to furnish to its employees itemized wage
6 statements that show accurate information, including without limitation, all applicable hourly
7 rates in effect during the pay period, gross wages earned, and net wages earned.

8 57. Labor Code section 226(a) provides, in relevant part, that “[a]n employer,
9 semimonthly or at the time of each payment of wages, shall furnish to his or him employee, either
10 as a detachable part of the check, draft, or voucher paying the employee’s wages, or separately if
11 wages are paid by personal check or cash, an accurate itemized statement in writing showing (1)
12 gross wages earned, (2) total hours worked by the employee . . . , (5) net wages earned, [and] (6)
13 the inclusive dates of the period for which the employee is paid . . . , (8) the name and address of
14 the legal entity that is the employer . . . , (9) all applicable hourly rates in effect during the pay
15 period and the corresponding number of hours worked at each hourly rate by the employee”

16 58. Labor Code section 226(e) provides that “[a]n employee suffering injury as a result
17 of a knowing and intentional failure by an employer to comply with subdivision (a) is entitled to
18 recover the greater of all actual damages or fifty dollars (\$50) for the initial pay period in which a
19 violation occurs and one hundred dollars (\$100) per employee for each violation in a subsequent
20 pay period, not to exceed an aggregate penalty of four thousand dollars (\$4,000), and is entitled to
21 an award of costs and reasonable attorney’s fees.

22 59. Labor Code section 226.3 provides that “[a]ny employer who violates subdivision
23 (a) of Section 226 shall be subject to a civil penalty in the amount of two hundred fifty dollars
24 (\$250) per employee per violation in an initial citation and one thousand dollars (\$1,000) per
25 employee for each violation in a subsequent citation, for which the employer fails to provide the
26 employee a wage deduction statement or fails to keep the records required in subdivision (a) of
27 Section 226.”

60. As a matter of policy and practice, whenever Plaintiffs and the Class are paid sick pay wages or premium wages for missed rest periods and meal periods, Defendants fail to provide accurate itemized wage statements in violation of Section 226(a). As alleged herein, Defendants routinely underpay sick pay wages and premium wages for missed rest periods and meal periods to Plaintiffs and the Class. As a result, and as a matter of policy and practice, Plaintiffs and the Class are not provided with wage statements listing accurate hourly rates in effect during the pay period for sick pay wages or premium wages for missed rest periods and meal periods, gross wages earned, or net wages earned.

61. Defendant knowingly and intentionally failed to provide Plaintiffs and other class members with proper, itemized wage statements as the wage statements provided by Defendant do not accurately reflect, *inter alia*, gross wages earned, total hours worked, net wages earned, all applicable hourly rates in effect during each pay period, all hours worked at each applicable hourly rate.

62. Among other things, Plaintiffs and the class members were not paid at the proper overtime rate of pay, were not paid for all hours worked due to off-the-clock work, and were not paid all meal and rest period premiums at the proper rate. As a result, Plaintiffs and the class members were injured in that they could not promptly and easily determined from the wage statement alone, the total hours worked, the net wages earned, all applicable hourly rates in effect (including the overtime and double time rate), all hours worked at each applicable rate. Accordingly, Plaintiffs and the class members are entitled to damages and penalties

63. Such a pattern, practice, and uniform administration of corporate policy is unlawful and entitles Plaintiffs and the Class to recover applicable penalties, attorneys' fees, and costs of suit.

FOURTH CAUSE OF ACTION

Unfair or Unlawful Business Practices (Bus. & Prof. Code §§ 17200 et seq.)

(By Plaintiffs and the Class Against All Defendants)

64. The preceding paragraphs are re-alleged and incorporated by this reference.

1 65. Plaintiffs are informed and believes that at Defendants have engaged and continue
2 to engage in unfair and unlawful business practices in California by utilizing the employment
3 policies and practices alleged herein, including the failures to pay sick pay wages at the regular
4 rate of pay or pay or premium wages for missed rest periods and meal periods at the regular rate
5 of compensation. As discussed above, Defendants' underpayments of sick pay wages and
6 premium wages violate the Labor Code.

7 66. Defendants' utilization of such unfair and unlawful business practices constitutes
8 unfair and unlawful competition and provides an unfair advantage over Defendants' competitors,
9 as proscribed by the UCL. Defendants have deprived Plaintiffs and the Class the minimum
10 working condition standards and conditions due to them under the Labor Code and applicable
11 IWC Wage Orders.

12 67. Defendant's failure, *inter alia*, to pay Plaintiffs and the class members for all hours
13 worked, failure to pay overtime pay, sick time pay benefits and one-hour meal and rest period
14 premiums at the proper rate of pay, failure to provide all required meal and rest periods or
15 compensation in lieu thereof, failure to maintain accurate records, failure to timely pay wages,
16 failure to reimburse all business expenses, and failure to provide accurate itemized wage
17 statements, all in violation of the Labor Code and Wage Orders, constitutes an unlawful, unfair or
18 fraudulent business act or practice, in violation of Business & Professions Code sections 17200, et
19 seq.

20 68. Such a pattern, practice, and uniform administration of corporate policy regarding
21 illegal employee compensation as described herein is unlawful and creates an entitlement to
22 recovery by Plaintiffs and the Class to full restitution of all monies withheld, acquired, or
23 converted by Defendants by means of the unfair practices complained of herein, including
24 interest thereon, attorneys' fees, and costs of suit.

25 **FIFTH CAUSE OF ACTION**

26 **Violation of Labor Code §§ 2698 Et Seq.**

27 **(By Plaintiffs and Aggrieved Employees Against All Defendants)**

28 69. The preceding paragraphs are re-alleged and incorporated by this reference.

1 70. Pursuant to the Labor Code Private Attorneys General Act of 2004, Labor Code
2 §§ 2698 *et seq.* (“PAGA”), Plaintiffs bring this cause of action as a proxy for the State of
3 California.

4 71. On or about October 21, 2020, Plaintiff Correa sent written notice to the Labor &
5 Workforce Development Agency (“LWDA”) of specific facts and theories for Defendants’
6 violations of Sections 201-204, 226, 226.7, 246, and 512. Plaintiff Correa simultaneously sent
7 written notice to Defendants via certified mail. As of the date of the filing of this Complaint, the
8 LWDA has neither responded nor indicated that it intends to investigate the allegations in the
9 written notice.

10 72. As stated herein, Defendants fail to pay sick pay wages at the regular rate of pay
11 and fail to pay premium wages for missed rest periods and meal periods at the regular rate of
12 compensation to Plaintiffs and other aggrieved employees. As a result, Defendants underpay sick
13 pay wages and premium wages for missed rest periods and meal periods, which are neither
14 timely paid during employment nor timely paid upon termination of employment. As an
15 additional result, Defendants fail to provide itemized wage statements that show accurate hourly
16 rates of pay, gross wages earned, and net wages earned. For these actions, Plaintiffs seek
17 penalties for Defendants’ violations of Sections 201-204, 226, 226.7, 246, and 512 committed
18 since May 2, 2019.

19 73. On or about December 2, 2020, Plaintiffs Hernandez and Garcia gave timely
20 written notice by certified mail to Defendant of the violations of various provisions of the
21 California Labor Code as alleged in this complaint and filed notice of the violations online with
22 the LWDA. The LWDA did not provide notice of its intention to investigate Defendant’s
23 violations after expiration of the 65-day waiting time period, or at any time. Defendant also
24 failed to cure within the time allotted by PAGA. Consequently, Plaintiff’s right to file the instant
25 lawsuit then duly accrued.

26 74. Plaintiffs are each an “Aggrieved Employee” under PAGA, as each was employed
27 by Defendant during the applicable statutory limitations period and suffered one or more of the
28 Labor Code violations set forth herein. Accordingly, Plaintiffs seek to recover on behalf of

1 themselves and all other current and former Aggrieved Employees, the civil penalties provided by
2 PAGA, plus reasonable attorney's fees and costs.

3 75. **THE “AGGRIEVED EMPLOYEES”**: Plaintiffs Correa, Hernandez and Garcia
4 bring this action on behalf of themselves and all similarly situated aggrieved employees. **The other**
5 **Aggrieved Employees shall be defined as follows**: i) all current and former non-exempt
6 employees of Defendants in the State of California from May 2, 2019 – May 9, 2022, who were
7 paid sick pay wages in workweeks in which they earned non-discretionary incentives, shift
8 differentials, or premium payments that increased their regular rate (the “Sick Pay Class”), (ii) all
9 current and former non-exempt employees of Defendants in the State of California from May 2,
10 2019 – May 9, 2022, who were paid premium wages for missed rest periods and meal periods in
11 workweeks in which they earned non-discretionary incentives, shift differentials, or premium
12 payments that increased their regular rate (the “Premium Wage Class”), and (iii) all current and
13 former non-exempt employees of Defendants in the State of California from September 26 2019
14 – May 9, 2022, who performed work for Defendant at Defendant's Moreno Valley location (the
15 “Moreno Valley Class”).

16 76. Plaintiffs seek to recover the PAGA civil penalties through a representative action
17 permitted by PAGA and the California Supreme Court in *Arias v. Superior Court* (2009) 46 Cal.4th
18 969. Therefore, class certification of the PAGA claims is not required.

19 77. Under the provisions of PAGA and Labor Code sections 201, 202, 203, 204, 210,
20 216, 218, 218.5, 218.6, 226, 226.3, 226.7, 233, 245.5-249, 256, 510, 512, 558, 558.1, 1174, 1174.5,
21 1182.12, et seq., 1194, 1194.2, 1197, 1198, 1199, 2800, 2802, 2810.5, and all relevant sections
22 of the applicable Wage Orders, as well as all interpretations of these laws by California Courts and
23 administrative bodies, as well as any other law that is enforceable through PAGA, Defendant is
24 liable for all statutorily-specified penalties recoverable under PAGA as enumerated in the relevant
25 California Labor Code provisions listed herein, or for default PAGA penalties under Labor Code
26 Section 2699(f) for any violation of a Labor Code section without a specified civil penalty.

27 78. Plaintiffs complied with the procedures for bringing suit specified in Labor Code
28 sections 2699.3 and 2699.5. Plaintiffs gave written notice to the California Labor and Workforce

1 Development Agency (“LWDA”) via electronic mail at PAGAFilings@dir.ca.gov and to
2 Defendant via certified mail 65 days prior to this Complaint of the specific provisions of the Labor
3 Code and Wage Orders allegedly violated, including the facts and theories to support the alleged
4 violations.

5 79. Under Labor Code section 2699.3, the LWDA must give written notice by certified
6 mail to the parties it intends to investigate the alleged violations within 65 days of the date of
7 Plaintiffs’ written notice. As of the expiration of the statutory exhaustion period, the LWDA has
8 not provided the parties any notice of its intention to investigate Plaintiffs’ claims on behalf of the
9 State of California and the Aggrieved Employees. As of the filing of this First Amended
10 Complaint, Defendant has not responded to Plaintiff’s PAGA notice in an attempt to cure.
11 Accordingly, Plaintiff has exhausted all administrative remedies required by law.

12 80. As such, pursuant to Section 2699(a), (f), and (g), Plaintiffs seek recovery of all
13 applicable penalties for Defendants’ violations of Sections 201-204, 226, 226.7, 246, and 512
14 against all aggrieved employees for the period described above.

15 SIXTH CAUSE OF ACTION

16 (Recovery of Unpaid Minimum Wages and Liquidated Damages -

17 Labor Code §§ 510, 1194 and 1194.2)

18 81. Plaintiffs incorporate all preceding paragraphs as if fully alleged herein.

19 82. California law provides employees in California must be paid for all hours worked,
20 up to 40 per week or 8 per day, at a regular time rate no less than the mandated minimum wage.
21 As alleged herein, Plaintiffs and the class members regularly worked hours for which they were
22 not compensated by Defendant as required by California law. Plaintiffs and the class members
23 were not paid at least minimum wages for all of their hours worked due to Defendant’s policy
24 requiring them to go through a lengthy security checkpoint process when entering the work facility
25 at the beginning of each shift and when leaving the facility at the end of each shift. However,
26 Defendant required Plaintiffs and the class members to go through the security checkpoint before
27 clocking in for payroll purposes at the beginning of their shift, and after clocking out for payroll
28 purposes at the end of their shift. Despite being subject to Defendant’s control while waiting to go

1 through the security checkpoints, Defendant did not provide any compensation for the time it took
2 to complete this process. Defendant owes Plaintiffs and class members at least minimum wage for
3 this time hours worked, resulting in unpaid wages.

4 83. Pursuant to Labor Code sections 1194 and 1194.2, Plaintiffs and the class members
5 are entitled to recover all unpaid minimum time wages and liquidated damages thereon, plus
6 attorney's fees and costs, in an amount to be proved at trial.

7 **SEVENTH CAUSE OF ACTION**

8 **(Recovery of Unpaid Overtime – Labor Code §510)**

9 84. Plaintiffs incorporate all preceding paragraphs as if fully alleged herein.

10 85. California law provides employees in California must be paid overtime, equal to
11 1.5 times the employee's regular rate of pay, for all hours worked in excess of 40 per week or 8
12 per day, and must be paid double wages for all hours worked in excess of 12 per day, unless they
13 are exempt.

14 86. Under California law, "[w]here two rates of pay are paid during a workweek, the
15 California method for determining the regular rate of pay for calculating overtime in that
16 workweek mirrors the federal method, based upon the weighted average of all hourly rates paid."
17 DLSE Manual 49.2.5 (citing 29 CFR § 778.115). This "weighted average" method provides,
18 "[w]here an employee in a single workweek works at two or more different types of work for
19 which different nonovertime rates of pay (of not less than the applicable minimum wage) have
20 been established, their regular rate for that week is the weighted average of such rates. That is, the
21 total earnings (except statutory exclusions) are computed to include his compensation during the
22 workweek from all such rates, and are then divided by the total number of hours worked at all jobs.
23 . ." 29 CFR § 778.115.

24 87. Defendant at times paid Plaintiffs and the class members multiple rates of pay in
25 the same pay period for the same kind of work, but failed to average the rates of pay when
26 calculating overtime. Defendant's failure to average the rates of pay when calculating overtime
27 resulted in underpaid overtime at times, as well as inaccurate and incomplete wage statements.

28 88. Additionally, as described above, Defendant's policy and practice of requiring

1 Plaintiffs and the class members to go through a lengthy security checkpoint process when
2 entering the work facility at the beginning of each shift and when leaving the facility at the end of
3 each shift, prior to clocking in and out, respectively, resulted in consistent underpayment of
4 overtime.

5 89. Plaintiffs and the class members are entitled to recover all unpaid overtime wages,
6 plus attorney's fees and costs, in an amount to be proved at trial.

7 **EIGHTH CAUSE OF ACTION**

8 **(Failure to Provide Rest Periods or Compensation in Lieu Thereof --**

9 **Labor Code § 226.7)**

10 90. Plaintiffs incorporate all preceding paragraphs as if fully alleged herein.

11 91. California law requires an employer to authorize or permit an employee to take a
12 rest period of ten minutes for every four hours worked, or major fraction thereof, and such rest
13 periods must be in the middle of the four-hour period insofar as practicable. If the employer fails
14 to provide any required rest periods, or fails to provide a fully compliant rest break of 10 minutes
15 wherein the employee is fully relieved of all duties and all employer control, the employer must
16 pay the employee one hour of pay at the employee's regular rate of compensation for each
17 workday the employer did not provide a legally required and/or fully compliant rest period.

18 92. Defendant employed policies and procedures that ensured Plaintiffs and other class
19 members would not receive all legally required rest periods, as Defendant did not authorize and
20 permit all required rest periods in strict accordance to, and in compliance with, the timing
21 requirements of all applicable Wage Orders. Similar to meal breaks, Plaintiffs and the class
22 members were not always able to avail themselves of their rest breaks for various reasons,
23 including, the pressures from their workloads and the lack of relief workers available,
24 commentary from superiors or no breaks at all. Per Defendant's illegal meal period
25 policy/practice, Plaintiffs and class members were not always relieved of their duties or permitted
26 to leave the premises for purposes of taking rest periods. Defendant further employed policies
27 and procedures ensuring Plaintiffs and class members did not receive premium wages to
28 compensate them for workdays they did not receive all legally required and fully compliant rest

1 periods.

2 93. Defendant failed to provide Plaintiffs and the class members with all required rest
3 periods, or with compensation in lieu thereof. As a result, under Labor Code section 226.7,
4 Plaintiffs and the class members are entitled to one additional hour's pay for each day a rest break
5 was missed, late or interrupted, all in an amount to be proved at trial.

6 **NINTH CAUSE OF ACTION**

7 **(Failure to Timely Pay Wages During Employment and Upon Separation of Employment)**

8 94. Plaintiffs incorporate all preceding paragraphs as if fully alleged herein.

9 95. Labor Code section 204 requires employers to pay all wages (other than those
10 mentioned in Labor Code sections 201 , 201.3 , 202 , 204.1 , or 204.2) earned by any person in
11 any employment twice during each calendar month, on days designated in advance by the
12 employer as the regular paydays. California Labor Code section 201(a) provides, in relevant part,
13 that "[i]f an employer discharges an employee, the wages earned and unpaid at the time of
14 discharge are due and payable immediately."

15 96. California Labor Code section 202(a) provides, in relevant part, that "[i]f an
16 employee not having a written contract for a definite period quits his or him employment, his or
17 him wages shall become due and payable not later than 72 hours thereafter, unless the employee
18 has given 72 hours previous notice of his or him intention to quit, in which case the employee is
19 entitled to his or him wages at the time of quitting."

20 97. Defendant failed to pay Plaintiffs and the class members all wages that were due
21 and owing during their employment; and, failed to Plaintiffs and the class members who are former
22 employees all wages that were due and owing upon termination or resignation. Among other
23 things, Plaintiffs and the class members were not paid at the proper overtime rate of pay, were not
24 paid for all hours worked due to off-the-clock work, and were not paid all meal and rest period
25 premiums at the proper rate. Plaintiffs and the class members therefore seek damages and penalties.

26 **TENTH CAUSE OF ACTION**

27 **(Failure to Maintain Accurate Records)**

28 98. Plaintiffs incorporate all preceding paragraphs as if fully alleged herein.

1 99. California Labor Code sections 226 and 1174-75 require an employer to keep accurate
2 records of all hour an employee works.

3 100. California Labor Code section 1174.5 provides that “[a]ny person employing labor
4 who willfully fails to maintain the records required by subdivision (c) of Section 1174 or accurate
5 and complete records required by subdivision (d) of Section 1174 . . . shall be subject to a civil
6 penalty of five hundred dollars (\$500).”

7 101. Section 7(A)(3) of the IWC Wage Orders similarly requires an employer to keep
8 accurate records showing the when an employee begins and end each work period and meal period.

9 102. Plaintiffs are informed and believe that Defendant failed to maintain accurate
10 records in compliance with these statutes. Among other things, Defendant failed to record the off-
11 the-clock time that Plaintiffs and the class members were required to work on a nearly daily basis.

12 103. Plaintiffs and the class members therefore seek damages and penalties as a result
13 of these violations.

14 **PRAYER FOR RELIEF**

15 WHEREFORE, Plaintiffs pray for judgment for themselves and all others on whose
16 behalf this suit is brought against Defendants, jointly and severally, as follows:

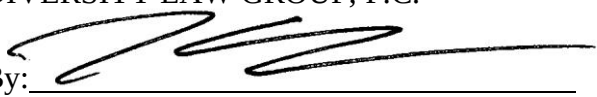
- 17 1. For an order certifying the proposed Classes;
- 18 2. For an order appointing Plaintiffs as the representative of the Class;
- 19 3. For an order appointing Counsel for Plaintiffs as Class Counsel;
- 20 4. Upon each cause of action for attorneys’ fees and costs as provided by Sections
21 218.5, 226, 248.5, 1194, and 2699, and Code of Civil Procedure section 1021.5;
- 22 5. For compensatory damages according to proof;
- 23 6. For an order requiring Defendant to make restitution of all amounts wrongfully
24 withheld from Plaintiffs and the Classes;
- 25 7. For pre-judgment interest as permitted by law;
- 26 8. For attorneys’ fees and costs reasonably incurred; and
- 27 9. For such other and further relief that the Court may deem just and proper.

28 **DEMAND FOR JURY TRIAL**

1 Plaintiffs demand a trial by jury on all claims so triable.

2
3 DATED: July 25, 2022

DIVERSITY LAW GROUP, P.C.

4
5 By: 

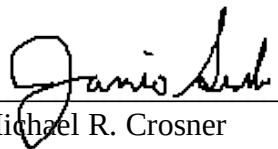
Larry W. Lee

Simon L. Yang

6 Attorneys for Plaintiffs

7 Dated: July 25, 2022

CROSNER LEGAL, P.C.

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10 Michael R. Crosner

Zachary M. Crosner

11 Blake R. Jones

12 Jamie K. Serb

13 Attorneys for Plaintiffs
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STATE OF CALIFORNIA]
]ss.
COUNTY OF LOS ANGELES]

On January 24, 2023, I served the following document(s) described as: **SECOND AMENDED CLASS AND REPRESENTATIVE ACTION COMPLAINT** on the interested parties in this action as follows:

Matthew B. Golper mgolper@brgslaw.com Darla Salter dsalter@brgslaw.com Ballard Rosenberg Golper & Savitt LLP 15760 Ventura Boulevard, 18th Floor Encino, California 91436 <i>Attorneys for Defendant Fedex Supply Chain, Inc.</i>	Michael R. Crosner mike@crosnerlegal.com Zachary M. Crosner zach@crosnerlegal.com Blake R. Jones blake@crosnerlegal.com Jamie K. Serb jamie@crosnerlegal.com CROSNER LEGAL, PC 9440 Santa Monica Blvd., Ste. 301 Beverly Hills, Ca 90210 <i>Attorneys for Plaintiffs and the Class</i>
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1
2 X BY ELECTRONIC MAIL: by personally sending a true and correct copy
3 of the above-described document(s) to the party(ies) listed above or on the attached mailing list
4 from the e-mail server diversitylaw.com, to the electronic transmission address of the recipient(s)
5 indicated above or on the attached mailing list. I certify that said electronic transmission was
6 completed and that all pages were received by the party(ies) identified herein or on the attached
7 mailing list.

8
9 I declare under penalty of perjury under the laws of the State of California that the
10 above is true and correct. Executed on January 24, 2023, at Los Angeles, California.
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Erika Mejia