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

ANA SOTO-TREJO, individually, and on
behalf of other members of the general public
similarly situated;

Plaintiff,

v.

AIR FAYRE CA, INC., a California
corporation; Employbridge, LLC; and DOES
2 through 100, inclusive;

Defendants.

Case No.: 21TRCV00462

Assigned For All Purposes to:
The Honorable Ronald F. Frank
Department 8 (Inglewood Courthouse)

**SECOND 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) (Meal Breaks);
- (3) Violation of California Labor Code § 226.7 (Unpaid Rest Breaks);
- (4) Violation of California Labor Code §§ 1194 and 1197 (Minimum Wages);
- (5) Violation of California Labor Code §§ 201 and 202 (Waiting Time Penalties);
- (6) Violation of California Labor Code § 226(a) (Wage Statements);
- (7) Violation of California Labor Code §§ 2800 and 2802 (Business Expenses);
- (8) Violation of California Business & Professions Code § 17200, *et seq.*; and
- (9) Penalties Pursuant to Labor Code § 2699, *et seq.*

DEMAND FOR JURY TRIAL

Original Complaint: June 25, 2021
FAC Filed: October 21, 2022
Trial Date: None Set

COMES NOW, Plaintiff ANA SOTO-TREJO (“Plaintiff”), individually, and on behalf of other members of the general public similarly situated, 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 Plaintiff exceeds the minimal jurisdiction limits of the Superior Court and will be established according to proof at trial. The “amount in controversy” for the named Plaintiff, including claims for compensatory damages, restitution, penalties, wages, premium pay, and pro rata share of attorneys’ fees, is less than seventy-five thousand dollars (\$75,000).

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 Plaintiff took place in the State of California. Defendants employed Plaintiff within the State of California.

PARTIES

5. Plaintiff ANA SOTO-TREJO is an individual residing in the State of California, County of Los Angeles.

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1 6. Defendant AIR FAYRE CA, INC., at all times herein mentioned, was and is,
2 upon information and belief, a California corporation, and at all times herein mentioned, was
3 and is, an employer whose employees are engaged throughout the State of California,
4 including the County of Los Angeles.

5 7. Defendant EMPLOYBRIDGE, LLC, at all times herein mentioned, was and is,
6 upon information and belief, a California limited liability company, and at all times herein
7 mentioned, was and is, an employer whose employees were engaged throughout the State of
8 California, including the County of Los Angeles, to work for AIR FAYRE CA, INC.

9 8. At all times herein relevant, Defendants AIR FAYRE CA, INC. and
10 EMPLOYBRIDGE, LLC, and DOES 2 through 100 (collectively referred to herein as
11 “Defendants”), and each of them, were the agents, partners, joint venturers, joint employers,
12 representatives, servants, employees, successors-in-interest, co-conspirators and assigns, each
13 of the other, and at all times relevant hereto were acting within the course and scope of their
14 authority as such agents, partners, joint venturers, joint employers, representatives, servants,
15 employees, successors, co-conspirators and assigns, and all acts or omissions alleged herein
16 were duly committed with the ratification, knowledge, permission, encouragement,
17 authorization, and consent of each defendant designated herein.

18 9. Plaintiff is informed and believes, and thereon alleges, that (i) each of the
19 Defendants acted in all respects pertinent to this action as the agent of the other Defendants,
20 that (ii) Defendants carried out a joint scheme, business plan, or policy in all respects pertinent
21 hereto, and that (iii) the acts of each of the Defendants are legally attributable to the other
22 Defendants. Furthermore, Defendants acted in all respects as the employers or joint employers
23 of Plaintiff. Defendants, and each of them, exercised control over the wages, hours or working
24 conditions of Plaintiff, issued policies governing their employment, or suffered or permitted
25 Plaintiff to work, or engaged, thereby creating a common law employment relationship, with
26 Plaintiff. Therefore, Defendants, and each of them, employed or jointly employed Plaintiff.

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1 10. Defendant EMPLOYBRIDGE LLC, on information and belief, was at all relevant
2 times mentioned herein, a company who acted as an employment agency for AIR FAYRE CA,
3 INC., and was responsible, in part, for the control and decision-making authority upon those
4 individuals whom they employed to work for AIR FAYRE CA, INC.

5 11. Whenever and wherever reference is made in this Complaint to any act by a
6 defendant or defendants, such allegations and references shall also be deemed to mean the acts
7 and failures to act of each Defendant acting individually, jointly, and severally.

8 12. The true names and capacities, whether corporate, associate, individual or
9 otherwise, of Defendants DOES 2 through 100, inclusive, are unknown to Plaintiff, who sues
10 said defendants by such fictitious names. Plaintiff is informed and believes, and based on that
11 information and belief alleges, that each of the Defendants designated as a DOE is legally
12 responsible for the events and happenings referred to in this Complaint, and unlawfully caused
13 the injuries and damages to Plaintiff and the other class members as alleged in this Complaint.
14 Plaintiff will seek leave of court to amend this Complaint to show the true names and
15 capacities when the same have been ascertained.

16 13. Plaintiff further alleges that Defendants directly or indirectly controlled or
17 affected the working conditions, wages, working hours, and conditions of employment of
18 Plaintiff and the other class members so as to make each of said Defendants employers and
19 employers liable under the statutory provisions set forth herein.

20 **CLASS ACTION ALLEGATIONS**

21 14. Plaintiff brings this action on her own behalf and on behalf of all other members
22 of the general public similarly situated, and, thus, seeks class certification under Code of Civil
23 Procedure section 382.

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1 15. The proposed class is defined as follows:

2 All current and former California-based (*i.e.*, currently “residing” in California
3 with the intent to remain in California indefinitely) hourly-paid or non-exempt
4 employees of AIR FAYRE CA, INC. (either directly or through
5 EMPLOYBRIDGE, LLC) within the State of California at any time during the
6 period from June 25, 2017, to final judgment.

7 16. Plaintiff reserves the right to establish subclasses as appropriate.

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

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

14 b. Typicality: Plaintiff’s claims are typical of all other class members’
15 claims as demonstrated herein. Plaintiff will fairly and adequately protect the interests of the
16 other class members with whom she has a well-defined community of interest.

17 c. Adequacy: Plaintiff will fairly and adequately protect the interests of
18 each class member, with whom she has a well-defined community of interest and typicality of
19 claims, as demonstrated herein. Plaintiff has no interest that is antagonistic to the other class
20 members. Plaintiff’s attorneys, the proposed class counsel, are versed in the rules governing
21 class action discovery, certification, and settlement. Plaintiff has incurred, and during the
22 pendency of this action will continue to incur, costs and attorneys’ fees, that have been, are,
23 and will be necessarily expended for the prosecution of this action for the substantial benefit of
24 each class member.

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

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

6 18. There are common questions of law and fact as to the class members that
7 predominate over questions affecting only individual members. The following common
8 questions of law or fact, among others, exist as to the members of the class:

- 9 a. Whether Defendants' failure to pay wages, without abatement or
10 reduction, in accordance with the California Labor Code, was willful;
- 11 b. Whether Defendants failed to pay their hourly-paid or non-exempt
12 employees within the State of California for all hours worked, missed
13 meal periods and rest breaks in violation of California law;
- 14 c. Whether Defendants required Plaintiff and other class members to work
15 over eight (8) hours per day and/or over forty (40) hours per week and
16 failed to pay the legally required overtime compensation to Plaintiff and
17 the other class members;
- 18 d. Whether Defendants properly calculated the regular rate for Plaintiff and
19 the other class members to worked overtime and earned incentive pay;
- 20 e. Whether Defendants deprived Plaintiff and other class members of meal
21 and/or rest periods or required Plaintiff and the other class members to
22 work during meal and/or rest periods without compensation;
- 23 f. Whether Defendants failed to pay minimum wages to Plaintiff and other
24 class members for all hours worked;
- 25 g. Whether Defendants failed to pay all wages due to Plaintiff and other
26 class members within the required time upon their discharge or
27 resignation;

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- 1 h. Whether Defendants failed to timely pay all wages due to Plaintiff and
2 other class members during their employment;
- 3 i. Whether Defendants complied with wage reporting as required by the
4 California Labor Code, including, inter alia, section 226;
- 5 j. Whether Defendants failed to reimburse Plaintiff and the other class
6 members for necessary business-related expenses and costs;
- 7 k. Whether Defendants' conduct was willful or reckless;
- 8 l. Whether Defendants engaged in unfair business practices in violation of
9 California Business & Professions Code section 17200, *et seq.*;
- 10 m. The appropriate amount of damages, restitution, and/or monetary
11 penalties resulting from Defendants' violation of California law; and
- 12 n. Whether Plaintiff and other class members are entitled to compensatory
13 damages pursuant to the California Labor Code.

14 **GENERAL ALLEGATIONS**

15 19. During the relevant time period set forth herein, Defendants employed Plaintiff
16 and other persons as hourly-paid or non-exempt employees within the State of California,
17 including the County of Los Angeles.

18 20. Defendants, jointly and severally, employed Plaintiff as an hourly-paid, non-
19 exempt employee from four years prior to the filing of the original complaint and continuing to
20 the present.

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

24 22. Defendants had the authority to hire and terminate Plaintiff and other class
25 members; to set work rules and conditions governing Plaintiff's and the other class members'
26 employment; and to supervise their daily employment activities.

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1 23. Defendants exercised sufficient authority over the terms and conditions of
2 Plaintiff and other class members' employment for them to be joint employers of Plaintiff and
3 other class members.

4 24. Defendants directly hired and paid wages and benefits to Plaintiff and other
5 class members.

6 25. Defendants continue to employ hourly-paid or non-exempt employees within the
7 State of California.

8 26. Plaintiff and other class members worked over eight (8) hours in a day, and/or
9 forty (40) hours in a week during their employment with Defendants.

10 27. Plaintiff is informed and believes, and based thereon alleges, that Defendants
11 engaged in a pattern and practice of wage abuse against their hourly-paid or non-exempt
12 employees within the State of California. This scheme involved, inter alia, failing to pay them
13 for all hours worked, missed meal periods, and missed rest breaks in violation of California
14 law.

15 28. Plaintiff is informed and believes, and based thereon alleges, that Defendants
16 knew or should have known that Plaintiff and other class members were entitled to receive
17 certain wages for overtime compensation and that they were not receiving wages for overtime
18 compensation.

19 29. Plaintiff is informed and believes, and based thereon alleges, that Defendants
20 failed to provide Plaintiff and other class members the required rest and meal periods during
21 the relevant time period as required under the Industrial Welfare Commission Wage Orders
22 and thus they are entitled to any and all applicable penalties.

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1 30. Plaintiff is informed and believes, and based thereon alleges, that Defendants
2 knew or should have known that Plaintiff and other class members were entitled to receive all
3 timely and complete meal periods or payment of one additional hour of pay at Plaintiff and
4 other class members' regular rate of pay when a meal period was missed, late or interrupted,
5 and they did not receive all timely and proper meal periods or payment of one additional hour
6 of pay at Plaintiff and other class members' regular rate of pay when a meal period was
7 missed.

8 31. Plaintiff is informed and believes, and based thereon alleges, that Defendants
9 knew or should have known that Plaintiff and other class members were entitled to receive all
10 timely rest periods without interruption or payment of one additional hour of pay at Plaintiff
11 and the other class members' regular rate of pay when a rest period was missed, late or
12 interrupted, and they did not receive all rest periods or payment of one additional hour of pay
13 at Plaintiff and the other class members' regular rate of pay when a rest period was missed.

14 32. Plaintiff is informed and believes, and based thereon alleges, that Defendants
15 knew or should have known that Plaintiff and other class members were entitled to receive at
16 least minimum wages for compensation and that they were not receiving at least minimum
17 wages for all hours worked.

18 33. Plaintiff is informed and believes, and based thereon alleges, that Defendants
19 knew or should have known that Plaintiff and other class members were entitled to receive the
20 wages owed to them upon discharge or resignation, including overtime and minimum wages
21 and meal and rest period premiums, and they did not, in fact, receive such wages owed to them
22 at the time of their discharge or resignation.

23 34. Plaintiff is informed and believes, and based thereon alleges, that Defendants
24 knew or should have known that Plaintiff and other class members were entitled to receive
25 complete and accurate wage statements in accordance with California law, but, in fact, they did
26 not receive complete and accurate wage statements from Defendants. The deficiencies
27 included, inter alia, the failure to include the total number of hours worked by Plaintiff and
28 other class members.

1 35. Plaintiff is informed and believes, and based thereon alleges, that Defendants
2 knew or should have known that Plaintiff and other class members were entitled to
3 reimbursement for necessary business-related expenses.

4 36. Plaintiff is informed and believes, and based thereon alleges, that Defendants
5 knew or should have known that Defendants had to keep complete and accurate payroll records
6 for Plaintiff and other class members in accordance with California law, but, in fact, did not
7 keep complete and accurate payroll records.

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

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

18 39. As a pattern and practice, during the relevant time period set forth herein,
19 Defendants failed to provide the requisite uninterrupted and timely meal and rest periods to
20 Plaintiff and other class members.

21 40. As a pattern and practice, during the relevant time period set forth herein,
22 Defendants failed to pay Plaintiff and other class members at least minimum wages for all
23 hours worked.

24 41. As a pattern and practice, during the relevant time period set forth herein,
25 Defendants failed to pay Plaintiff and other class members the wages owed to them upon
26 discharge or resignation.

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

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

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

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

FIRST CAUSE OF ACTION

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

(Against All Defendants and DOES 2 through 100)

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

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

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

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

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

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

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

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

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

23 **SECOND CAUSE OF ACTION**

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

25 **(Against All Defendants and DOES 2 through 100)**

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

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

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

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

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

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

25 61. As a pattern and practice, during the relevant time period set forth herein,
26 Plaintiff and other class members who were scheduled to work for a period of time in excess of
27 six (6) hours were required to work for periods longer than five (5) hours without an
28 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 and other class members to work during meal periods and failed to compensate Plaintiff 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 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 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 ALL Defendants and DOES 2 through 100)

66. Plaintiff incorporates 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 and the 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.

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1 69. During the relevant time period set forth herein, the applicable IWC Wage
2 Order provides that “[e]very employer shall authorize and permit all employees to take rest
3 periods, which insofar as practicable shall be in the middle of each work period” and that the
4 “rest period time shall be based on the total hours worked daily at the rate of ten (10) minutes
5 net rest time per four (4) hours or major fraction thereof” unless the total daily work time is
6 less than three and one-half (3 ½) hours.

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

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

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

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

19 74. Pursuant to the applicable IWC Wage Orders and California Labor Code section
20 226.7(b), Plaintiff and the other class members are entitled to recover from Defendants one
21 additional hour of pay at the employees’ regular hourly rate of compensation for each workday
22 that the rest period was not provided.

23 **FOURTH CAUSE OF ACTION**

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

25 **(Against ALL Defendants and DOES 2 through 100)**

26 75. Plaintiff incorporates by reference the allegations contained in paragraphs 1
27 through 74 and each and every part thereof with the same force and effect as though fully set
28 forth herein.

82. As a pattern and practice, during the relevant time period set forth herein, Defendants intentionally and willfully failed to pay Plaintiff 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 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 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 All Defendants and DOES 2 through 100)

86. Plaintiff incorporates 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.

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1 87. During the relevant time period set forth herein, California Labor Code section
2 226(a) provides that every employer shall furnish each of his or her employees an accurate
3 itemized statement in writing showing (1) gross wages earned, (2) total hours worked by the
4 employee, (3) the number of piece-rate units earned and any applicable piece rate if the
5 employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made on
6 written orders of the employee may be aggregated and shown as one item, (5) net wages
7 earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the
8 employee and his or her social security number, (8) the name and address of the legal entity
9 that is the employer, and (9) all applicable hourly rates in effect during the pay period and the
10 corresponding number of hours worked at each hourly rate by the employee. The deductions
11 made from payments of wages shall be recorded in ink or other indelible form, properly dated,
12 showing the month, day, and year, and a copy of the statement or a record of the deductions
13 shall be kept on file by the employer for at least three years at the place of employment or at a
14 central location within the State of California.

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

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

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

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

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

7 **SEVENTH CAUSE OF ACTION**

8 **(Violation of California Labor Code §§ 2800 and 2802)**

9 **(Against All Defendants and DOES 2 through 100)**

10 93. Plaintiff incorporates by reference the allegations contained in paragraphs 1
11 through 92, and each and every part thereof with the same force and effect as though fully set
12 forth herein.

13 94. Pursuant to California Labor Code sections 2800 and 2802, an employer must
14 reimburse its employee for all necessary expenditures incurred by the employee in direct
15 consequence of the discharge of his or her job duties or in direct consequence of his or her
16 obedience to the directions of the employer.

17 95. Defendants have intentionally and willfully failed to reimburse class members for
18 all necessary business-related expenses and costs. Class members are entitled to recover from
19 Defendants their business-related expenses and costs incurred during the course and scope of
20 their employment, plus interest accrued from the date on which the employee incurred the
21 necessary expenditures at the same rate as judgments in civil actions in the State of California.

22 **EIGHTH CAUSE OF ACTION**

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

24 **(Against All Defendants and DOES 2 through 100)**

25 96. Plaintiff incorporates by reference the allegations contained in paragraphs 1
26 through 95, and each and every part thereof with the same force and effect as though fully set
27 forth herein.

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1 97. Defendants' conduct, as alleged herein, has been, and continues to be unfair,
2 unlawful and harmful to Plaintiff, other class members, to the general public, and Defendants'
3 competitors. Accordingly, Plaintiff seeks to enforce important rights affecting the public
4 interest within the meaning of Code of Civil Procedure section 1021.5.

5 98. Defendants' activities as alleged herein are violations of California law, and
6 constitute unlawful business acts and practices in violation of California Business &
7 Professions Code section 17200, *et seq.*

8 99. A violation of California Business & Professions Code section 17200, *et seq.*
9 may be predicated on the violation of any state or federal law. In this instant case, Defendants'
10 pattern and practice of requiring Plaintiff and other class members work overtime hours
11 without paying them proper compensation violate California Labor Code sections 510 and
12 1198. Additionally, Defendants' pattern and practice of requiring Plaintiff and other class
13 members, to work through their meal and rest periods without paying them proper
14 compensation violate California Labor Code sections 226.7 and 512(a). Moreover, Defendants'
15 pattern and practice of failing to timely pay wages to Plaintiff and other class members violate
16 California Labor Code sections 201 and 202. Defendants also violated California Labor Code
17 sections 226(a), 1194, 1197, 2800 and 2802.

18 100. As a result of the herein described violations of California law, Defendants
19 unlawfully gained an unfair advantage over other businesses.

20 101. Plaintiff and other class members have been personally injured by Defendants'
21 unlawful business acts and practices as alleged herein, including but not necessarily limited to
22 the loss of money and/or property.

23 102. Pursuant to California Business & Professions Code sections 17200, *et seq.*,
24 Plaintiff and other class members are entitled to restitution of the wages withheld and retained
25 by Defendants during a period that commences four years prior to the filing of this Complaint;
26 an award of attorneys' fees pursuant to California Code of Civil procedure section 1021.5 and
27 other applicable laws; and an award of costs.

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1 **NINTH CAUSE OF ACTION**

2 **(Violation of Labor Code § 2698, *et seq.*)**

3 **(Against All Defendants and DOES 2 through 100)**

4 103. Plaintiff incorporates by reference the allegations contained in paragraphs 1
5 through 102, and each and every part thereof with the same force and effect as though fully set
6 forth herein.

7 104. The Private attorneys General Act of 2004 (“PAGA”) expressly establishes that
8 any provision of the California Labor Code which provides for a civil penalty to be assessed
9 and collected by the LWDA, or any of its departments, divisions, commissions, boards,
10 agencies or employees for a violation of the California Labor Code, may be recovered through
11 a civil action brought by an aggrieved employee on behalf of himself or herself, and other
12 current or former employees

13 105. On November 13, 2020, Plaintiff Ana Soto-Trejo provided written notice to the
14 LWDA and Defendant AIR FAYRE CA, INC., of the specific provisions of the Labor Code
15 she contends were violated, and the theories supporting her contentions. Attached hereto as
16 **Exhibit A** and incorporated by reference is a copy of the written notice to the LWDA.
17 Plaintiff Ana Soto-Trejo believes that on or about January 17, 2021, the sixty-five (65) day
18 notice period expired as to Defendant AIR FAYRE CA, INC., and the LWDA did not take any
19 action to investigate or prosecute this matter.

20 106. On July 28, 2023, Plaintiff provided an amended written notice to the LWDA,
21 which named EMPLOYBRIDGE LLC as “DOE 1,” and Defendants of the specific provisions
22 of the Labor Code she contends were violated, and the theories supporting her contentions.
23 Attached hereto as **Exhibit B** and incorporated by reference is a copy of the amended written
24 notice to the LWDA. Plaintiff believes that on or about October 1, 2023, the sixty-five (65)
25 days’ notice period expired as to all Defendants and the LWDA, and the LWDA did not take
26 any action to investigate or prosecute this matter. Therefore, Plaintiff has exhausted her
27 administrative remedies as to the amended LWDA notice letter.

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1 107. Plaintiff Ana Soto-Trejo and the other hourly-paid or non-exempt employees are
2 “aggrieved employees” as defined by California Labor Code § 2699(c) in that they are all
3 current or former employees of AIR FAYRE CA, INC., and/or EMPLOYBRIDGE LLC, at any
4 time during the period from November 13, 2019, to the present, and one or more of the alleged
5 violations was committed against them.

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

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

11 109. As a pattern and practice, Defendants failed to compensate Plaintiff and other
12 aggrieved current and former employees for all hours worked, resulting in a failure to pay all
13 minimum wages and overtime wages, where applicable.

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

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

20 111. As a pattern and practice, Defendants failed to provide Plaintiff and other
21 aggrieved current and former employees with legally-mandated meal periods and rest breaks
22 and failed to pay proper compensation for this failure.

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

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

26 113. As a pattern and practice, Defendants failed to pay Plaintiff and other aggrieved
27 current and former employees all wages due and owing them within the required time period.

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

2 114. At all times relevant herein, Defendants were required to pay their employees all
3 wages owed in a timely fashion at the end of employment pursuant to California Labor Code
4 §§ 201 to 204.

5 115. As a result of Defendants' Labor Code violations alleged above, Defendants
6 failed to pay Plaintiff and the other aggrieved former employees their final wages pursuant to
7 Labor Code §§ 201 to 204 and accordingly owe waiting time penalties pursuant to Labor Code
8 § 203.

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

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

12 117. As a result of Defendants' various Labor Code violations, Defendants failed to
13 keep accurate records regarding Plaintiff and other aggrieved current and former employees.
14 For example, Defendants failed in their affirmative obligation to keep accurate records
15 regarding Plaintiff and other aggrieved current and former employees' gross wages earned,
16 total hours worked, all deductions, net wages earned, and all applicable hourly rates and the
17 number of hours worked at each hourly rate.

18 **Failure to Reimburse Business Expenses**

19 118. At all times relevant herein, Defendants were required to reimburse its
20 employees for any and all necessary expenditures or losses incurred by the employees in direct
21 consequences of the discharge or his or her duties pursuant to the mandate of Labor Code §§
22 2800 and 2802.

23 119. As a pattern and practice, Defendants failed to pay Plaintiff and other aggrieved
24 current and former employees all business expenses incurred and owing them within the
25 required time period.

26 **DEMAND FOR JURY TRIAL**

27 Plaintiff, individually, and on behalf of other members of the general public similarly
28 situated, requests a trial by jury.

1 **PRAYER FOR RELIEF**

2 WHEREFORE, Plaintiff, individually and on behalf of all other members of the general
3 public similarly situated, prays for relief and judgment against Defendants, jointly and
4 severally, as follows:

5 **Class Certification**

- 6 1. That this action be certified as a class action;
- 7 2. That Plaintiff be appointed as representative of the Class;
- 8 3. That counsel for Plaintiff be appointed as Class Counsel; and
- 9 4. That Defendants provide to Class Counsel immediately the names and most
10 current contact information (address, e-mail and telephone numbers) of all class members.

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

- 12 5. That the Court declare, adjudge and decree that Defendants violated California
13 Labor Code sections 510 and 1198 and applicable IWC Wage Orders by willfully failing to pay
14 all overtime wages due to Plaintiff and the other class members;
- 15 6. For general unpaid wages at overtime wage rates and such general and special
16 damages as may be appropriate;
- 17 7. For pre-judgment interest on any unpaid overtime compensation commencing
18 from the date such amounts were due;
- 19 8. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
20 California Labor Code section 1194; and
- 21 9. For such other and further relief as the court may deem just and proper.

22 **As to the Second Cause of Action**

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

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

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

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

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

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

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

11 **As to the Third Cause of Action**

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

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

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

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

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

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

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

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

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

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

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

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

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

9 **As to the Fifth Cause of Action**

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

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

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

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

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

21 **As to the Sixth Cause of Action**

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

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

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

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

As to the Seventh Cause of Action

38. That the Court declare, adjudge and decree that Defendants violated California Labor Code sections 2800 and 2802 by willfully failing to reimburse class members for all necessary business-related expenses as required by California Labor Code sections 2800 and 2802;

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

40. For the imposition of statutory penalties;

41. For punitive damages and/or exemplary damages according to proof at trial;

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

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

As to the Eighth Cause of Action

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

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

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

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

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

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

As to the Ninth Cause of Action

50. Pursuant to California Labor Code § 2699, Plaintiff Ana Soto-Trejo, individually, and on behalf of other current and former aggrieved employees, requests and is entitled to recover from Defendants, and each of them, civil penalties, interest, attorneys' fees and costs pursuant, as well as all statutory penalties against Defendants, and each of them, including but not limited to:

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

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

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

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

55. Any and all additional penalties as provided by the Labor Code and/or other statutes; and

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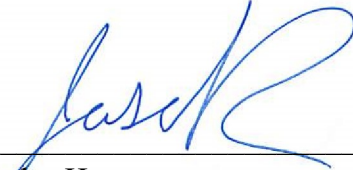
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1 56. Attorneys' fees and costs pursuant to Labor Code §§ 210, 1194, and 2699, and
2 any other applicable statute.

3
4 Dated: October 24, 2023

JUSTICE LAW CORPORATION

5
6 By:  _____

7 Douglas Han

8 Shunt Tatavos-Gharajeh

9 Jason Rothman

10 *Attorneys for Plaintiff Ana Soto-Trejo, on*
11 *behalf of themselves and all others similarly*
12 *situated*

EXHIBIT A

November 13, 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: AIR FAYRE CA INC.

Dear Representative:

We have been retained to represent Ana Soto-Trejo against Air Fayre CA Inc. (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 "AIR FAYRE").

Ms. Soto-Trejo is pursuing her California Labor Code section 2698, *et seq.*, the Private Attorneys General Act of 2004 ("PAGA") claim on a representative basis. Therefore, Ms. Soto-Trejo 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.

Air Fayre CA Inc. is a California corporation located at 1720 W. 135 Street, Gardena, California 90249.

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¹ Ms. Soto-Trejo 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. Ms. Soto-Trejo will amend this notice when the true names and capacities are known. Ms. Soto-Trejo is informed and believes that each DOE was responsible in some way for the matters alleged herein and proximately caused Ms. Soto-Trejo and other current and former aggrieved employees to be subject to the illegal employment practices, wrongs and injuries complained of herein.

LWDA

November 13, 2020

Page 2 of 7

AIR FAYRE employed Ms. Soto-Trejo as an hourly-paid non-exempt Airline Coordinator within one year of the date of this letter (until in or about March of 2020²) in the State of California. Pro Drivers placed Ms. Soto-Trejo at Air Fayre CA Inc. AIR FAYRE directly controlled the wages, hours and working conditions of Ms. Soto-Trejo employment and other aggrieved employees' employment, including supervising their work on a daily basis, setting work schedules, requiring compliance with the company's wage and hour policies and procedures such as the provision of meal and rest breaks, timekeeping and uniforms.

The "aggrieved employees" that Ms. Soto-Trejo may seek penalties on behalf of are all current and former hourly-paid or non-exempt employees (whether hired directly or through staffing agencies or labor contractors) of AIR FAYRE within the State of California.

AIR FAYRE 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.

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, Ms. Soto-Trejo has standing to pursue penalties on behalf of the state for violations affecting all the aggrieved employees at AIR FAYRE, regardless of their classification, job title, locations, or whether they were hired directly or through a labor contractor or staffing agency.

AIR FAYRE 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.

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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 Ms. Soto-Trejo's PAGA cause of action is tolled.

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, Ms. Soto-Trejo and other aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. AIR FAYRE failed to compensate Ms. Soto-Trejo and other aggrieved employees for all hours worked and performing off-the-clock work, including pre- and post-shift and during meal breaks. AIR FAYRE also failed to include non-discretionary bonuses and incentives in Ms. Soto-Trejo and other aggrieved employees' regular rate of pay for purposes of overtime compensation. Additionally, AIR FAYRE automatically deducted meal breaks from Ms. Soto-Trejo and other aggrieved employees' time and pay regardless whether they were provided with the breaks. Therefore, Ms. Soto-Trejo 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, AIR FAYRE routinely required Ms. Soto-Trejo and other aggrieved employees to work through, interrupt, cut short, and/or delay their meal and rest breaks to comply with AIR FAYRE policies and expectations and meet production goals and delivery deadlines. AIR FAYRE also failed to provide coverage to Ms. Soto-Trejo and other aggrieved employees so they may be relieved of all work duties and take legally compliant meal and rest breaks. Moreover, AIR FAYRE failed to authorize and permit Ms. Soto-Trejo and other 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, AIR FAYRE failed to compensate Ms. Soto-Trejo and other aggrieved employees all the premium wages they were owed.

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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, AIR FAYRE failed to pay Ms. Soto-Trejo and other aggrieved employees all wages, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks, due to them within any time period specified by California Labor Code sections 201 and 203 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, AIR FAYRE failed to pay Ms. Soto-Trejo and other aggrieved employees all wages due to them, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks within any time period specified by California Labor Code section 204.

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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, AIR FAYRE did not provide Ms. Soto-Trejo and other aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from AIR FAYRE 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 Ms. Soto-Trejo and other aggrieved employees, (2) total hours worked by Ms. Soto-Trejo and other aggrieved employees, (3) the number of piece-rate units earned and any applicable piece rate by Ms. Soto-Trejo and other aggrieved employees (4) all deductions for Ms. Soto-Trejo and other aggrieved employees, (5) net wages earned by Ms. Soto-Trejo and other aggrieved employees, (6) the inclusive dates of the period for which Ms. Soto-Trejo 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 Ms. Soto-Trejo 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. Ms. Soto-Trejo 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, AIR FAYRE failed to keep accurate and complete payroll records showing the hours worked daily and the wages paid, to Ms. Soto-Trejo and other aggrieved employees.

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LWDA

November 13, 2020

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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, AIR FAYRE did not provide Ms. Soto-Trejo and other aggrieved employees with the minimum wages to which they were entitled despite constructive and actual knowledge of off-the-clock work, including pre- and post-shift 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, Ms. Soto-Trejo and other aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by AIR FAYRE, including for using their personal cellular phones to communicate with dispatch and management, and purchasing gear (including cold suits and steel toed boots) they were required to wear as part of their uniform while working.

We believe that Ms. Soto-Trejo and other current and former California-based hourly-paid or non-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.

Ms. Soto-Trejo will seek these penalties on her own behalf and on behalf of other similarly situated California-based hourly-paid or non-exempt employees of AIR FAYRE within one year of the date of this letter, as allowed by law.

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LWDA

November 13, 2020

Page 7 of 7

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 stylized flourish at the end.

Douglas Han, Esq.

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

Air Fayre CA Inc.
c/o CSC - Lawyers Incorporating Service
2710 Gateway Oaks Drive, Suite 150N
Los Angeles, California 95833
Agent for Service of Process for Air Fayre CA Inc.

CC: (By Electronic Mail Only):

Nancy Rady, Esq.
nlrady@kozelandrady.com
Timothy Kozel, Esq.
koz@kozelandrady.com
KOZEL & RADY
Counsel of Record for Air Fayre CA Inc.

EXHIBIT B

July 28, 2023

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: AIR FAYRE CA, INC., AND EMPLOYBRIDGE, LLC
LWDA Case No.: LWDA-CM-812573-20**

Dear Representative:

We hereby amend our November 13, 2020 letter sent to your office in compliance with the reporting requirements of California Labor Code section 2699.3. A true and correct copy of the November 13, 2020 letter is attached to this submission as **Exhibit A** for reference. We are further amending to name the DOE individual as follows: (i) DOE 1 is now identified as Employbridge, LLC.

We have been retained to represent Ana Soto-Trejo against Air Fayre CA, Inc. and Employbridge, LLC (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 2-10 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 "AIR FAYRE").

Ms. Soto-Trejo is pursuing her California Labor Code section 2698, *et seq.*, the Private Attorneys General Act of 2004 ("PAGA") claim on a representative basis. Therefore, Ms. Soto-Trejo 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.

Air Fayre CA Inc. is a California corporation located at 1720 W. 135 Street, Gardena, California 90249.

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¹ Ms. Soto-Trejo does not know the true names or capacities, whether individual, partner or corporate, of DOES 2 through 20, inclusive, and for that reason, said DOES are designated under such fictitious names. Ms. Soto-Trejo will further amend this notice when the true names and capacities are known. Ms. Soto-Trejo is informed and believes that each DOE was responsible in some way for the matters alleged herein and proximately caused Ms. Soto-Trejo and other current and former aggrieved employees to be subject to the illegal employment practices, wrongs and injuries complained of herein.

AIR FAYRE employed Ms. Soto-Trejo as an hourly-paid non-exempt Airline Coordinator within one year of the date of this letter (until in or about March of 2020²) in the State of California. Employbridge, LLC placed Ms. Soto-Trejo at Air Fayre CA Inc. AIR FAYRE directly controlled the wages, hours and working conditions of Ms. Soto-Trejo employment and other aggrieved employees' employment, including supervising their work on a daily basis, setting work schedules, requiring compliance with the company's wage and hour policies and procedures such as the provision of meal and rest breaks, timekeeping and uniforms.

Employbridge, LLC is a California limited liability corporation located at 1845 Satellite Blvd, Suite 300, Duluth, GA 30097. And, upon information and belief, employed Plaintiff Soto-Trejo as an hourly-paid non-exempt Commercial Driver within one year of the date of the original letter of November 13, 2020, within the State of California. Employbridge, LLC, directly controlled the wages, hours and working conditions of Ms. Soto-Trejo and other aggrieved employees' employment, including retention, scheduling, supervision, termination and timekeeping.

The "aggrieved employees" that Ms. Soto-Trejo may seek penalties on behalf of are all current and former hourly-paid or non-exempt employees (whether hired directly or through staffing agencies or labor contractors) of AIR FAYRE within the State of California.

AIR FAYRE failed to properly pay its hourly-paid or non-exempt employees (whether hired directly or through staffing agencies or labor contractors) 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, Ms. Soto-Trejo has standing to pursue penalties on behalf of the state for violations affecting all the aggrieved employees at AIR FAYRE, regardless of their classification, job title, locations, or whether they were hired directly or through a labor contractor or staffing agency.

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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 Ms. Soto-Trejo's PAGA cause of action is tolled.

AIR FAYRE 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, Ms. Soto-Trejo and other aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. AIR FAYRE failed to compensate Ms. Soto-Trejo and other aggrieved employees for all hours worked and performing off-the-clock work, including pre- and post-shift and during meal breaks. AIR FAYRE also failed to include non-discretionary bonuses and incentives in Ms. Soto-Trejo and other aggrieved employees' regular rate of pay for purposes of overtime compensation. Additionally, AIR FAYRE automatically deducted meal breaks from Ms. Soto-Trejo and other aggrieved employees' time and pay regardless whether they were provided with the breaks. Therefore, Ms. Soto-Trejo 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, AIR FAYRE routinely required Ms. Soto-Trejo and other aggrieved employees to work through, interrupt, cut short, and/or delay their meal and rest breaks to comply with AIR FAYRE policies and expectations and meet production goals and delivery deadlines. AIR FAYRE also failed to provide coverage to Ms. Soto-Trejo and other aggrieved employees so they may be relieved of all work duties and take legally compliant meal and rest breaks. Moreover, AIR FAYRE failed to authorize and permit Ms. Soto-Trejo and other 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, AIR FAYRE failed to compensate Ms. Soto-Trejo and other aggrieved employees all the premium wages they were owed.

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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, AIR FAYRE failed to pay Ms. Soto-Trejo and other aggrieved employees all wages, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks, due to them within any time period specified by California Labor Code sections 201 and 203 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, AIR FAYRE failed to pay Ms. Soto-Trejo and other aggrieved employees all wages due to them, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks within any time period specified by California Labor Code section 204.

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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, AIR FAYRE did not provide Ms. Soto-Trejo and other aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from AIR FAYRE 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 Ms. Soto-Trejo and other aggrieved employees, (2) total hours worked by Ms. Soto-Trejo and other aggrieved employees, (3) the number of piece-rate units earned and any applicable piece rate by Ms. Soto-Trejo and other aggrieved employees (4) all deductions for Ms. Soto-Trejo and other aggrieved employees, (5) net wages earned by Ms. Soto-Trejo and other aggrieved employees, (6) the inclusive dates of the period for which Ms. Soto-Trejo 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 Ms. Soto-Trejo 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. Ms. Soto-Trejo 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, AIR FAYRE failed to keep accurate and complete payroll records showing the hours worked daily and the wages paid, to Ms. Soto-Trejo and other aggrieved employees.

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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, AIR FAYRE did not provide Ms. Soto-Trejo and other aggrieved employees with the minimum wages to which they were entitled despite constructive and actual knowledge of off-the-clock work, including pre- and post-shift 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, Ms. Soto-Trejo and other aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by AIR FAYRE, including for using their personal cellular phones to communicate with dispatch and management, and purchasing gear (including cold suits and steel toed boots) they were required to wear as part of their uniform while working.

We believe that Ms. Soto-Trejo and other current and former California-based hourly-paid or non-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 amended 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.

Ms. Soto-Trejo will seek these penalties on her own behalf and on behalf of other similarly situated California-based hourly-paid or non-exempt employees of AIR FAYRE within one year of the date of the original November 13, 2020, letter, as allowed by law.

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LWDA
July 28, 2023
Page 7 of 7

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 flourish extending to the right.

Douglas Han, Esq.

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

Jody Landry, Esq. (jlandry@littler.com)
Carrie Stringham, Esq. (cstringham@littler.com)

Littler Mendelson P.C.

501 W. Broadway, Suite 900
San Diego, California 92101-3577
Counsel of Record for Employbridge, LLC

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

Employbridge, LLC
c/o CSC - Lawyers Incorporating Service
2710 Gateway Oaks Drive, Suite 150N
Sacramento, California 95833
Agent for Service of Process for Employbridge, LLC

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

Nancy Rady, Esq. (n rady@kozelandrady.com)
Timothy Kozel, Esq. (koz el@kozelandrady.com)

KOZEL & RADY

1991 Village Park Way, Suite B
Encinitas, California 92024
Counsel of Record for Air Fayre CA, Inc.

EXHIBIT A

November 13, 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: AIR FAYRE CA INC.

Dear Representative:

We have been retained to represent Ana Soto-Trejo against Air Fayre CA Inc. (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 "AIR FAYRE").

Ms. Soto-Trejo is pursuing her California Labor Code section 2698, *et seq.*, the Private Attorneys General Act of 2004 ("PAGA") claim on a representative basis. Therefore, Ms. Soto-Trejo 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.

Air Fayre CA Inc. is a California corporation located at 1720 W. 135 Street, Gardena, California 90249.

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¹ Ms. Soto-Trejo 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. Ms. Soto-Trejo will amend this notice when the true names and capacities are known. Ms. Soto-Trejo is informed and believes that each DOE was responsible in some way for the matters alleged herein and proximately caused Ms. Soto-Trejo and other current and former aggrieved employees to be subject to the illegal employment practices, wrongs and injuries complained of herein.

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AIR FAYRE employed Ms. Soto-Trejo as an hourly-paid non-exempt Airline Coordinator within one year of the date of this letter (until in or about March of 2020²) in the State of California. Pro Drivers placed Ms. Soto-Trejo at Air Fayre CA Inc. AIR FAYRE directly controlled the wages, hours and working conditions of Ms. Soto-Trejo employment and other aggrieved employees' employment, including supervising their work on a daily basis, setting work schedules, requiring compliance with the company's wage and hour policies and procedures such as the provision of meal and rest breaks, timekeeping and uniforms.

The "aggrieved employees" that Ms. Soto-Trejo may seek penalties on behalf of are all current and former hourly-paid or non-exempt employees (whether hired directly or through staffing agencies or labor contractors) of AIR FAYRE within the State of California.

AIR FAYRE 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.

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, Ms. Soto-Trejo has standing to pursue penalties on behalf of the state for violations affecting all the aggrieved employees at AIR FAYRE, regardless of their classification, job title, locations, or whether they were hired directly or through a labor contractor or staffing agency.

AIR FAYRE 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.

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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, Ms. Soto-Trejo and other aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. AIR FAYRE failed to compensate Ms. Soto-Trejo and other aggrieved employees for all hours worked and performing off-the-clock work, including pre- and post-shift and during meal breaks. AIR FAYRE also failed to include non-discretionary bonuses and incentives in Ms. Soto-Trejo and other aggrieved employees' regular rate of pay for purposes of overtime compensation. Additionally, AIR FAYRE automatically deducted meal breaks from Ms. Soto-Trejo and other aggrieved employees' time and pay regardless whether they were provided with the breaks. Therefore, Ms. Soto-Trejo 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, AIR FAYRE routinely required Ms. Soto-Trejo and other aggrieved employees to work through, interrupt, cut short, and/or delay their meal and rest breaks to comply with AIR FAYRE policies and expectations and meet production goals and delivery deadlines. AIR FAYRE also failed to provide coverage to Ms. Soto-Trejo and other aggrieved employees so they may be relieved of all work duties and take legally compliant meal and rest breaks. Moreover, AIR FAYRE failed to authorize and permit Ms. Soto-Trejo and other 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, AIR FAYRE failed to compensate Ms. Soto-Trejo and other aggrieved employees all the premium wages they were owed.

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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, AIR FAYRE failed to pay Ms. Soto-Trejo and other aggrieved employees all wages due to them, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks within any time period specified by California Labor Code section 204.

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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, AIR FAYRE did not provide Ms. Soto-Trejo and other aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from AIR FAYRE 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 Ms. Soto-Trejo and other aggrieved employees, (2) total hours worked by Ms. Soto-Trejo and other aggrieved employees, (3) the number of piece-rate units earned and any applicable piece rate by Ms. Soto-Trejo and other aggrieved employees (4) all deductions for Ms. Soto-Trejo and other aggrieved employees, (5) net wages earned by Ms. Soto-Trejo and other aggrieved employees, (6) the inclusive dates of the period for which Ms. Soto-Trejo 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 Ms. Soto-Trejo 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. Ms. Soto-Trejo 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, AIR FAYRE failed to keep accurate and complete payroll records showing the hours worked daily and the wages paid, to Ms. Soto-Trejo and other aggrieved employees.

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November 13, 2020

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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, AIR FAYRE did not provide Ms. Soto-Trejo and other aggrieved employees with the minimum wages to which they were entitled despite constructive and actual knowledge of off-the-clock work, including pre- and post-shift 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, Ms. Soto-Trejo and other aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by AIR FAYRE, including for using their personal cellular phones to communicate with dispatch and management, and purchasing gear (including cold suits and steel toed boots) they were required to wear as part of their uniform while working.

We believe that Ms. Soto-Trejo and other current and former California-based hourly-paid or non-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.

Ms. Soto-Trejo will seek these penalties on her own behalf and on behalf of other similarly situated California-based hourly-paid or non-exempt employees of AIR FAYRE within one year of the date of this letter, as allowed by law.

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LWDA

November 13, 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 stylized flourish at the end.

Douglas Han, Esq.

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

Air Fayre CA Inc.
c/o CSC - Lawyers Incorporating Service
2710 Gateway Oaks Drive, Suite 150N
Los Angeles, California 95833
Agent for Service of Process for Air Fayre CA Inc.

CC: (By Electronic Mail Only):

Nancy Rady, Esq.
nlrady@kozelandrady.com
Timothy Kozel, Esq.
koz@kozelandrady.com
KOZEL & RADY
Counsel of Record for Air Fayre CA Inc.

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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 Avenue, Suite 101, Pasadena, California 91103 and my electronic address is hdonnelly@justicelawcorp.com.

On October 24, 2023, I served the foregoing document(s) described as

SECOND AMENDED CLASS ACTION COMPLAINT FOR DAMAGES

on interested parties in this action a true and correct copy thereof to the email addresses as follows:

Nancy Rady, Esq. (nlrady@kozelandrady.com) Timothy Kozel, Esq. (kozel@kozelandrady.com) KOZEL & RADY 1991 Village Park Way, Suite B Encinitas, CA 92024 <i>Attorney(s) for Defendant Air Fayre CA, Inc.</i>	Jody Landry, Esq. (jlandry@littler.com) Carrie Stringham, Esq. (cstringham@littler.com) LITTLER MENDELSON P.C. 501 W. Broadway, Suite 900 San Diego, CA 92101-3577 <i>Attorney(s) for Defendant Employbridge, LLC</i>
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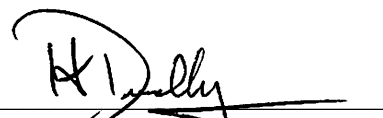
[X] BY ELECTRONIC SERVICE

The above-referenced document(s) was transmitted to the addressee(s) at the e-mail addresses listed herein, which are their most recently known e-mail addresses or e-mail addresses of record in this action. I did not receive, within reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful.

[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 October 24, 2023, at Pasadena, California.


Heather Donnelly

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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 Avenue, Suite 101, Pasadena, California 91103 and my electronic address is hdonnelly@justicelawcorp.com.

On October 25, 2023, I served the foregoing document(s) described as

SECOND AMENDED CLASS ACTION COMPLAINT FOR DAMAGES

for the following case: **Soto-Trejo v. Air Fayre CA, Inc., et al.**
LWDA/Court Case No.: **LWDA Case No.: CM-812573-20**
Court Case No.: 21TRCV00462
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 October 25, 2023, at Pasadena, California.



Heather Donnelly