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individually and on behalf of all other AGGRIEVED EMPLOYEES

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

AARON LAGMAN, an individual, on behalf of) himself and all other AGGRIEVED) EMPLOYEES) Plaintiff, vs.) DIGNITY COMMUNITY CARE, a Colorado) Corporation; DIGNITY HEALTH, a California) Corporation; and DOES 1 through 100,) inclusive,) Defendants.	Case No. 21GDCV00347 COMPLAINT FOR ENFORCEMENT UNDER THE PRIVATE ATTORNEYS GENERAL ACT, CALIFORNIA LABOR CODE § 2698, ET SEQ. Violation of California Labor Code § 2698, et seq. (California Labor Code Private Attorneys General Act of 2004)
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Plaintiff AARON LAGMAN (hereinafter referred to as “REPRESENTATIVE PLAINTIFF”) alleges as follows:

PARTIES

1. REPRESENTATIVE PLAINTIFF is an individual who resides in California and was employed by DIGNITY COMMUNITY CARE and DIGNITY HEALTH, from on or about

1 October 3, 2017 until on or about October 9, 2020.

2 2. REPRESENTATIVE PLAINTIFF is informed and believes, and based on such
3 information and belief, alleges that at all times mentioned herein, DIGNITY COMMUNITY
4 CARE is a Colorado Corporation, licensed to do business and actually doing business in the State
5 of California.

6 3. REPRESENTATIVE PLAINTIFF is informed and believes, and based on such
7 information and belief, alleges that at all times mentioned herein, DIGNITY HEALTH is a
8 California Corporation, licensed to do business and actually doing business in the State of
9 California.

10 4. The term "DEFENDANTS" used throughout this Complaint includes all named
11 DEFENDANTS whether corporate, individual, or otherwise, and all unnamed DEFENDANTS
12 whether corporate, individual, or otherwise, that are now unknown but are referred to throughout
13 this Complaint as DOES 1 through 100, inclusive.

14 5. REPRESENTATIVE PLAINTIFF is informed and believes, and based on such
15 information and belief, alleges that DEFENDANTS own and operate Hospitals and provide other
16 services in the health care industry, and have numerous locations throughout California. Thus,
17 DEFENDANTS are subject to the applicable California laws as alleged throughout this Complaint.

18 6. REPRESENTATIVE PLAINTIFF is unaware of the true names and capacities,
19 whether corporate, individual, or otherwise, of DEFENDANTS named as DOES 1 through 100,
20 inclusive. Pursuant to California Code of Civil Procedure section 474, REPRESENTATIVE
21 PLAINTIFF will seek leave of court to amend this complaint to state said DEFENDANTS' true
22 names and capacities when the same have been ascertained. REPRESENTATIVE PLAINTIFF is
23 informed and believes, and based thereon alleges, that said fictitiously-named DEFENDANTS are
24 responsible in some manner for the injuries and damages to REPRESENTATIVE PLAINTIFF and
25 the other AGGRIEVED EMPLOYEES as further alleged herein.

26 7. The AGGRIEVED EMPLOYEES worked for all of the DEFENDANTS or for
27 either of the DEFENDANTS as non-exempt, hourly-paid employees. Nothing in this Complaint
28 should be interpreted as limiting the AGGRIEVED EMPLOYEES to non-exempt, hourly-paid

1 employees who worked for all DEFENDANTS only.

2 8. The definition of “employer” for purposes of the California Labor Code includes
3 irregular working arrangements, and was specifically drafted in order to prevent evasion and
4 subterfuge of California’s labor laws. To that end, REPRESENTATIVE PLAINTIFF is informed
5 and believes, and based thereon alleges, that DEFENDANTS, including any as of now unknown
6 entities, must be classified as joint-employers for purposes of liability for civil penalties under the
7 Private Attorneys General Act (“PAGA”). As such, DEFENDANTS are each liable for civil
8 penalties for violation of the California Labor Code as to REPRESENTATIVE PLAINTIFF and
9 the other AGGRIEVED EMPLOYEES.

10 9. This is only a Private Attorney General Action Complaint, pursuant to California
11 Labor Code section 2699 et seq., on behalf of REPRESENTATIVE PLAINTIFF and all other
12 persons similarly situated who worked for DEFENDANTS in their California locations as non-
13 exempt, hourly employees (herein collectively identified as “AGGRIEVED EMPLOYEES”) for:

14 (i) failure to pay overtime and double time in violation of Labor Code sections 510 and
15 the applicable Wage Orders;

16 (ii) failure to provide rest and meal periods in violation of Labor Code sections 226.7,
17 512(a), and the applicable Wage Orders;

18 (iii) failure to pay minimum wage in violation of Labor Code sections 1182.2, 1194,
19 1197, 1197.1, and the applicable Wage Orders;

20 (iv) failure to keep accurate payroll records and provide itemized wage statements in
21 violation of Labor Code sections 226(a), 1174(d), 1198, and the applicable Wage Orders;

22 (v) failure to pay all wages earned on time in violation of Labor Code section 204;

23 (vi) failure to pay all wages earned upon discharge or resignation in violation of Labor
24 Code sections 201, 202, and 203;

25 (vii) failure to provide basic information at the time of hiring and when employment
26 changes occur in violation of Labor Code section 2810.5(a)(1)(A)-(C) (Wage Theft Prevention
27 Act).

28 (viii) failure to reimburse necessary, business-related expenses in violation of Labor Code

1 sections 2800 and 2802;

2 (ix) failure to provide notice of paid sick time and accrual in violation of Labor Code
3 section 246;

4 **VENUE AND JURISDICTION**

5 10. Venue is proper under California Code of Civil Procedure section 395 and under
6 California Government Code section 12965(b), in that REPRESENTATIVE PLAINTIFFS'
7 injuries were incurred within the County of Los Angeles, the actions giving rise to
8 REPRESENTATIVE PLAINTIFFS' Complaint arose within the County of Los Angeles, and
9 DEFENDANTS are located in the County of Los Angeles.

10 11. This Court has jurisdiction over REPRESENTATIVE PLAINTIFFS' claims for
11 civil penalties under the PAGA, California Labor Code sections 2698 *et seq.*

12 **SCOPE**

13 12. The "AGGRIEVED EMPLOYEES" are DEFENDANTS current and former hourly-
14 paid, non-exempt employees, who either were or are employed in the State of California from
15 December 15, 2019 through the date of judgment in this action.

16 **STATEMENT OF FACTS**

17 13. REPRESENTATIVE PLAINTIFF was hired by DEFENDANTS as a Clinical Lab
18 Scientist II PD on or about October 3, 2017. DEFENDANTS are Corporations operating within the
19 State of California that own and manage Hospitals and provide services in the health care industry.
20 REPRESENTATIVE PLAINTIFF worked for DEFENDANTS up until on or about October 9,
21 2020 and received a final pay check on or about October 23, 2020.

22 14. While employed with DEFENDANTS, REPRESENTATIVE PLAINTIFF and other
23 AGGRIEVED EMPLOYEES that REPRESENTATIVE PLAINTIFF seeks to represent in this
24 action, working as non-exempt, hourly-paid employees were regularly required to work off-the-
25 clock, and/or during their rest and/or meal periods.

26 15. REPRESENTATIVE PLAINTIFF filed a PAGA Notice on December 15, 2020 by
27 serving a PAGA Notice to all named DEFENDANTS and to the LWDA in compliance with Labor
28 Code section 2699.3. As of February 18, 2020, 65 Days after REPRESENTATIVE PLAINTIFF's

1 PAGA Notice, REPRESENTATIVE PLAINTIFF has not received correspondence from the
2 LWDA regarding its intent to investigate PLAINTIFF's claims.

3 16. California Labor Code sections 510 and the applicable Wage Orders require
4 employers to pay employees working more than eight (8) hours in a day or more than 40 hours in a
5 week at the rate of at least time-and-one-half (1.5) times their regular rate of pay ("overtime") for
6 time such worked, and two (2) times their regular rate of pay ("double time") for such hours
7 worked in excess of 12 hours in a day. "Regular rate" includes all remuneration, including non-
8 discretionary bonuses and incentives.

9 17. During the relevant time period, REPRESENTATIVE PLAINTIFF and other
10 AGGRIEVED EMPLOYEES regularly worked in excess of eight (8), and in excess of 12, hours in
11 a workday and/or 40 hours in a workweek.

12 18. DEFENDANTS routinely required REPRESENTATIVE PLAINTIFF and the other
13 AGGRIEVED EMPLOYEES to perform work tasks before and/or after their scheduled shifts,
14 and/or during off-the-clock meal breaks, and/or during rest breaks. As a consequence,
15 DEFENDANTS willfully failed to pay REPRESENTATIVE PLAINTIFF and the other
16 AGGRIEVED EMPLOYEES all of the wages to which they were entitled.

17 19. California Labor Code sections 226.7, 512(a), and the applicable Wage Orders
18 require employers to pay employees one (1) additional hour of pay at the employees' regular rate
19 for each work day that a legally compliant meal and/or rest break was not provided. Employers
20 cannot require, cause, or permit an employee to work more than five (5) hours per day without
21 providing an uninterrupted meal break. If an employee works over ten (10) hours in a workday,
22 employers are required to either provide a second, uninterrupted 30-minute meal break or pay
23 employees an additional one (1) hour of pay at the employees' regular rate. If the employer fails to
24 properly record a valid meal period, it is presumed that no meal period was provided. Furthermore,
25 no employer shall require an employee to work during any rest period. Rest periods requirements
26 are based on the total hours worked; employees are legally entitled to ten (10) minutes per four (4)
27 hours, or major fraction thereof, that employee worked.

28 20. DEFENDANTS failed to provide REPRESENTATIVE PLAINTIFF and other

1 AGGRIEVED EMPLOYEES with the required rest and meal break periods. REPRESENTATIVE
2 PLAINTIFF and other AGGRIEVED EMPLOYEES were routinely required to work through these
3 periods instead, because of understaffing, inadequate coverage, unreasonably high workload and
4 expectations, and/or other actions, inactions, or decisions made by and within the sole control and
5 discretion of DEFENDANTS.

6 21. REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES worked
7 shifts in excess of five (5) hours without a meal break, and worked shifts of ten (10) hours or more
8 without a second meal break, due to understaffing, inadequate coverage, unreasonably high
9 workload and expectations, and/or other actions, inactions, or decisions made by and within the
10 sole control and discretion of DEFENDANTS.

11 22. REPRESENTATIVE PLAINTIFF is informed and believes, and based thereon
12 alleges, that any purported appearance of meal and rest break compliance is because
13 DEFENDANTS systematically and routinely clocked out for and/or otherwise altered the
14 timekeeping records of REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES
15 in an attempt to hide the aforementioned infractions. DEFENDANTS, knowingly and contrary to
16 law and public policy, employed a tactic of clocking-out employees for rest and/or meal periods
17 that were never taken and/or were legally non-compliant, and/or otherwise falsified or altered
18 timekeeping records.

19 23. DEFENDANTS knew, or should have known, that their behavior caused
20 REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES to work through the
21 above-described meal and/or rest periods. As a company-wide policy, DEFENDANTS still chose
22 not to pay meal and rest period premiums required by law.

23 24. California Labor Code sections 1182.12, 1194, 1197, and 1197.1 require employers
24 to pay the minimum wage as set by the IWC. California Labor Code section 1182.12, as amended
25 by Senate Bill 3, Chapter 4, Section 3, defines the minimum wage as;

26 (1) For any employer who employs 26 or more employees:

27 (A) From January 1, 2017, to December 31, 2017, \$10.50 per hour.

28 (B) From January 1, 2018, to December 31, 2018, \$11 per hour.

1 (C) From January 1, 2019, to December 31, 2019, \$12 per hour.

2 (D) From January 1, 2020, to December 31, 2020, \$13 per hour.

3 (E) From January 1, 2021, to December 31, 2021, \$14 per hour.

4 (F) From January 1, 2022, and until adjusted by subdivision (c) \$15 per hour.

5 (2) For any employer who employs 25 or fewer employees:

6 (A) From January 1, 2018, to December 31, 2018, \$10.50 per hour.

7 (B) From January 1, 2019, to December 31, 2019, \$11 per hour.

8 (C) From January 1, 2020, to December 31, 2020, \$12 per hour.

9 (D) From January 1, 2021, to December 31, 2021, \$13 per hour.

10 (E) From January 1, 2022, to December 31, 2022, \$14 per hour.

11 (F) From January 1, 2023, and until adjusted by subdivision (c) \$15 per hour.

12 25. The minimum wage standard applies to each hour employees worked for which they
13 were not paid. Therefore, employer's failure to pay for any particular hour worked by an employee
14 is unlawful even if averaging an employee's total pay over all hours worked, paid or not, results in
15 an average hourly wage above minimum wage.

16 26. As alleged throughout this Complaint, due to the company-wide failures of
17 DEFENDANTS, REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES were
18 forced to work off-the-clock before and/or after their scheduled work shifts, and/or during rest
19 breaks, and/or during meal breaks. DEFENDANTS failed to pay REPRESENTATIVE
20 PLAINTIFF and other AGGRIEVED EMPLOYEES minimum wage for this time and/or falsified
21 timekeeping records to hide this fact.

22 27. California Labor Code 226(a) requires employers to create and provide to
23 employees true and accurate employment records. California Labor Code section 226(e) provides
24 that if an employer fails to furnish an employee with same, the employee is entitled to recover the
25 greater of all actual damages, or \$50.00 for an initial infraction, and \$100 per employee for each
26 subsequent violation in any pay period. California Labor Code 226.3 imposes civil penalties on any
27 employer in violation of section 226(a) at \$250 per employee violation in an initial citation, and
28 \$1,000 per employee for each subsequent violation.

1 28. California Labor Code 1174(d) requires employers to keep payroll records showing
2 hours worked, and wages paid to and/or number of piece-rate units earned, for all employees.
3 California Labor Code section 1174.5 subjects employers to a \$500 penalty for failing to maintain
4 same.

5 29. California Labor Code section 1198 provides that maximum hours and standard
6 conditions of labor are fixed by the Labor Commissioner in the applicable Wage Orders. Pursuant
7 to the applicable Wage Order, employers must keep accurate records of when employees begin and
8 end each work period and each meal period.

9 30. DEFENDANTS knowingly provided employees with records that do not meet the
10 statutory requirements of truth and accuracy, because DEFENDANTS failed to truthfully and
11 accurately document, among other things, employees off-the-clock work. As a result,
12 DEFENDANTS failed to accurately list the correct amount of gross and/or net wages earned by
13 REPRESENTATIVE PLAINTIFF and the other AGGRIEVED EMPLOYEES.

14 31. The statements in question are deficient in many other ways, including, but not
15 limited to: failure to list total hours worked, failing to list applicable hourly rates and the numbers
16 of hours worked at each rate, failure to list piece-rate units earned and the applicable piece-rate,
17 failure to list deductions, failure to track sick leave, failure to list the employee and SSN/EID
18 properly, failure to list the full legal name and address of the employer, failure to list inclusive
19 dates for which employees are paid, failure to provide employees with the ability to easily access
20 wage statements and get hard copies at no expense to the employee, and/or failure to state all hours
21 worked as a result of off-the-clock work.

22 32. DEFENDANTS willfully failed to maintain accurate payroll records for
23 REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES as a result of
24 DEFENDANTS failure to accurately record employees rest breaks, and/or meal breaks, and/or off-
25 the-clock work. DEFENDANTS failure makes it impossible for REPRESENTATIVE PLAINTIFF
26 and other AGGRIEVED EMPLOYEES to accurately determine the extent of their underpayment,
27 thereby causing further injuries to each of them.

28 33. California Labor Code section 204 requires that all wages earned, other than those

1 due upon termination, be paid on time as defined by the statute.

2 34. As a result of the numerous company-wide failures of DEFENDANTS as described
3 throughout this Complaint, DEFENDANTS failed to pay REPRESENTATIVE PLAINTIFF and
4 other AGGRIEVED EMPLOYEES all wages due to them, including, but not limited to: minimum
5 wages, overtime wages, and/or double time wages within the statutorily required time period.

6 35. California Labor Code sections 201, 202, and 203 provide that employees who are
7 terminated are due all wages earned immediately. Employees who resign their employment without
8 giving 72-hours' notice are due all wages earned within 72 hours of their resignation. Employees
9 who resign their employment giving 72-hours' notice are entitled to all wages earned at the time
10 their resignation becomes effective.

11 36. REPRESENTATIVE PLAINTIFF resigned from their role at DEFENDANTS on
12 October 9, 2020. Accordingly, REPRESENTATIVE PLAINTIFF was due all wages earned within
13 72 hours.

14 37. When REPRESENTATIVE PLAINTIFF finally received EMPLOYEE's final
15 paycheck on October 23, 2020, that final paycheck was legally deficient in that it did not account
16 for all wages earned despite DEFENDANTS knowing that such wages were due to
17 REPRESENTATIVE PLAINTIFF. Due to the company-wide failures of DEFENDANTS as
18 described throughout this Complaint, DEFENDANTS similarly failed to pay other AGGRIEVED
19 EMPLOYEES timely wages upon their discharge or resignation.

20 38. Codified in California Labor Code section 2810.5, California's Wage Theft
21 Protection Act requires employers to provide employees with basic information at the time of
22 hiring and when changes occur to their employment. The Wage Theft Protection Act provides that
23 an employee must be furnished with written notice of, at the time of hiring; rate of pay (including
24 overtime), whether paid by hour, salary, piece-rate, shift, day, week, commission, or otherwise, and
25 allowances claimed such as meal or lodging. This notice must include a statement that the
26 employee can accrue and use sick leave, has the right to request and use paid sick leave, may not
27 be terminated or retaliated against for requesting or using paid sick leave, and has the right to file a
28 complaint against any employer who does so retaliate.

1 39. DEFENDANTS hired REPRESENTATIVE PLAINTIFF on or about October 3,
2 2017, and REPRESENTATIVE PLAINTIFF continued to work for DEFENDANTS until on or
3 about October 9, 2020. During that time, changes, including, but not limited to, raises, promotions,
4 title changes, relocations, and new and additional assignments were earned by and/or assigned to
5 REPRESENTATIVE PLAINTIFF. As a result of each of these, changes occurred to
6 REPRESENTATIVE PLAINTIFF's employment as defined by Labor Code 2810.5(a)(1)(A)-(C)
7 and the Wage Theft Prevention Act.

8 40. When hired and each time such changes to REPRESENTATIVE PLAINTIFF and
9 other AGGRIEVED EMPLOYEES employment occurred, DEFENDANTS were required to
10 furnish documents to REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES
11 with such basic information and written notice of, among other things, their rate of pay (including
12 overtime), their right to accrue and request paid sick leave, and their right to file a complaint
13 against DEFENDANTS should they infringe upon such rights. DEFENDANTS failed to furnish
14 REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES with such written
15 notices as required.

16 41. California Labor Code Sections 2800 and 2802 require that an employer indemnify
17 employees for all necessary expenditures or losses incurred by the employee in direct consequence
18 of the discharge of their duties.

19 42. REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES were
20 directed and expected to incur personal expenses on behalf of DEFENDANTS while performing
21 their job duties. Such personal expenses include, but are not limited to: use of personal cell phone,
22 travel expenses, and parking expenses. REPRESENTATIVE PLAINTIFF and the other
23 AGGRIEVED EMPLOYEES would not have been able to successfully accomplish their job duties
24 absent incurring these personal expenses. DEFENDANTS failed to indemnify
25 REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES for all necessary
26 expenditures or losses accordingly.

27 43. California Labor Code section 246 provides that an employee who works for the
28 same employer for more than 30 days is entitled to paid sick days. Paid sick leave is to accrue at a

1 rate not less than one (1) hour per every 30 hours worked, such accrual beginning at the
2 commencement of employment. Employers must provide employees with written notice setting the
3 amount of sick leave available (or paid time off in lieu thereof) for use on either itemized wage
4 statements (as described in Labor Code section 226) or in a separate writing accompanying such
5 wage statements.

6 44. REPRESENTATIVE PLAINTIFF was hired by DEFENDANTS on or about
7 October 3, 2017 and worked for DEFENDANTS until on or about October 9, 2020.
8 REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES worked for
9 DEFENDANT for more than 30 days, triggering the protections of Labor Code section 246 as
10 described above. Nevertheless, DEFENDANTS failed to furnish upon REPRESENTATIVE
11 PLAINTIFF and other AGGRIEVED EMPLOYEES, either on itemized wage statements or in a
12 separate writing accompanying such wage statements, the amount of sick leave available to
13 REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES.

14 45. As such, DEFENDANTS unlawfully retained and continue to retain paid sick leave
15 that should have been paid to REPRESENTATIVE PLAINTIFF and other AGGRIEVED
16 EMPLOYEES but for DEFENDANTS failure to properly institute and/or adhere to a legally
17 compliant paid sick leave program. REPRESENTATIVE EMPLOYEE is informed and believes,
18 and based thereon alleges, that these practices were experienced and continue to be experienced by
19 the other AGGRIEVED EMPLOYEES.

20 **FIRST CAUSE OF ACTION**

21 **(VIOLATION OF LABOR CODE § 2698, *ET SEQ.*)**

22 **(By REPRESENTATIVE PLAINTIFF Against DEFENDANT(S) and Does 1 through 10,**
23 **inclusive)**

24 46. REPRESENTATIVE PLAINTIFF incorporates by reference the allegations
25 contained in each of the preceding paragraphs and each and every part thereof with the same force
26 and effect as though fully set forth herein.

27 47. PAGA expressly establishes that any provisions of the California Labor Code which
28 provides for a civil penalty to be assessed and collected by the LWDA, or any of its departments,

1 divisions, commissions, boards, agencies or employees for a violation of the California Labor
2 Code, may be recovered through a civil action brought by an aggrieved employee on behalf of
3 himself or herself, and other current or former employees.

4 48. Whenever the LWDA, or any of its departments, divisions, commissions, boards,
5 agencies, or employees has discretion to assess a civil penalty, a court in a civil action is authorized
6 to exercise the same discretion, subject to the same limitations and conditions, to assess a civil
7 penalty.

8 49. REPRESENTATIVE PLAINTIFF and the other hourly-paid or non-exempt
9 employees, are "AGGRIEVED EMPLOYEES" within the meaning of California Labor Code
10 section 2699(c) as they are all current or former employees of DEFENDANT, and one or more of
11 the alleged violations was committed against them.

12 **Failure to Pay Overtime / Double Time**

13 50. DEFENDANTS failure to pay legally required overtime and double time wages to
14 REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES is in violation of the
15 Wage Orders and constitutes unlawful and/or unfair activity prohibited by California Labor Code
16 sections 510 and 1198.

17 **Failure to Provide Meal and Rest Periods**

18 51. DEFENDANTS failure to provide legally required meal and rest periods to
19 REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES constitutes unlawful
20 and/or unfair activity prohibited by California Labor Code sections 226.7, 512(a), and the
21 applicable Wage Orders.

22 **Failure to Pay Minimum Wages**

23 52. DEFENDANTS failure to pay legally required minimum wages to
24 REPRESENTATIVE PLAINTIFF and other AGGRIEVED EMPLOYEES constitutes unlawful
25 and/or unfair activity prohibited by California Labor Code sections 1182.12, 1194, 1197, 1197.1,
26 and the applicable Wage Orders.

27 **Failure to Keep Accurate and Provide Itemized Wage Statements**

28 53. DEFENDANTS failure to keep accurate and provide itemized wage statements to
11.

1 Plaintiff and other AGGRIEVED EMPLOYEES constitutes unlawful and/or unfair activity
2 prohibited by California Labor Code section 226(a), 1174(d), and 1198.

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

4 54. DEFENDANTS failure to timely pay wages to REPRESENTATIVE PLAINTIFF
5 and other AGGRIEVED EMPLOYEES during their employment constitutes unlawful and/or
6 unfair activity prohibited by California Labor Code section 204.

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

8 55. DEFENDANTS failure to timely pay wages to REPRESENTATIVE PLAINTIFF
9 and other AGGRIEVED EMPLOYEES upon termination constitutes unlawful and/or unfair
10 activity prohibited by California Labor Code sections 201, 202, and 203.

11 **Failure to Provide Information Required by the Wage Theft Prevention Act**

12 56. DEFENDANTS failure to provide basic information to REPRESENTATIVE
13 PLAINTIFF and other AGGRIEVED EMPLOYEES related to the conditions of their pay and their
14 rights regarding sick leave constitutes unlawful and/or unfair activity prohibited by California
15 Labor Code section 2810.5(a)(1)(A)-(C).

16 **Failure to Reimburse Necessary Business-Related Expenses and Costs**

17 57. DEFENDANTS failure to reimburse REPRESENTATIVE PLAINTIFF and other
18 AGGRIEVED EMPLOYEES for necessary business-related expenses and costs constitutes
19 unlawful and/or unfair activity prohibited by California Labor Code sections 2800 and 2802.

20 **Failure to Provide Notice of Paid Sick Time and Accrual**

21 58. DEFENDANTS failure to provide REPRESENTATIVE PLAINTIFF and other
22 AGGRIEVED EMPLOYEES that works for DEFENDANTS for more than 30 days with written
23 notice setting the amount of sick leave available (or paid time off in lieu thereof) for use in their
24 itemized wage statements or in a separate writing accompanying such statements constitutes
25 unlawful and/or unfair activity prohibited by California Labor Code section 246.

26 59. Pursuant to California Labor Code section 2699, REPRESENTATIVE PLAINTIFF,
27 individually, and on behalf of all AGGRIEVED EMPLOYEES, requests and is entitled to recover
28 penalties from DEFENDANTS and each of them, for violations of the Labor Code as more fully

described herein according to proof, interest, attorneys' fees and costs pursuant to California Labor Code section 218.5, including but not limited to:

a. Penalties under California Labor Code section 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;

b. Penalties under California Code of Regulations Title 8 section 11010, et seq. 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;

c. Penalties under California Labor Code section 210 in addition to, and entirely independent and apart from, any other penalties 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; and

d. Any and all additional penalties and sums as provided by the California Labor Code and/or other statutes, including, but not limited to, penalties pursuant to California Labor Code 558(a).

60. Pursuant to California Labor Code section 2699(i), civil penalties recovered shall be distributed as follows: seventy-five percent (75%) to the Labor and Workforce Development Agency for the enforcement of labor laws and education of employers and employees about their rights and responsibilities and twenty-five percent (25%) to the AGGRIEVED EMPLOYEES.

61. Further, REPRESENTATIVE PLAINTIFF is entitled to seek and recover reasonable attorneys' fees and costs pursuant to California Labor Code sections 210, 218.5 and 2699 and any other applicable statute.

THEREFORE, REPRESENTATIVE PLAINTIFF and the individuals he seeks to represent request relief as described below:

///

1 **PRAYER**

2 THEREFORE, REPRESENTATIVE PLAINTIFF prays for judgment against
3 DEFENDANTS, and Does 1 through 100, and each of them, as follows:

- 4 1. Statutory attorneys' fees and costs under PAGA and California Code of Civil
5 Procedure Section 1021.5;
6 2. Statutory penalties under PAGA;
7 3. Costs of suit; and
8 4. Such further relief as the Court deems just and proper.

9
10 Dated: March 9, 2021

HAIG B. KAZANDJIAN LAWYERS, APC.

11
12 By: /s/ Haig B. Kazandjian
13 Haig B. Kazandjian, Esq.,
14 Cathy Gonzalez, Esq.,
15 Kevin Crough, Esq.,
16 Attorneys for Plaintiff AARON LAGMAN
17 individually and on behalf of other
18 AGGRIEVED EMPLOYEES
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