

FILED BY FAX**ALAMEDA COUNTY****May 28, 2021****CLERK OF
THE SUPERIOR COURT
By Nicole Hall, Deputy****CASE NUMBER:
RG21091805**

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SUPERIOR COURT OF THE STATE OF CALIFORNIA**FOR THE COUNTY OF ALAMEDA**

JOSE A. LAINEZ, individually, and on behalf of
all others similarly situated,

Plaintiff,

vs.

E. TURMAN AND COMPANY, INC., a
California corporation dba TURMAN
COMMERCIAL PAINTERS; and DOES 1
through 10, inclusive,

Defendants

Case No.: RG21091805

**FIRST AMENDED CLASS AND
REPRESENTATIVE ACTION
COMPLAINT:**

1. Failure to Pay Minimum Wages [Cal. Lab. Code §§ 204, 1194, 1194.2, and 1197];
2. Failure to Pay Overtime Compensation [Cal. Lab. Code §§ 1194 and 1198];
3. Failure to Provide Meal Periods [Cal. Lab. Code §§ 226.7, 512];
4. Failure to Authorize and Permit Rest Breaks [Cal. Lab. Code §§ 226.7];
5. Failure to Indemnify Necessary Business Expenses [Cal. Lab. Code § 2802];
6. Failure to Timely Pay Final Wages at Termination [Cal. Lab. Code §§ 201-203];
7. Failure to Provide Accurate Itemized Wage Statements [Cal. Lab. Code § 226];
8. Unfair Business Practices [Cal. Bus. & Prof. Code §§ 17200, et seq.];
9. Civil Penalties Under PAGA [Cal. Lab. Code § 2699, et seq.]

DEMAND FOR JURY TRIAL

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1 Plaintiff Jose A. Lainez ("Plaintiff"), based upon facts that either have evidentiary support
2 or are likely to have evidentiary support after a reasonable opportunity for further investigation
3 and discovery, alleges as follows:

4 **INTRODUCTION & PRELIMINARY STATEMENT**

5 1. Plaintiff brings this action against Defendants E. Turman and Company, Inc. dba
6 Turman Commercial Painters, and Does 1 through 10 (Defendants are collectively referred to as
7 "Defendants") for California Labor Code violations and unfair business practices stemming from
8 Defendants' failure to pay minimum wages, failure to pay overtime wages, failure to provide
9 meal periods, failure to authorize and permit rest periods, failure to maintain accurate records of
10 hours worked and meal periods, failure to timely pay all wages to terminated employees, failure
11 to indemnify necessary business expenses, and failure to furnish accurate wage statements.

12 2. Plaintiff brings the First through Eighth Causes of Action individually and as a
13 class action on behalf of himself and certain current and former employees of Defendants
14 (hereinafter collectively referred to as the "Class" or "Class Members" and defined more fully
15 below). The Class consists of Plaintiff and all other persons who have been employed by any
16 Defendants in California as an hourly-paid, non-exempt employee during the statute of limitations
17 period applicable to the claims pleaded here.

18 3. For over 50 years, California's courts and legislature have recognized that this
19 State's wage-and-hour laws serve a compelling public interest of fostering a stable job market.
20 Wages are not ordinary debts. Because of the economic position of the average worker and his
21 or her family, it is essential to the public welfare that employers obey the wage-and-hour laws so
22 that employees are promptly paid the minimum/overtime wages that the Legislature has required
23 for employees. So fundamental are California's wage-and-hour laws that the Legislature has
24 criminalized certain types of violations. In extending extra protection to deter violations of these
25 underlying statutes—since Plaintiff is not seeking general and/or special damages, restitution or
26 other damages other than civil penalties—California has enacted the PAGA to permit an
27 individual to bring an action on behalf of himself and on behalf of others for PAGA penalties
28 only, which is the precise and sole nature of this cause of action.

1 4. For the purpose of PAGA, all California employees during the relevant statutes of
2 limitations who are or were harmed by Defendant's illegal practices are "Aggrieved Employees."
3 Plaintiff brings this also action against Defendants to recover penalties for himself, on behalf of
4 all Aggrieved Employees that worked for Defendants, and on behalf of the State of California.

5 5. Defendants own/owned and operate/operated an industry, business, and
6 establishment within the State of California, including Alameda County. As such, and based
7 upon all the facts and circumstances incident to Defendants' business in California, Defendants
8 are subject to the California Labor Code, Wage Orders issued by the Industrial Welfare
9 Commission ("IWC"), and the California Business & Professions Code.

10 6. Despite these requirements, throughout the statutory period Defendants
11 maintained a systematic, company-wide policy and practice of:

- 12 (a) Failing to pay employees for all hours worked, including all minimum
13 wages, and overtime wages in compliance with the California Labor Code
14 and IWC Wage Orders;
- 15 (b) Failing to provide employees with timely and duty-free meal periods in
16 compliance with the California Labor Code and IWC Wage Orders, failing
17 to maintain accurate records of all meal periods taken or missed, and
18 failing to pay an additional hour's pay for each workday a meal period
19 violation occurred;
- 20 (c) Failing to authorize and permit employees to take timely and duty-free rest
21 periods in compliance with the California Labor Code and IWC Wage
22 Orders, and failing to pay an additional hour's pay for each workday a rest
23 period violation occurred;
- 24 (d) Failing to indemnify employees for necessary business expenses incurred,
25 including for the use of their personal cell phones for work related
26 purposes;
- 27 (e) Willfully failing to pay employees all minimum wages, overtime wages,
28 meal period premium wages, and rest period premium wages due within

1 the time period specified by California law when employment terminates;

2 and

3 (f) Failing to maintain accurate records of the hours that employees worked.

4 (g) Failing to provide employees with accurate, itemized wage statements
5 containing all the information required by the California Labor Code and
6 IWC Wage Orders.

7 7. On information and belief, Defendants, and each of them were on actual and
8 constructive notice of the improprieties alleged herein and intentionally refused to rectify their
9 unlawful policies. Defendants' violations, as alleged above, during all relevant times herein were
10 willful and deliberate.

11 8. At all relevant times, Defendants were and are legally responsible for all of the
12 unlawful conduct, policies, practices, acts and omissions as described in each and all of the
13 foregoing paragraphs as the employer of Plaintiff and the Class. Further, Defendants are
14 responsible for each of the unlawful acts or omissions complained of herein under the doctrine of
15 "respondeat superior".

16 **THE PARTIES**

17 **A. Plaintiff**

18 9. Plaintiff Jose A. Lainez is a California resident that worked for Defendants in the
19 County of Alameda, State of California, as a painter from approximately July 2019 to December
20 2020.

21 10. Plaintiff reserves the right to seek leave to amend this complaint to add new
22 plaintiffs, if necessary, in order to establish suitable representative(s) pursuant to *La Sala v.*
23 *American Savings and Loan Association* (1971) 5 Cal.3d 864, 872, and other applicable law.

24 **B. Defendants**

25 11. Plaintiff is informed and believes, and based upon that information and belief
26 alleges, that Defendant E. Turman and Company, Inc. is:

27 (a) A California corporation with its principal place of business in Alameda
28 County, California.

(b) A business entity conducting business in numerous counties throughout the State of California, including in Alameda County;

(c) The former employer of Plaintiff, and the current and/or former employer of the putative Class. E. Turman and Company, Inc. suffered and permitted Plaintiff and the Class to work, and/or controlled their wages, hours, or working conditions; and

(d) At all times is and was doing business as Turman Commercial Painters.

12. Plaintiff does not currently know the true names or capacities of the persons or entities sued herein as Does 1-10, inclusive, and therefore sues said Defendants by such fictitious names. Each of the Doe Defendants was in some manner legally responsible for the damages suffered by Plaintiff, the Class, and the Aggrieved Employees as alleged herein. Plaintiff will amend this complaint to set forth the true names and capacities of these Defendants when they have been ascertained, together with appropriate charging allegations, as may be necessary.

13. At all times mentioned herein, the Defendants named as Does 1-10, inclusive, and each of them, were residents of, doing business in, availed themselves of the jurisdiction of, and/or injured a significant number of the Plaintiff, the Class, and the Aggrieved Employees in the State of California.

14. Plaintiff is informed and believes and thereon alleges that at all relevant times each Defendant, directly or indirectly, or through agents or other persons, employed Plaintiff and the other employees described in the class and aggrieved employee definitions below, and exercised control over their wages, hours, and working conditions. Plaintiff is informed and believes and thereon alleges that, at all relevant times, each Defendant was the principal, agent, partner, joint venturer, officer, director, controlling shareholder, subsidiary, affiliate, parent corporation, successor in interest and/or predecessor in interest of some or all of the other Defendants, and was engaged with some or all of the other Defendants in a joint enterprise for profit, and bore such other relationships to some or all of the other Defendants so as to be liable for their conduct with respect to the matters alleged below. Plaintiff is informed and believes and thereon alleges that each Defendant acted pursuant to and within the scope of the

relationships alleged above, that each Defendant knew or should have known about, and authorized, ratified, adopted, approved, controlled, aided and abetted the conduct of all other Defendants.

ALLEGATIONS COMMON TO ALL CAUSES OF ACTION

15. Plaintiff Jose A. Lainez is a California resident who worked for Defendants in the County of Alameda, State of California, as a painter from approximately July 2019 to December 2020. During the statutory period, Defendants classified Plaintiff as non-exempt from California's overtime requirements, paid Plaintiff an hourly wage, and typically worked 5 to 7 days per workweek and in excess of 8 hours per workday.

16. Throughout the statutory period, Defendants failed to pay Plaintiff for all hours worked (including minimum wages and overtime wages), failed to provide Plaintiff with uninterrupted meal periods, failed to authorize and permit Plaintiff to take uninterrupted rest periods, failed to indemnify Plaintiff for necessary business expenses, failed to timely pay all final wages to Plaintiff when Defendants terminated Plaintiff's employment, and failed to furnish accurate wage statements to Plaintiff. As discussed below, Plaintiff's experience working for Defendants was typical and illustrative.

17. Throughout the statutory period, Defendants maintained a policy and practice of not paying Plaintiff, the Class, and the Aggrieved Employees for all hours worked, including all overtime wages. Plaintiff, the Class, and the Aggrieved Employees were occasionally required to work "off the clock", uncompensated. For example, Plaintiff, the Class, and the Aggrieved Employees were required to travel from the yard/office to the jobsite, and that time was not compensated. Also, Defendants failed to pay the correct amount of overtime to Plaintiff, the Class, and the Aggrieved Employees. In maintaining a practice of not paying all wages owed, Defendants failed to maintain accurate records of the hours Plaintiff, the Class, and the Aggrieved Employees worked.

18. Throughout the statutory period, Defendants have wrongfully failed to provide Plaintiff, the Class, and the Aggrieved Employees with legally compliant meal periods. Defendants sometimes, but not always, required Plaintiff, the Class, and the Aggrieved

1 Employees to work in excess of five consecutive hours a day without providing 30-minute,
2 continuous and uninterrupted, duty-free meal period for every five hours of work, or without
3 compensating Plaintiff, the Class, and the Aggrieved Employees for meal periods that were not
4 provided by the end of the fifth hour of work or tenth hour of work. Defendants also did not
5 adequately inform Plaintiff, the Class, and the Aggrieved Employees of their right to take a meal
6 period by the end of the fifth hour of work, or, for shifts greater than 10 hours, by the end of the
7 tenth hour of work. Accordingly, Defendants' policy and practice was to not provide meal
8 periods to Plaintiff, the Class, and the Aggrieved Employees in compliance with California law.

9 19. Throughout the statutory period, Defendants have wrongfully failed to authorize
10 and permit Plaintiff, the Class, and the Aggrieved Employees to take timely and duty-free rest
11 periods. Defendants sometimes, but not always, required Plaintiff, the Class, and the Aggrieved
12 Employees to work in excess of four consecutive hours a day without Defendants authorizing and
13 permitting them to take a 10-minute, continuous and uninterrupted, rest period for every four
14 hours of work (or major fraction of four hours), or without compensating Plaintiff, the Class, and
15 the Aggrieved Employees for rest periods that were not authorized or permitted. Defendants also
16 did not adequately inform Plaintiff, the Class, and the Aggrieved Employees of their right to take
17 a rest period. Moreover, Defendants did not have adequate policies or practices permitting or
18 authorizing rest periods for Plaintiff, the Class, and the Aggrieved Employees, nor did
19 Defendants have adequate policies or practices regarding the timing of rest periods. Defendants
20 also did not have adequate policies or practices to verify whether Plaintiff, the Class, and the
21 Aggrieved Employees were taking their required rest periods. Further, Defendants did not
22 maintain accurate records of employee work periods, and therefore Defendants cannot
23 demonstrate that Plaintiff, the Class, and the Aggrieved Employees took rest periods during the
24 middle of each work period. Accordingly, Defendants' policy and practice was to not authorize
25 and permit Plaintiff, the Class, and the Aggrieved Employees to take rest periods in compliance
26 with California law.

27 20. Throughout the statutory period, Defendants wrongfully required Plaintiff, the
28 Class, and the Aggrieved Employees to pay expenses that they incurred in direct discharge of

1 their duties for Defendants without reimbursement. For example, Plaintiff, the Class, and the
2 Aggrieved Employees were required to use their own personal cellular telephones for work
3 purposes, including but not limited to, communicating with supervisors about issues on the
4 worksites, and for which there was no reimbursement.

5 21. Throughout the statutory period, Defendants willfully failed and refused to timely
6 pay Plaintiff, the Class, and the Aggrieved Employees at the conclusion of their employment all
7 wages for all minimum wages, overtime wages, meal period premium wages, and rest period
8 premium wages. Further, Defendants did not pay Plaintiff, the Class, and the Aggrieved
9 Employees their final paychecks immediately upon termination.

10 22. Throughout the statutory period, Defendants failed to furnish Plaintiff, the Class,
11 and the Aggrieved Employees with accurate, itemized wage statements showing all applicable
12 hourly rates, and all gross and net wages earned (including correct hours worked, correct wages
13 earned for hours worked, correct overtime hours worked, correct wages for meal periods that
14 were not provided in accordance with California law, correct wages for rest periods that were not
15 authorized and permitted to take in accordance with California law, and Defendant's address).
16 Further, the wage statements do not show Defendant's address as required by California law. As
17 a result of these violations of California Labor Code § 226(a), the Plaintiff, the Class, and the
18 Aggrieved Employees suffered injury because, among other things:

- 19 (a) the violations led them to believe that they were not entitled to be paid
20 minimum wages, overtime wages, meal period premium wages, and rest
21 period premium wages to which they were entitled, even though they were
22 entitled;
- 23 (b) the violations led them to believe that they had been paid the minimum,
24 overtime, meal period premium, and rest period premium wages, even
25 though they had not been;
- 26 (c) the violations led them to believe they were not entitled to be paid
27 minimum, overtime, meal period premium, and rest period premium wages
28 at the correct California rate even though they were;

- (d) the violations led them to believe they had been paid minimum, overtime, meal period premium, and rest period premium wages at the correct California rate even though they had not been;
- (e) the violations hindered them from determining the amounts of minimum, overtime, meal period premium, and rest period premium owed to them;
- (f) in connection with their employment before and during this action, and in connection with prosecuting this action, the violations caused them to have to perform mathematical computations to determine the amounts of wages owed to them, computations they would not have to make if the wage statements contained the required accurate information;
- (g) by understating the wages truly due them, the violations caused them to lose entitlement and/or accrual of the full amount of Social Security, disability, unemployment, and other governmental benefits;
- (h) the wage statements inaccurately understated the wages, hours, and wages rates to which Plaintiff, the Class, and the Aggrieved Employees were entitled, and Plaintiff, the Class, and the Aggrieved Employees were paid less than the wages and wage rates to which they were entitled.

Thus, Plaintiff, the Class, and the Aggrieved Employees are owed the amounts provided for in California Labor Code § 226(e), including actual damages.

CLASS ACTION ALLEGATIONS

23. Plaintiff brings certain claims individually, as well as on behalf of each and all other persons similarly situated, and thus, seek class certification under California Code of Civil Procedure § 382.

24. All claims alleged herein arise under California law for which Plaintiff seeks relief authorized by California law.

25. The proposed Class consists of and is defined as:

All persons who worked for any Defendant in California as an hourly, non-exempt employee at any time during the period beginning four years before the

1 filing of the initial complaint in this action and ending when notice to the Class
2 is sent.

3 26. At all material times, Plaintiff was a member of the Class.

4 27. Plaintiff undertakes this concerted activity to improve the wages and working
5 conditions of all Class Members.

6 28. There is a well-defined community of interest in the litigation and the Class is
7 readily ascertainable:

8 (a) Numerosity: The members of the Class (and each subclass, if any) are so
9 numerous that joinder of all members would be unfeasible and impractical.
10 The membership of the entire Class is unknown to Plaintiff at this time,
11 however, the Class is estimated to be greater than 100 individuals and the
12 identity of such membership is readily ascertainable by inspection of
13 Defendants' records.

14 (b) Typicality: Plaintiff is qualified to, and will, fairly and adequately protect
15 the interests of each Class Member with whom there is a shared, well-
16 defined community of interest, and Plaintiff's claims (or defenses, if any)
17 are typical of all Class Members' claims as demonstrated herein.

18 (c) Adequacy: Plaintiff is qualified to, and will, fairly and adequately protect
19 the interests of each Class Member with whom there is a shared, well-
20 defined community of interest and typicality of claims, as demonstrated
21 herein. Plaintiff has no conflicts with or interests antagonistic to any Class
22 Member. Plaintiff's attorneys, the proposed class counsel, are versed in
23 the rules governing class action discovery, certification, and settlement.
24 Plaintiff has incurred, and throughout the duration of this action, will
25 continue to incur costs and attorneys' fees that have been, are, and will be
26 necessarily expended for the prosecution of this action for the substantial
27 benefit of each class member.

28 (d) Superiority: A Class Action is superior to other available methods for the

1 fair and efficient adjudication of the controversy, including consideration
2 of:

- 3 1) The interests of the members of the Class in individually
4 controlling the prosecution or defense of separate actions;
5 2) The extent and nature of any litigation concerning the controversy
6 already commenced by or against members of the Class;
7 3) The desirability or undesirability of concentrating the litigation of
8 the claims in the particular forum; and
9 4) The difficulties likely to be encountered in the management of a
10 class action.

11 (e) Public Policy Considerations: The public policy of the State of California
12 is to resolve the California Labor Code claims of many employees through
13 a class action. Indeed, current employees are often afraid to assert their
14 rights out of fear of direct or indirect retaliation. Former employees are
15 also fearful of bringing actions because they believe their former
16 employers might damage their future endeavors through negative
17 references and/or other means. Class actions provide the class members
18 who are not named in the complaint with a type of anonymity that allows
19 for the vindication of their rights at the same time as their privacy is
20 protected.

21 29. There are common questions of law and fact as to the Class (and each subclass, if
22 any) that predominate over questions affecting only individual members, including without
23 limitation, whether, as alleged herein, Defendants have:

- 24 (a) Failed to pay Class Members for all hours worked, including minimum
25 wages, and overtime wages;
26 (b) Failed to provide meal periods and pay meal period premium wages to
27 Class Members;
28 (c) Failed to authorize and permit rest periods and pay rest period premium

1 wages to Class Members;

2 (d) Failed to promptly pay all wages due to Class Members upon their
3 discharge or resignation;

4 (e) Failed to maintain accurate records of all hours Class Members worked,
5 and all meal periods Class Members took or missed;

6 (f) Failed to reimburse Class Members for all necessary business expenses;
7 and

8 (g) Violated California Business & Professions Code §§ 17200 *et. seq.* as a
9 result of their illegal conduct as described above.

10 30. This Court should permit this action to be maintained as a class action pursuant to
11 California Code of Civil Procedure § 382 because:

12 (a) The questions of law and fact common to the Class predominate over any
13 question affecting only individual members;

14 (b) A class action is superior to any other available method for the fair and
15 efficient adjudication of the claims of the members of the Class;

16 (c) The members of the Class are so numerous that it is impractical to bring all
17 members of the class before the Court;

18 (d) Plaintiff, and the other members of the Class, will not be able to obtain
19 effective and economic legal redress unless the action is maintained as a
20 class action;

21 (e) There is a community of interest in obtaining appropriate legal and
22 equitable relief for the statutory violations, and in obtaining adequate
23 compensation for the damages and injuries for which Defendants are
24 responsible in an amount sufficient to adequately compensate the members
25 of the Class for the injuries sustained;

26 (f) Without class certification, the prosecution of separate actions by
27 individual members of the class would create a risk of:

28 1) Inconsistent or varying adjudications with respect to individual

members of the Class which would establish incompatible standards of conduct for Defendants; and/or

2) Adjudications with respect to the individual members which would, as a practical matter, be dispositive of the interests of other members not parties to the adjudications, or would substantially impair or impede their ability to protect their interests, including but not limited to the potential for exhausting the funds available from those parties who are, or may be, responsible Defendants; and,

(g) Defendants have acted or refused to act on grounds generally applicable to the Class, thereby making final injunctive relief appropriate with respect to the class as a whole.

31. Plaintiff contemplates the eventual issuance of notice to the proposed members of the Class that would set forth the subject and nature of the instant action. The Defendants' own business records may be utilized for assistance in the preparation and issuance of the contemplated notices. To the extent that any further notices may be required, Plaintiff would contemplate the use of additional techniques and forms commonly used in class actions, such as published notice, e-mail notice, website notice, first-class mail, or combinations thereof, or by other methods suitable to the Class and deemed necessary and/or appropriate by the Court.

FIRST CAUSE OF ACTION

(Against all Defendants for Failure to Pay Minimum Wages for All Hours Worked)

32. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 20 in this Complaint.

33. "Hours worked" is the time during which an employee is subject to the control of an employer, and includes all the time the employee is suffered or permitted to work, whether or not required to do so.

34. At all relevant times herein mentioned, Defendants knowingly failed to pay to Plaintiff, the Class, and the Aggrieved Employees compensation for all hours they worked. By their failure to pay compensation for each hour worked as alleged above, Defendants willfully

1 violated the provisions of Section 1194 of the California Labor Code, and any additional
2 applicable Wage Orders, which require such compensation to non-exempt employees.

3 35. Accordingly, Plaintiff and the Class are entitled to recover minimum wages for all
4 non-overtime hours worked for Defendants.

5 36. By and through the conduct described above, Plaintiff the Class have been
6 deprived of their rights to be paid wages earned by virtue of their employment with Defendants.

7 37. By virtue of the Defendants' unlawful failure to pay additional compensation to
8 Plaintiff, the Class, and the Aggrieved Employees for their non-overtime hours worked without
9 pay, Plaintiff, the Class, and the Aggrieved Employees suffered, and will continue to suffer,
10 damages in amounts which are presently unknown to Plaintiff and the Class, but which exceed
11 the jurisdictional minimum of this Court, and which will be ascertained according to proof at
12 trial.

13 38. By failing to keep adequate time records required by California Labor Code §
14 1174(d), Defendants have made it difficult to calculate the full extent of minimum wage
15 compensation due Plaintiff and the Class.

16 39. Pursuant to California Labor Code section 1194.2, Plaintiff and the Class are
17 entitled to recover liquidated damages (double damages) for Defendants' failure to pay minimum
18 wages.

19 40. California Labor Code section 204 requires employers to provide employees with
20 all wages due and payable twice a month. Throughout the statute of limitations period applicable
21 to this cause of action, Plaintiff, the Class, and the Aggrieved Employees were entitled to be paid
22 twice a month at rates required by law, including minimum wages. However, during all such
23 times, Defendants systematically failed and refused to pay Plaintiff, the Class, and the Aggrieved
24 Employees all such wages due, and failed to pay those wages twice a month.

25 41. Plaintiff and the Class are also entitled to seek recovery of all unpaid minimum
26 wages, interest, and reasonable attorneys' fees and costs pursuant to California Labor Code §§
27 218.5, 218.6, and 1194(a).

28

SECOND CAUSE OF ACTION

(Against all Defendants for Failure to Pay Overtime Wages)

42. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 20 in this Complaint.

43. California Labor Code § 510 provides that employees in California shall not be employed more than eight (8) hours in any workday or forty (40) hours in a workweek unless they receive additional compensation beyond their regular wages in amounts specified by law.

44. California Labor Code §§ 1194 and 1198 provide that employees in California shall not be employed more than eight hours in any workday unless they receive additional compensation beyond their regular wages in amounts specified by law. Additionally, California Labor Code § 1198 states that the employment of an employee for longer hours than those fixed by the Industrial Welfare Commission is unlawful.

45. At all times relevant hereto, Plaintiff, the Class, and the Aggrieved Employees have worked more than eight hours in a workday, as employees of Defendants.

46. At all times relevant hereto, Defendants failed to pay Plaintiff, the Class, and the Aggrieved Employees overtime compensation for the hours they have worked in excess of the maximum hours permissible by law as required by California Labor Code § 510 and 1198. Plaintiff and the Class are regularly required to work overtime hours.

47. By virtue of Defendants' unlawful failure to pay additional premium rate compensation to the Plaintiff, the Class, and the Aggrieved Employees for their overtime hours worked, Plaintiff and the Class have suffered, and will continue to suffer, damages in amounts which are presently unknown to them but which exceed the jurisdictional minimum of this Court and which will be ascertained according to proof at trial.

48. By failing to keep adequate time records required by Labor Code § 1174(d), Defendants have made it difficult to calculate the full extent of overtime compensation due to Plaintiff the Class.

49. Plaintiff and the Class also request recovery of overtime compensation according to proof, interest, attorneys' fees and costs pursuant to California Labor Code § 1194(a), as well

1 as the assessment of any statutory penalties against Defendants, in a sum as provided by the
2 California Labor Code and/or other statutes.

3 50. California Labor Code § 204 requires employers to provide employees with all
4 wages due and payable twice a month. The Wage Orders also provide that every employer shall
5 pay to each employee, on the established payday for the period involved, overtime wages for all
6 overtime hours worked in the payroll period. Defendants failed to provide Plaintiff, the Class,
7 and the Aggrieved Employees with all compensation due, in violation of California Labor Code §
8 204.

9
10 **THIRD CAUSE OF ACTION**

11 **(Against All Defendants for Failure to Provide Meal Periods)**

12 51. Plaintiff incorporates by reference and re-alleges as if fully stated herein
13 paragraphs 1 through 20 in this Complaint.

14 52. Under California law, Defendants have an affirmative obligation to relieve the
15 Plaintiff, the Class, and the Aggrieved Employees of all duty in order to take their first daily
16 meal periods no later than the start of Plaintiff and the Class' sixth hour of work in a workday,
17 and to take their second meal periods no later than the start of the eleventh hour of work in the
18 workday. Section 512 of the California Labor Code, and Section 11 of the applicable Wage
19 Orders require that an employer provide unpaid meal periods of at least 30 minutes for each five-
20 hour period worked. It is a violation of Section 226.7 of the California Labor Code for an
21 employer to require any employee to work during any meal period mandated under any Wage
22 Order.

23 53. Despite these legal requirements, Defendants regularly failed to provide Plaintiff,
24 the Class, and the Aggrieved Employees with both meal periods as required by California law.
25 By their failure to permit and authorize Plaintiff, the Class, and the Aggrieved Employees to take
26 all meal periods as alleged above (or due to the fact that Defendants made it impossible or
27 impracticable to take these uninterrupted meal periods), Defendants willfully violated the
28 provisions of Section 226.7 of the California Labor Code and the applicable Wage Orders.

1 54. Under California law, Plaintiff and the Class are entitled to be paid one hour of
2 additional wages for each workday he or she was not provided with all required meal period(s),
3 plus interest thereon.

4
5 **FOURTH CAUSE OF ACTION**

6 **(Against All Defendants for Failure to Authorize and Permit Rest Periods)**

7 55. Plaintiff incorporates by reference and re-alleges as if fully stated herein
8 paragraphs 1 through 20 in this Complaint.

9 56. Defendants are required by California law to authorize and permit breaks of 10
10 uninterrupted minutes for each four hours of work or major fraction of four hours (i.e. more than
11 two hours). Section 512 of the California Labor Code, the applicable Wage Orders require that
12 the employer permit and authorize all employees to take paid rest periods of 10 minutes each for
13 each 4-hour period worked. Thus, for example, if an employee's work time is 6 hours and ten
14 minutes, the employee is entitled to two rest breaks. Each failure to authorize rest breaks as so
15 required is itself a violation of California's rest break laws. It is a violation of Section 226.7 of
16 the California Labor Code for an employer to require any employee to work during any rest
17 period mandated under any Wage Order.

18 57. Despite these legal requirements, Defendants failed to authorize Plaintiff, the
19 Class, and the Aggrieved Employees to take rest breaks, regardless of whether employees
20 worked more than 4 hours in a workday. By their failure to permit and authorize Plaintiff, the
21 Class, and the Aggrieved Employees to take rest periods as alleged above (or due to the fact that
22 Defendants made it impossible or impracticable to take these uninterrupted rest periods),
23 Defendants willfully violated the provisions of Section 226.7 of the California Labor Code and
24 the applicable Wage Orders.

25 58. Under California law, Plaintiff and the Class are entitled to be paid one hour of
26 premium wages rate for each workday he or she was not provided with all required rest break(s),
27 plus interest thereon.
28

FIFTH CAUSE OF ACTION

(Against All Defendants for Failure to Indemnify Necessary Business Expenses)

59. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 20 in this Complaint.

60. Defendants violated Labor Code section 2802 and the IWC Wage Orders, by failing to pay and indemnify the Plaintiff, the Class, and the Aggrieved Employees for their necessary expenditures and losses incurred in direct consequence of the discharge of their duties or of their obedience to directions of Defendants, including for the use of their personal cell phones to conduct business for Defendant on a nearly daily basis.

61. As a result, Plaintiff, the Class, and the Aggrieved Employees were damaged at least in the amounts of the expenses they paid, or which were deducted by Defendants from their wages.

62. Plaintiff and the Class they represent are entitled to attorney's fees, expenses, and costs of suit pursuant to Labor Code section 2802(c) and interest pursuant to Labor Code section 2802(b).

SIXTH CAUSE OF ACTION

(Against all Defendants for Failure to Pay Wages of Discharged Employees – Waiting Time Penalties)

63. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 20 in this Complaint.

64. At all times herein set forth, California Labor Code §§ 201 and 202 provide that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately, and that if an employee voluntarily leaves his or her employment, his or her wages shall become due and payable not later than seventy-two (72) hours thereafter, unless the employee has given seventy-two (72) hours 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.

every employer shall furnish each of his or her employees an accurate itemized wage statement in writing showing nine pieces of information, including: (1) gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and 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 the employee.

72. Defendants have intentionally and willfully failed to provide employees with complete and accurate wage statements. The deficiencies include, among other things, the failure to correctly identify the gross wages earned by Plaintiff, the Class, and the Aggrieved Employees, the failure to list the true "total hours worked by the employee," and the failure to list the true net wages earned.

73. As a result of Defendants' violation of California Labor Code § 226(a), Plaintiff, the Class, and the Aggrieved Employees have suffered injury and damage to their statutorily-protected rights.

74. Specifically, Plaintiff, the Class, and the Aggrieved Employees have been injured by Defendants' intentional violation of California Labor Code § 226(a) because they were denied both their legal right to receive, and their protected interest in receiving, accurate, itemized wage statements under California Labor Code § 226(a).

75. Calculation of the true wage entitlement for Plaintiff, the Class, and the Aggrieved Employees is difficult and time consuming. As a result of this unlawful burden, Plaintiff, the Class, and the Aggrieved Employees were also injured as a result of having to bring this action to attempt to obtain correct wage information following Defendants' refusal to comply with many of the mandates of California's Labor Code and related laws and regulations.

76. Plaintiff and the Class are entitled to recover from Defendants their actual

1 damages caused by Defendants' failure to comply with California Labor Code § 226(a).

2 77. Plaintiff and the Class are also entitled to injunctive relief, as well as an award of
3 attorney's fees and costs to ensure compliance with this section, pursuant to California Labor
4 Code § 226(h).

5 **EIGHTH CAUSE OF ACTION**

6 **(Against all Defendants for Violation of California Business & Professions Code §§ 17200,**
7 **et seq.)**

8 78. Plaintiff incorporates by reference and re-alleges as if fully stated herein
9 paragraphs 1 through 20 in this Complaint.

10 79. Defendants, and each of them, are "persons" as defined under California Business
11 & Professions Code § 17201.

12 80. Defendants' conduct, as alleged herein, has been, and continues to be, unfair,
13 unlawful, and harmful to Plaintiff, other Class members, the Aggrieved Employees, and to the
14 general public. Plaintiff seeks to enforce important rights affecting the public interest within the
15 meaning of Code of Civil Procedure § 1021.5.

16 81. Defendants' activities, as alleged herein, are violations of California law, and
17 constitute unlawful business acts and practices in violation of California Business & Professions
18 Code §§ 17200, *et seq.*

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

25 **Failure to Pay Minimum Wages**

26 83. Defendants' failure to pay minimum wages, and other benefits in violation of the
27 California Labor Code constitutes unlawful and/or unfair activity prohibited by California
28 Business & Professions Code §§ 17200, *et seq.*

Failure to Pay Overtime Wages

84. Defendants' failure to pay overtime compensation and other benefits in violation of California Labor Code §§ 510, 1194, and 1198 constitutes unlawful and/or unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

Failure to Maintain Accurate Records of All Hours Worked

85. Defendants' failure to maintain accurate records of all hours worked in accordance with California Labor Code § 1174.5 and the IWC Wage Orders constitutes unlawful and/or unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

Failure to Provide Meal Periods

86. Defendants' failure to provide meal periods in accordance with California Labor Code §§ 226.7 and 512, and the IWC Wage Orders, as alleged above, constitutes unlawful and/or unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

Failure to Authorize and Permit Rest Periods

87. Defendants' failure to authorize and permit rest periods in accordance with California Labor Code § 226.7 and the IWC Wage Orders, as alleged above, constitutes unlawful and/or unfair activity prohibited by Business and Professions Code §§ 17200, *et seq.*

Failure to Indemnify Necessary Business Expenses

88. Defendants' failure to indemnify employees for necessary business expenses in accordance with California Labor Code § 2802 and the IWC Wage Orders, as alleged above, constitutes unlawful and/or unfair activity prohibited by Business and Professions Code §§ 17200, *et seq.*

Failure to Provide Accurate Itemized Wage Statements

89. Defendants' failure to provide accurate itemized wage statements in accordance with California Labor Code § 226, as alleged above, constitutes unlawful and/or unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

90. By and through their unfair, unlawful and/or fraudulent business practices described herein, the Defendants, have obtained valuable property, money and services from Plaintiff, and all persons similarly situated, and have deprived Plaintiff, and all persons similarly

1 situated, of valuable rights and benefits guaranteed by law, all to their detriment.

2 91. Plaintiff, the Class, and the Aggrieved Employees suffered monetary injury as a
3 direct result of Defendants' wrongful conduct.

4 92. Plaintiff, individually, and on behalf of members of the putative Class, is entitled
5 to, and do, seek such relief as may be necessary to disgorge money and/or property which the
6 Defendants have wrongfully acquired, or of which Plaintiff and the Class have been deprived, by
7 means of the above-described unfair, unlawful and/or fraudulent business practices. Plaintiff and
8 the Class are not obligated to establish individual knowledge of the wrongful practices of
9 Defendants in order to recover restitution.

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

15 94. Plaintiff, individually, and on behalf of members of the putative class, have no
16 plain, speedy, and/or adequate remedy at law to redress the injuries which the Class Members
17 suffered as a consequence of the Defendants' unfair, unlawful and/or fraudulent business
18 practices. As a result of the unfair, unlawful and/or fraudulent business practices described
19 above, Plaintiff, individually, and on behalf of members of the putative Class, has suffered and
20 will continue to suffer irreparable harm unless the Defendants, and each of them, are restrained
21 from continuing to engage in said unfair, unlawful and/or fraudulent business practices.

22 95. Plaintiff also alleges that if Defendants are not enjoined from the conduct set forth
23 herein above, they will continue to avoid paying the appropriate taxes, insurance and other
24 withholdings.

25 96. Pursuant to California Business & Professions Code §§ 17200, *et seq.*, Plaintiff
26 and putative Class Members are entitled to restitution of the wages withheld and retained by
27 Defendants during a period that commences four years prior to the filing of this complaint; a
28 permanent injunction requiring Defendants to pay all outstanding wages due to Plaintiff and

1 Class Members; an award of attorneys' fees pursuant to California Code of Civil Procedure §
2 1021.5 and other applicable laws; and an award of costs.

3
4 **NINTH CAUSE OF ACTION**

5 **(Against all Defendants for Civil Penalties Under the Private Attorneys General Act of**
6 **2004, Cal. Lab. Code § 2698 et seq.)**

7 97. Plaintiff incorporates by reference and re-alleges all preceding paragraphs as
8 though fully set forth herein.

9 98. At all times herein mentioned, Defendants were subject to the Labor Code of the
10 State of California and the applicable Industrial Welfare Commission Orders.

11 99. California Labor Code § 2699(a) specifically provides for a private right of action
12 to recover penalties for violations of the Labor Code: "Notwithstanding any other provision of
13 law, any provision of this code that provides for a civil penalty to be assessed and collected by
14 the Labor and Workforce Development Agency or any of its departments, divisions,
15 commissions, boards, agencies, or employees, for a violation of this code, may, as an alternative,
16 be recovered through a civil action brought by an aggrieved employee on behalf of herself or
17 herself and other current or former employees pursuant to the procedures specified in Section
18 2699.3."

19 100. Plaintiff has exhausted his administrative remedies pursuant to California Labor
20 Code § 2699.3. On March 12, 2021, he gave written notice by online filing to the Labor and
21 Workforce Development Agency and by certified mail to Defendants of the specific provisions
22 of the Labor Code that Defendants have violated against Plaintiff and current and former
23 aggrieved employees, including the facts and theories to support the violations. Plaintiff also
24 paid the filing fee shortly after March 12, 2021. Plaintiff's PAGA case number is LWDA-CM-
25 825754-21.

26 101. The statute of limitations is tolled while a plaintiff exhausts his/her administrative
27 remedies with California's Labor and Workforce Development Agency (LWDA) prior to suit,
28 which is required by the statute. (*See* Cal. Lab. Code § 2699.3(d).)

1 102. More than 65 days has elapsed since Plaintiff provided notice, but the Labor and
2 Workforce Development Agency has not indicated that it intends to investigate Defendants'
3 Labor Code violations discussed in the notice. Accordingly, Plaintiff may commence a civil
4 action to recover penalties under Labor Code § 2699 pursuant to § 2699.3 for the violations of
5 the Labor Code described in this Complaint. These penalties include, but are not limited to,
6 penalties under California Labor Code §§ 210, 226.3, 1197.1, and 2699(f)(2).

7 103. In addition, Plaintiff seeks penalties for Defendants' violation of California Labor
8 Code § 1174(d). Pursuant to California Labor Code § 1174.5, any person, including any entity,
9 employing labor who willfully fails to maintain accurate and complete records required by
10 California Labor Code § 1174 is subject to a penalty under § 1174.5. Pursuant to the applicable
11 IWC Order § 7(A)(3), every employer shall keep time records showing when the employee
12 begins and ends each work period. Meal periods, and total hours worked daily shall also be
13 recorded. Additionally, pursuant to the applicable IWC Order § 7(A)(5), every employer shall
14 keep total hours worked in the payroll period and applicable rates of pay.

15 104. During the time period of employment for Plaintiff and the Aggrieved Employees,
16 Defendants failed to maintain records pursuant to the Labor Code and IWC Orders by failing to
17 maintain accurate records showing meal periods, and accurate records showing when employees
18 begin and end each work period. Defendants' failure to provide and maintain records required by
19 the Labor Code IWC Wage Orders deprived Plaintiff and the Aggrieved Employees the ability to
20 know, understand and question the accuracy and frequency of meal periods, and the accuracy of
21 their hours worked stated in Defendants' records. Therefore, Plaintiff and the Aggrieved
22 Employees had no way to dispute the resulting failure to pay wages, all of which resulted in an
23 unjustified economic enrichment to Defendants. As a direct result, Plaintiff and the Aggrieved
24 Employees have suffered and continue to suffer, substantial losses related to the use and
25 enjoyment of such wages, lost interest on such wages and expenses and attorney's fees in seeking
26 to compel Defendants to fully perform its obligation under state law, all to their respective
27 damage in amounts according to proof at trial. Because of Defendants' knowing failure to
28 comply with the Labor Code and applicable IWC Wage Orders, Plaintiff and the Aggrieved

1 Employees have also suffered an injury in that they were prevented from knowing,
2 understanding, and disputing the wage payments paid to them.

3 105. Based on the conduct described in this Complaint, Plaintiff is entitled to an award
4 of civil penalties on behalf of himself, the State of California, and similarly Aggrieved
5 Employees of Defendants. The exact amount of the applicable penalties, in all, is in an amount
6 to be shown according to proof at trial. These penalties are in addition to all other remedies
7 permitted by law.

8 106. In addition, Plaintiff seeks an award of reasonable attorney's fees and costs
9 pursuant to Labor Code § 2699(g)(1), which states, "Any employee who prevails in any action
10 shall be entitled to an award of reasonable attorney's fees and costs."

11
12 **PRAYER FOR RELIEF**

13 Plaintiff, individually, and on behalf of all others similarly situated only with respect to
14 the class claims, prays for relief and judgment against Defendants, jointly and severally, as
15 follows:

16 **Class Certification**

- 17 1. That this action be certified as a class action with respect to the First, Second,
18 Third, Fourth, Fifth, Sixth, Seventh, and Eighth Causes of Action;
19 2. That Plaintiff be appointed as the representative of the Class; and
20 3. That counsel for Plaintiff be appointed as Class Counsel.

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

22 4. That the Court declare, adjudge and decree that Defendants violated California
23 Labor Code §§ 204 and 1194 and applicable IWC Wage Orders by willfully failing to pay all
24 minimum wages due;

25 5. For general unpaid wages as may be appropriate;

26 6. For pre-judgment interest on any unpaid compensation commencing from the date
27 such amounts were due;

28 7. For liquidated damages;

1 8. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to
2 California Labor Code § 1194(a); and,

3 9. For such other and further relief as the Court may deem equitable and appropriate.

4 As to the Second Cause of Action

5 10. That the Court declare, adjudge and decree that Defendants violated California
6 Labor Code §§ 510 and 1198 and applicable IWC Wage Orders by willfully failing to pay all
7 overtime wages due;

8 11. For general unpaid wages at overtime wage rates as may be appropriate;

9 12. For pre-judgment interest on any unpaid overtime compensation commencing
10 from the date such amounts were due;

11 13. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to
12 California Labor Code § 1194(a); and,

13 14. For such other and further relief as the Court may deem equitable and appropriate.

14 As to the Third Cause of Action

15 15. That the Court declare, adjudge and decree that Defendants violated California
16 Labor Code §§ 226.7 and 512, and the IWC Wage Orders;

17 16. For unpaid meal period premium wages as may be appropriate;

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

20 18. For reasonable attorneys' fees under California Code of Civil Procedure § 1021.5,
21 and for costs of suit incurred herein; and

22 19. For such other and further relief as the Court may deem equitable and appropriate.

23 As to the Fourth Cause of Action

24 20. That the Court declare, adjudge and decree that Defendants violated California
25 Labor Code §§ 226.7 and 512, and the IWC Wage Orders;

26 21. For unpaid rest period premium wages as may be appropriate;

27 22. For pre-judgment interest on any unpaid compensation commencing from the date
28 such amounts were due;

23. For reasonable attorneys' fees under California Code of Civil Procedure § 1021.5, and for costs of suit incurred herein; and

24. For such other and further relief as the Court may deem equitable and appropriate.

As to the Fifth Cause of Action

25. That the Court declare, adjudge and decree that Defendants violated Labor Code § 2802 and the IWC Wage Orders;

26. For general unpaid wages and reimbursement of business expenses as may be appropriate;

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

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

29. For such other and further relief as the Court may deem equitable and appropriate.

As to the Sixth Cause of Action

30. That the Court declare, adjudge and decree that Defendants violated California Labor Code §§ 201, 202, and 203 by willfully failing to pay all compensation owed at the time of termination of the employment;

31. For statutory wage penalties pursuant to California Labor Code § 203 for former employees who have left Defendants' employ;

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

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

34. For such other and further relief as the Court may deem equitable and appropriate.

As to the Seventh Cause of Action

35. That the Court declare, adjudge and decree that Defendants violated the record keeping provisions of California Labor Code § 226(a) and applicable IWC Wage Orders, and willfully failed to provide accurate itemized wage statements thereto;

36. For penalties and actual damages pursuant to California Labor Code § 226(e);

1 37. For injunctive relief to ensure compliance with this section, pursuant to California
2 Labor Code § 226(h);

3 38. For reasonable attorneys' fees and for costs of suit incurred herein; and

4 39. For such other and further relief as the Court may deem equitable and appropriate.

5 As to the Eighth Cause of Action

6 40. That the Court declare, adjudge and decree that Defendants violated California
7 Business & Professions Code §§ 17200, *et seq.* by failing to pay wages for all hours worked
8 (including minimum and overtime wages), failing to provide meal periods, failing to maintain
9 accurate records of meal periods, failing to authorize and permit rest periods, and failing to
10 maintain accurate records of all hours worked and meal periods, failing to furnish accurate wage
11 statements, and failing to indemnify necessary business expenses;

12 41. For restitution of unpaid wages to Plaintiff and all Class Members and
13 prejudgment interest from the day such amounts were due and payable;

14 42. For the appointment of a receiver to receive, manage and distribute any and all
15 funds disgorged from Defendants and determined to have been wrongfully acquired by
16 Defendants as a result of violations of California Business & Professions Code §§ 17200 *et seq.*;

17 43. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
18 California Code of Civil Procedure § 1021.5;

19 44. For injunctive relief to ensure compliance with this section, pursuant to California
20 Business & Professions Code §§ 17200, *et seq.*; and,

21 45. For such other and further relief as the Court may deem equitable and appropriate.

22 As to the Ninth Cause of Action

23 46. That the Court declare, adjudge and decree that Defendants violated the California
24 Labor Code by failing to pay wages for all hours worked (including minimum, straight time, and
25 overtime wages), failing to provide meal periods, failing to authorize and permit rest periods,
26 failing to furnish accurate wage statements, failing to reimburse for necessary business expenses
27 incurred by Plaintiff and the Aggrieved Employees, and failing to maintain accurate records of
28 all hours worked and meal periods;

1 47. An award of civil penalties on behalf of herself and all similarly aggrieved
2 employees pursuant to PAGA;

3 48. Pre-judgment and post-judgment interest at the maximum rate allowed;

4 49. Attorneys' fees and costs reasonably incurred;

5 50. Injunctive and declaratory relief to the extent allowed by PAGA; and

6 51. Such other and further relief that the Court deems proper.

7 As to all Causes of Action

8 52. For any additional relief that the Court deems just and proper.

9

10 Dated: May 26, 2021

Respectfully submitted,

11

MOON & YANG, APC

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By: 
Seung Yang
Allen Feghali
Brett Gunther
Attorneys for Plaintiff

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RENEWED DEMAND FOR JURY TRIAL

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Plaintiff demands a trial by jury as to all causes of action triable by jury.

19

20

Dated: May 26, 2021

MOON & YANG, APC

21

22

By: 
Seung Yang
Allen Feghali
Brett Gunther
Attorneys for Plaintiff

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PROOF OF SERVICE**STATE OF CALIFORNIA, COUNTY OF LOS ANGELES**

I am employed in the State of California, County of Los Angeles. I am over the age of 18 and not a party to the within suit; my business address is 1055 W. 7th Street, Suite 1880, Los Angeles, CA 90017.

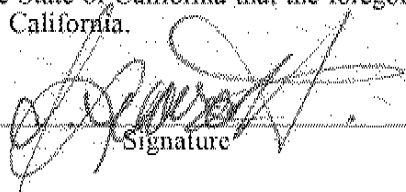
On the date indicated below, I served the document described as: **FIRST AMENDED CLASS AND REPRESENTATIVE ACTION COMPLAINT** on the interested parties in this action by sending [] the original [or] ☒ a true copy thereof ☒ to interested parties as follows [or] [] as stated on the attached service list:

Matthew A. Mallet
Simpson, Garrity, Innes & Jacuzzi PC
601 Gateway Blvd., Suite 950
South San Francisco, CA 94080
Tel.: (650) 615-4860
Fax: (650) 615-4861
mmallet@sgjilaw.com

☒ **BY U.S. MAIL:** I deposited such envelope in the mail at Los Angeles, California. The envelope was mailed with postage thereon fully prepaid. I am "readily familiar" with the firm's practice of collection and processing correspondence for mailing. Under that practice it would be deposited with U.S. postal service on that same day with postage thereon fully prepaid at Los Angeles, California in the ordinary course of business. I am aware that on motion of the party served, service is presumed invalid if postal cancellation date or postage meter date is more than one day after date of deposit for mailing in affidavit.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed this **May 28, 2021** at Los Angeles, California.

Ivette Hernandez
Type or Print Name


Signature