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14
15 **IN THE SUPERIOR COURT OF THE STATE OF CALIFORNIA**
16
17 **IN AND FOR THE COUNTY OF MARIN**

18 SEAN SPILLER, individually, and on
19 behalf of all others similarly situated,

20 Plaintiff,

21 vs.

22 TIBURON PENINSULA CLUB, and
23 DOES 1 through 100, inclusive,

24 Defendants.

Case No. CIV2101589

CLASS ACTION

**FIRST AMENDED COMPLAINT FOR
DAMAGES, DECLARATORY AND
INJUNCTIVE RELIEF, PENALTIES AND
RESTITUTION**

[JURY TRIAL DEMANDED]

25 Representative Plaintiff alleges as follows:

26 **INTRODUCTION**

27 1. This is a class and representative action seeking unpaid compensation for wages,
28 meal and/or rest period violations, interest thereon, liquidated damages and other penalties,
reimbursement for business-related expenses incurred, injunctive and other equitable relief, and
reasonable attorneys' fees and costs under, *inter alia*, California Labor Code §§ 200-204, 210, 218,
et seq., 223, 225.5, 226, *et seq.*, 256, 510, 512, 558, 1174, 1174.5, 1182.12, 1194, *et seq.*, 1197,

FILED

AUG 14 2021

**JAMES M. KIM, Court Executive Officer,
MARIN COUNTY SUPERIOR COURT
By: J. Chen, Deputy**

1 1197.1, 1198, 2698, *et seq.*, 2800, 2802, California Business and Professions Code §§ 17200, *et*
2 *seq.* and California Code of Civil Procedure § 1021.5.

3 2. Representative Plaintiff Sean Spiller (“Representative Plaintiff” or “Plaintiff”)
4 brings this action individually and on behalf of all other persons similarly situated (“Class
5 Members” and/or the “Plaintiff Class”) who are or have been employed by Defendants Tiburon
6 Peninsula Club and/or Does 1 through 100, inclusive (collectively “Defendants”) as non-exempt
7 employees within the State of California within the applicable class period.

8 3. The relevant “class period” begins on April 27, 2017 and extends through trial,
9 based upon the allegation that the violations of California’s wage and hour laws, as described more
10 fully below, have been ongoing throughout that time.

11 4. The relevant period for recovery of penalties under California’s Private Attorneys
12 General Act also begins on April 26, 2020 and extends through trial (i.e., the “PAGA period”),
13 based upon the allegation that the violations of California’s wage and hour laws, as described more
14 fully below, have been ongoing throughout that time.

15 5. Representative Plaintiff and those persons working for Defendants in California as
16 non-exempt employees within these periods and trial, inclusive, are referred to herein as “Class
17 Members,” “Aggrieved Employees” or both.

18 6. Throughout the class and PAGA periods, Defendant has had a consistent policy of
19 (1) unlawfully denying Representative Plaintiff, Aggrieved Employees and Class Members
20 statutorily-mandated meal and rest periods, (2) failing to pay these workers’ wages in the event of
21 such failures, (3) willfully failing to pay these workers at least the minimum wage for all hours
22 worked, (4) willfully failing to pay these workers’ overtime wages at the correct rate, (5) willfully
23 failing to reimburse these workers for all necessary business-related expenses, (6) willfully failing
24 to provide these workers with accurate semimonthly itemized wage statements reflecting the total
25 number of hours each worked, the applicable deductions, and the applicable hourly rates in effect
26 during the respective pay periods, and (7) willfully failing to pay compensation in a prompt and
27 timely manner to those workers whose employment with Defendants have terminated.

28

8. Despite actual knowledge of these facts and legal mandates, Defendants have enjoyed and continue to enjoy an advantage over their competition and a resultant disadvantage to their workers by electing not to pay all wages due (including missed meal and rest period premiums) and/or all penalties due (including “waiting time” penalties) to their California-based non-exempt employees.

12 9. Representative Plaintiff is informed and believes and, on that basis, alleges that
13 Defendants' officers knew of these facts and legal mandates yet, nonetheless, repeatedly
14 authorized and/or ratified the violation of the laws cited herein.

15 10. Despite Defendants' knowledge of their workers' entitlements in these respects,
16 Defendant failed to provide same to Representative Plaintiff, Aggrieved Employees and/or Class
17 Members, in violation of California state statutes, the applicable California Industrial Welfare
18 Commission Wage Order, and Title 8 of the California Code of Regulations. This action is brought
19 to redress and end this prolonged pattern of unlawful conduct once and for all.

JURISDICTION AND VENUE

11. This Court has jurisdiction over the claims brought herein for unpaid wages, expense reimbursements, other damages and/or penalties, etc. under, *inter alia*, the applicable Industrial Welfare Commission Wage Order (as effectuated through the California Labor Code), Title 8 of the California Code of Regulations, Labor Code §§ 201-204, 226, 226.7, 512, 1174, 2699 and 2802, *inter alia*, and/or the California Code of Civil Procedure § 1021.5.

12. This Court also has jurisdiction over the claims brought herein for injunctive relief and restitution of ill-gotten benefits arising from Defendants' unfair and/or fraudulent business practices under California Business & Professions Code § 17200, *et seq.*

13. Venue as to Defendants is proper in this judicial district pursuant to California Code of Civil Procedure § 395(a). Defendants provided the aforementioned services within this County where numerous Aggrieved Employees and Class Members worked, transact business, have agents, and are otherwise within this Court's jurisdiction for purposes of service of process. The unlawful acts alleged herein have had a direct effect on Representative Plaintiff, Aggrieved Employees and those similarly situated within the State of California and within this County.

PLAINTIFF(S)

14. Representative Plaintiff Sean Spiller is a natural person who was employed by defendant Tiburon Peninsula Club as a Server during the class and PAGA periods.

15. In this capacity, Representative Plaintiff is and was entitled to full, uninterrupted and statutorily-mandated meal and rest periods, payment of minimum and/or overtime wages, as well as other benefits of employment as set forth herein.

DEFENDANT(S)

16. Defendants tout themselves as "Southern Marin's Premier Sports & Social Club," offering tennis, aquatics, fitness and wellness solo instruction and group lessons, as well as a social gathering location.¹

17. Representative Plaintiff is informed and believes and, on that basis, alleges that, at all times herein relevant, Defendants Tiburon Peninsula Club, and Does 1 through 100, did business within the State of California providing security services.

18. Those Defendants identified as Does 1 through 100, inclusive, are and were, at all relevant times herein-mentioned, officers, directors, partners, and/or managing agents of some or

¹ See, <https://www.aus.com/about-us>, current as of Nov. 29, 2020.

1 each of the remaining Defendants. Representative Plaintiff is informed and believes and, on that
2 basis, alleges that, at all relevant times herein mentioned, Defendants, and each of them, employed
3 and/or exercised control over the wages, hours, and/or working conditions of the Representative
4 Plaintiff, Aggrieved Employees and Class Members within the State of California.

5 19. The Representative Plaintiff is unaware of the true names and capacities of those
6 Defendants sued herein as Does 1 through 100, inclusive and, therefore, sue these Defendants by
7 such fictitious names. The Representative Plaintiff will seek leave of court to amend this
8 Complaint when such names are ascertained. The Representative Plaintiff is informed and believes
9 and, on that basis, alleges that each of the fictitiously-named Defendants was responsible in some
10 manner for, gave consent to, ratified, and/or authorized the conduct herein alleged, and that the
11 damages/penalties hereby alleged and sought by Representative Plaintiff, Aggrieved Employees
12 and/or Class Members were proximately caused thereby.

13 20. Representative Plaintiff is informed and believes and, on that basis, alleges that, at
14 all relevant times herein mentioned, each of the Defendants was the agent and/or employee of each
15 of the remaining Defendants and, in doing the acts herein alleged, was acting within the course
16 and scope of such agency and/or employment.

17
18 **CLASS ACTION ALLEGATIONS**

19 21. The Representative Plaintiff brings this action on behalf of himself and as a class
20 action on behalf of all persons similarly situated and proximately damaged by Defendants' conduct
21 including, but not necessarily limited to, the following Plaintiff Class:

22 "All persons employed by Defendant Tiburon Peninsula Club and/or
23 the DOE defendant(s) as non-exempt security professionals and/or
24 in similar security guard positions in California at any time on or
after April 27, 2017."

25 22. Defendants' officers and directors are excluded from the Plaintiff Class.

26 23. Pursuant to California Rule of Court 3.765(b), Representative Plaintiff reserves the
27 right to amend or modify the class definition to achieve greater specificity, by further division into
28 sub-classes and/or by limitation to particular issues.

24. This action has been brought and may properly be maintained as a class action under California Code of Civil Procedure § 382 because there is a well-defined community of interest in the litigation and the proposed Class is easily ascertainable, to wit.

- a. Numerosity: A class action is the only available method for the fair and efficient adjudication of this controversy as to certain claims brought herein. The members of the Plaintiff Class are so numerous that joinder of all members is impractical, if not impossible, insofar as Representative Plaintiff is informed and believes and, on that basis, alleges that the Plaintiff Class totals thousands of workers, thus meeting the numerosity requirement. Membership in the Class will be determined upon analysis of employee and payroll, among other, records required to be maintained by Defendants.
- b. Commonality: The Representative Plaintiff and Class Members share a community of interests in that there are numerous common questions and issues of fact and law which predominate over any questions and issues solely affecting individual members, including, but not necessarily limited to:
 - 1) Whether Defendants maintained a policy and/or practice of failing to provide employees with meal and/or periods and/or failing to pay premium wages to Class Members in the event of such failures;
 - 2) Whether Defendants failed to pay minimum wages to Class Members for all time worked;
 - 3) Whether Defendants failed to pay overtime wages to Class Members for all hours worked beyond 40 in a workweek and/or eight in a workday;
 - 4) Whether Defendants violated California Labor Code §§ 201-204 by failing to pay wages due and owing each pay period and/or at the time that certain Class Members' employment with Defendants terminated;
 - 5) Whether Defendants violated California Labor Code § 226 by failing to provide accurate semimonthly itemized statements to Class Members of their amounts of gross and net wages, and total hours worked by each and at all applicable hourly rates in effect during the respective pay period(s);
 - 6) Whether Defendants violated California Labor Code § 1174 by failing to keep accurate records of employees' hours of work;
 - 7) Whether Class Members are entitled to "waiting time" penalties, pursuant to California Labor Code § 203;
 - 8) Whether Defendants failed to reimburse Class Members for all necessary business expenses incurred during the discharge of their duties;

9) Whether Defendants violated California Business and Professions Code § 17200, *et seq.* by failing to provide meal and/or rest breaks, all wages due, and reimbursements for business-related expenses to Class Members working eligible shifts.

c. Typicality: The Representative Plaintiff's claims are typical of the claims of Class Members. The Representative Plaintiffs and Class Members sustained damages arising out of and caused by Defendants' common course of conduct in violation of law, as alleged herein.

d. Adequacy of Representation: The Representative Plaintiff in this class action is an adequate representative of the Plaintiff Class in that the Representative Plaintiff's claims are typical of those of the Plaintiff Class and the Representative Plaintiff has the same interest in the litigation as the Class Members. The Representative Plaintiff is committed to vigorous prosecution of this case and has retained competent counsel who are experienced in conducting litigation of this nature. The Representative Plaintiff is not subject to any individual defenses unique from those applicable to the Class as a whole. The Representative Plaintiff anticipates no management difficulties in this litigation.

e. Superiority of Class Action: Since the damages suffered by individual Class Members, while not inconsequential, may be relatively small, the expense and burden of individual litigation by each member makes or may make it impractical for Class Members to seek redress individually for the wrongful conduct alleged herein. Should separate actions be brought, or be required to be brought, by each individual Class Member, the resulting multiplicity of lawsuits would cause undue hardship and expense for the Court and the litigants. The prosecution of separate actions would also create a risk of inconsistent rulings which might be dispositive of the interests of other Class Members who are not parties to the adjudications and/or may substantially impede their ability to adequately protect their interests.

COMMON FACTUAL ALLEGATIONS

25. Representative Plaintiff, Aggrieved Employees and Class Members are and/or were non-exempt employees within the relevant time period. In these roles, Representative Plaintiff, Aggrieved Employees and Class Members provided food services.

26. As described herein, Defendants knowingly failed to adequately compensate Representative Plaintiff, Aggrieved Employees and Class Members for all wages earned (including premium wages such as compensation for missed meal and/or rest periods) under the applicable IWC Wage Order, the applicable California Code of Regulations provisions and

1 provisions of the California Labor Code, thereby enjoying a significant competitive edge over
2 other service providers.

3 27. Defendants have declined to pay these wages, even upon their workers'
4 terminations from or their resignation of employment, in blatant violation of California Labor
5 Code § 201 and/or § 202.

6 28. California Labor Code §§ 201 and 202 require Defendants to pay severed
7 employees all wages due and owed immediately upon discharge or within 72 hours of resignation
8 of those positions, in most circumstances. California Labor Code § 203 provides that an employer
9 who willfully fails to timely pay such wages must, as a penalty, continue to pay each subject
10 employee's wages until the back wages are paid in full or an action is commenced, and the payment
11 of such penalty shall continue for a period of time up to 30 days.

12 29. Moreover, according to Defendants' policies, Representative Plaintiff, Aggrieved
13 Employees and/or Class Members were required to incur business expenses related to Defendants'
14 operations but were not fully reimbursed for those expenses.

15 30. Furthermore, despite knowledge of these workers' entitlement to compensation for
16 all hours worked, Defendants violated California Labor Code § 1174(d) by failing to provide or
17 require the use, maintenance or submission of time records by Representative Plaintiff, Aggrieved
18 Employees and Class Members. Defendants also failed to provide these workers with accurate
19 semimonthly itemized statements of the total number of hours worked by each, and all applicable
20 hourly rates in effect during each pay period, in violation of California Labor Code § 226. In failing
21 to provide the required documents, Defendants have not only failed to pay their workers the full
22 amount of compensation due, but have also, at least largely, shielded themselves from their
23 employees' scrutiny by concealing the magnitude and financial impact of their wrongdoing that
24 such documents might otherwise have led workers to discover.

25 31. Representative Plaintiff, Aggrieved Employees and all persons similarly situated
26 are entitled to unpaid compensation, yet, to date, have not received such compensation despite
27 many of them having been terminated by Defendants and/or resigned from Defendants' employ.

28

1 More than 30 days have passed since certain Aggrieved Employees and Class Members have left
2 Defendants' employ.

3 32. As a consequence of Defendants' willful conduct in not paying former employees'
4 compensation for all hours worked in a prompt and timely manner, certain members of the Plaintiff
5 Class are entitled to up to 30 days wages as a penalty under California Labor Code § 203, together
6 with attorneys' fees and costs.

7 33. As a direct and proximate result of Defendants' unlawful conduct, as set forth
8 herein, Representative Plaintiff and Class Members have sustained damages, as described above,
9 including the loss of earnings for hours worked on behalf of Defendants, in an amount to be
10 established at trial. As a further direct and proximate result of Defendants' unlawful conduct, as
11 set forth herein, certain Class Members are entitled to recover "waiting time" penalties (pursuant
12 to California Labor Code § 203) and penalties for failure to provide semimonthly statements of
13 hours worked and all applicable hourly rates (pursuant to California Labor Code § 226) in an
14 amount to be established at trial. As a further direct and proximate result of Defendants' unlawful
15 conduct, as set forth herein, Representative Plaintiff, Aggrieved Employees and Class Members
16 are also entitled to recover costs and attorneys' fees pursuant to statute(s).

17 34. Representative Plaintiff seeks injunctive relief prohibiting Defendants from
18 engaging in the complained-of illegal labor acts and practices in the future. Representative Plaintiff
19 also seeks restitution of costs incurred by Representative Plaintiff and Class Members under
20 California's Unfair Competition Law. Unless enjoined, Defendants' unlawful conduct will
21 continue unchecked, while their non-exempt workers bear the financial brunt of Defendants'
22 unlawful conduct.

23 35. Representative Plaintiff has complied with the procedures necessary to maintain a
24 civil action against Defendants for violation of California's Private Attorneys General Act, as
25 specified in California Labor Code § 2699.3.

26 36. On April 26, 2021, Representative Plaintiff served and filed a notice upon the
27 California Labor and Workforce Development Agency ("LWDA") and Defendants in compliance
28 with Labor Code §§ 2699, *et seq.*

FIRST CAUSE OF ACTION
UNLAWFUL FAILURE TO PAY WAGES
(California Labor Code §§ 200-204, 510, 558, 1194 and 1198; IWC Wage Order)

37. Each and every allegation of the preceding paragraphs is incorporated in this cause of action with the same force and effect as though fully set forth herein.

38. Throughout the class period, Representative Plaintiff, Aggrieved Employees and Class Members performed work for Defendants, oftentimes in excess of eight hours in a workday and/or 40 hours in a workweek. The number of hours will be proven at trial.

39. Throughout the class period, Defendants refused to compensate Representative Plaintiff, Aggrieved Employees and Class Members for all of the wages earned, in violation of the applicable IWC Wage Order, the applicable California Code of Regulations provisions and provisions of the California Labor Code.

40. Throughout the class period, Defendants were aware of, and were under a duty to comply with, the overtime provisions of the California Labor Code including, but not limited to, California Labor Code §§ 510, 1194, and 1198.

41. California Labor Code § 510(a), in pertinent part, provides:

Any work in excess of eight hours in one workday and any work in excess of 40 hours in any one workweek and the first eight hours worked on the seventh day of work in any one workweek shall be compensated at the rate of no less than one and one-half times the regular rate of pay for an employee.

42. California Labor Code § 1194(a), in pertinent part, provides:

Notwithstanding any agreement to work for a lesser wage, any employee receiving less than the legal minimum wage or the legal overtime compensation applicable to the employee is entitled to recover in a civil action the unpaid balance of the full amount of this minimum wage or overtime compensation, including interest thereon, reasonable attorneys' fees, and costs of suit.

43. California Labor Code § 1198, in pertinent part, provides:

The maximum hours of work and the standard conditions of labor fixed by the commission shall be the maximum hours of work and the standard conditions of labor for employees. The employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the order is unlawful.

1 44. Section 2 of the applicable Wage Order defines “hours worked” as “the time during
2 which an employee is subject to the control of the employer and includes all the time the employee
3 is suffered or permitted to work, whether or not required to do so.

4 45. Section 4 of the applicable Wage Order requires an employer to pay non-exempt
5 employees at least the minimum wage set forth therein for all hours worked, which consist of all
6 hours that an employer has actual or constructive knowledge that employees are working.

7 46. By refusing to compensate Representative Plaintiff, Aggrieved Employees and
8 Class Members for overtime wages earned and/or pay levels meeting the California minimum
9 wage, Defendants violated those California Labor Code provisions cited above as well as the
10 applicable IWC Wage Order and California Code of Regulations provisions.

11 47. Defendants’ conduct, as heretofore detailed, represents an underpayment of wages
12 pursuant to California Labor Code §§ 218, *et seq.*, 225.5, 558, 1182.12, 1194.2, 1197, 1197.1 and
13 1198, for which Representative Plaintiff and Class Members seek damages and/or penalties
14 according to proof.

15 48. As a direct and proximate result of Defendants’ unlawful conduct, as set forth
16 herein, Representative Plaintiff and Class Members have sustained damages, including a loss of
17 earnings for hours worked (including overtime hours worked) on behalf of Defendants, in an
18 amount to be established at trial. As a further direct and proximate result of Defendants’ unlawful
19 conduct, as set forth herein, Representative Plaintiff and Class Members are entitled to recover
20 penalties in amounts to be established at trial, as well as interest, liquidated damages, restitution,
21 attorneys’ fees and costs, pursuant to statute(s).

22
23 **SECOND CAUSE OF ACTION**
24 **FAILURE TO PROVIDE MEAL AND REST PERIODS**
 (California Labor Code §§ 226.7 and 512)

25 49. Each and every allegation of the preceding paragraphs is incorporated in this cause
26 of action with the same force and effect as though fully set forth herein.

27 50. At all relevant times, Defendants were aware of and were under a duty to comply
28 with California Labor Code § 226.7 and §512.

1 51. California Labor Code § 226.7 provides:

2 (a) No employer shall require any employee to work during any
3 meal or rest period mandated by an applicable order of the Industrial
4 Welfare Commission.

5 (b) If an employer fails to provide an employee a meal period or
6 rest period in accordance with an applicable order of the Industrial
7 Welfare Commission, the employer shall pay the employee one
8 additional hour of pay at the employee's regular rate of
9 compensation for each work day that the meal or rest period is not
10 provided.

11 52. Moreover, California Labor Code § 512(a) provides:

12 An employer may not employ an employee for a work period of
13 more than five hours per day without providing the employee with
14 a meal period of not less than 30 minutes, except that if the total
15 work period per day of the employee is no more than six hours, the
16 meal period may be waived by mutual consent of both the employer
17 and employee. An employer may not employ an employee for a
18 work period of more than 10 hours per day without providing the
19 employee with a second meal period of not less than 30 minutes,
20 except that if the total hours worked is no more than 12 hours, the
21 second meal period may be waived by mutual consent of the
22 employer and the employee only if the first meal period was not
23 waived.

24 53. Sections 11 and 12, respectively, of the applicable IWC Wage Order mandate that
25 employers provide all applicable meal and/or rest periods to non-exempt employees.

26 54. Section 11 of the applicable IWC Wage Order provides:

27 (A) No employer shall employ any person for a work period of more
28 than five (5) hours without a meal period of not less than 30
minutes...

(B) An employer may not employ an employee for a work period of
more than ten (10) hours per day without providing the
employee with a second meal period of not less than 30
minutes...

(C) If an employer fails to provide an employee a meal period in
accordance with the applicable provisions of this order, the
employer shall pay the employee one (1) hour of pay at the
employee's regular rate of compensation for each workday that
the meal period is not provided.

55. Moreover, Section 12 of the applicable IWC Wage Order provides:

(A) Every employer shall authorize and permit all employees to
take rest periods, which insofar as practicable shall be in the middle
of each work period. The authorized rest period time shall be based

1 on the total hours worked daily at the rate of ten (10) minutes net
2 rest time per four (4) hours or major fraction thereof

3 (B) If an employer fails to provide an employee a rest period in
4 accordance with the applicable provisions of this order, the
5 employer shall pay the employee one (1) hour of pay at the
6 employee's regular rate of compensation for each workday that the
7 rest period is not provided.

8 56. Representative Plaintiff, Aggrieved Employees and Class Members were not
9 provided with meal periods of at least 30 minutes for each five-hour work period and/or rest
10 periods of at least net 10 minutes for each four-hour work period, or major fraction thereof. These
11 violations of law were the result of, *inter alia*, Defendants' policies of: (1) not scheduling a meal
12 period as a part of Representative Plaintiff and each Aggrieved Employee's and Class Member's
13 work shift, (2) not allowing these employees to take meal and rest periods until they were released
14 by their supervisors or other security professionals/guards, (3) understaffing client sites in a
15 manner that made it difficult to enjoy timely, full and uninterrupted meal and/or rest periods, and
16 (4) demanding a security professional/guard remain on duty at assigned posts at all times. On many
17 occasions, these security professionals/guards missed meal and rest breaks altogether, remained
18 "on call" during the pendency of otherwise ostensible break periods, were compelled to wait well
19 beyond the fifth hour to take their meal periods, were interrupted during said breaks and/or were
20 required to "piggyback" breaks in a manner that violated California law.

21 57. By failing to consistently provide full, on-time, uninterrupted and duty-free thirty-
22 minute meal periods and/or net 10-minute rest periods to Representative Plaintiff, Aggrieved
23 Employees and Class Members, Defendants violated the California Labor Code, applicable IWC
24 Wage Order provisions and the applicable California Code of Regulations provisions.

25 58. Representative Plaintiff is informed and believes and, on that basis, alleges that
26 Defendants have either never paid the one hour of compensation to any Aggrieved Employee or
27 Class Member due to Defendants' violations of the applicable IWC Wage Order, the applicable
28 California Code of Regulations provisions and provisions of the California Labor Code and/or
have insufficiently paid these premiums.

59. As a direct and proximate result of Defendants' unlawful conduct, as set forth herein, Representative Plaintiff and Class Members have sustained damages, including lost compensation resulting from missed meal and/or rest periods, in an amount to be established at trial. As a further direct and proximate result of Defendants' unlawful conduct, as set forth herein, Representative Plaintiff and Class Members are entitled to recover penalties in amounts to be established at trial, as well as interest, restitution, attorneys' fees and costs, pursuant to statute(s).

THIRD CAUSE OF ACTION
FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS
(California Labor Code §§ 226 and 1174)

60. Each and every allegation of the preceding paragraphs is incorporated in this cause of action with the same force and effect as though fully set forth herein.

61. California Labor Code § 226(a) provides:

Each employer shall semimonthly, or at the time of each payment of wages, furnish each of his or her employees either as a detachable part of the check, draft or voucher paying the employee's wages, or separately when wages are paid by personal check or cash, an itemized wage statement in writing showing: (1) gross wages earned; (2) total number of hours worked by each employee whose compensation is based on an hourly wage; (3) all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item; (4) net wages earned; (5) the inclusive date of the period for which the employee is paid; (6) the name of the employee and his or her social security number; and (7) the name and address of the legal entity which is the employer.

62. Moreover, California Labor Code § 226(e) provides:

An employee suffering injury as a result of a knowing and intentional failure by an employer to comply with subdivision (a) is entitled to recover the greater of all actual damages or fifty dollars (\$50) for the initial pay period in which a violation occurs and one hundred dollars (\$100) per employee for each violation in a subsequent pay period, not exceeding an aggregate penalty of four thousand dollars (\$4,000), and is entitled to an award of costs and reasonable attorney's fees.

63. Finally, California Labor Code § 1174(d) provides:

Every person employing labor in this state shall. . . [k]eep, at a central location in the state...payroll records showing the hours worked daily by and the wages paid to...employees.... These records shall be kept in accordance with rules established for this purpose

by the commission, but in any case, shall be kept on file for not less than two years.

64. Defendants have failed to provide timely and accurate itemized wage statements to the Representative Plaintiff, Aggrieved Employees and Class Members in accordance with, *inter alia*, California Labor Code § 201-204, 226, 226.3, 226.7, 512, 1174, 1174.5 and 2810.5. Representative Plaintiffs are informed and believe and, on that basis, allege that none of the statements provided by Defendants accurately reflected actual gross wages earned, net wages earned or the appropriate deductions of Representative Plaintiff, Aggrieved Employees or Class Members.

65. Specifically, Defendants failed to comply with Labor Code section 226(a) as “gross wages earned,” “total hours worked by the employee,” “net wages earned,” and/or “all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee” were not accurately reflected in the wage statements of Representative Plaintiff, Aggrieved Employees and/or Class Members, to wit: certain hours worked, and certain premiums due as a result of overtime hours worked and/or failures to provide and/or make available meal and rest breaks were omitted.

66. As a direct and proximate result of Defendants’ unlawful conduct, as set forth herein, Representative Plaintiff and Class Members are entitled to recover penalties in amounts to be established at trial, as well as attorneys’ fees and costs, pursuant to statute(s).

FOURTH CAUSE OF ACTION
FAILURE TO PAY WAGES ON TERMINATION
(California Labor Code § 203)

67. Each and every allegation of the preceding paragraphs is incorporated in this cause of action with the same force and effect as though fully set forth herein.

68. California Labor Code § 203 provides that:

If an employer willfully fails to pay, without abatement or reduction, in accordance with Sections 201, 201.5, 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

1 until an action therefor is commenced; but the wages shall not continue for
2 more than 30 days.

3 69. Numerous Aggrieved Employees and Class Members were employed by
4 Defendants during the class period and were, thereafter, terminated or resigned from their
5 positions, yet they were not paid all premium (e.g., overtime, meal/rest period violations) wages
6 due upon said termination or within 72 hours of said resignation of employment therefrom. Said
7 non-payment was the direct and proximate result of a willful refusal to do so by Defendants.

8 70. More than 30 days have elapsed since certain Aggrieved Employees and Class
9 Members were involuntarily terminated or voluntarily resigned from Defendants' employ.

10 71. As a direct and proximate result of Defendants' willful conduct in this regard,
11 affected Class Members are entitled to recover "waiting time" penalties of up to thirty days' wages
12 pursuant to California Labor Code § 203 and 256 in an amount to be established at trial, as well as
13 attorneys' fees and costs, pursuant to statute(s).

14 **FIFTH CAUSE OF ACTION**
15 **FAILURE TO REIMBURSE EXPENSES AND/OR PROHIBITED CASH BOND**
16 **(California Labor Code §§ 406 and 2802)**

17 72. Each and every allegation of the preceding paragraphs is incorporated in this cause
18 of action with the same force and effect as though fully set forth herein.

19 73. Throughout the class period, Defendants required the Representative Plaintiff,
20 Aggrieved Employees and Class Members to incur expenses related to the business operations of
21 Defendants. These expenses include(d), without limitation, use of their personal cellular devices
22 and/or transportation vehicles for company purposes and/or uniform purchases and maintenance.
23 These expenditures were incurred in direct consequence of the discharge of the duties of
24 Representative Plaintiff, Aggrieved Employees and Class Members, or of their obedience to the
25 directions of the employer, and have not yet been reimbursed by Defendants.

26 74. Throughout the class period, Defendants were aware of and were under a duty to
27 comply with various provisions of the California Labor Code, including, but not necessarily
28 limited to §§ 406 and 2802.

1 75. California Labor Code § 406 provides:

2 Any property put up by an employee, or applicant as a part of the contract
3 of employment, directly or indirectly, shall be deemed to be put up as a bond
4 and is subject to the provisions of this article whether the property is put up
on a note or as a loan or an investment and regardless of the wording of the
agreement under which it is put up.

5 76. California Labor Code § 2802(a) provides:

6 An employer shall indemnify his or her employee for all necessary
7 expenditures or losses incurred by the employee in direct consequence of
8 the discharge of his or her duties, or of his or her obedience to the directions
of the employer, even though unlawful, unless the employee, at the time of
obeying the directions, believed them to be unlawful.

9 77. By requiring the Representative Plaintiff, Aggrieved Employees and Class
10 Members to incur uncompensated expenses in direct consequence of the discharge of their duties,
11 Representative Plaintiff, Aggrieved Employees and Class Members were forced and/or brought to
12 contribute to the capital and expenses of Defendants' business which is, legally, a cash bond and
13 which must be refunded by Defendants to each affected worker.

14 78. California Labor Code § 2802 (b) and (c) provide for interest at the statutory post
15 judgment rate of ten percent simple interest per annum from the date of the expenditure, plus
16 attorneys' fees and costs incurred to collect reimbursement.

17 79. Therefore, Representative Plaintiff demands reimbursement for expenditures or
18 losses incurred by themselves and Class Members in direct consequence of the discharge of their
19 duties, or of their obedience to the directions of the employer, plus return of all cash bonds or other
20 coerced investments in the business of Defendants, with interest at the statutory rate, plus
21 attorneys' fees and costs.

22 **SIXTH CAUSE OF ACTION**
23 **UNFAIR BUSINESS PRACTICES UNDER THE UNFAIR COMPETITION ACT**
24 **(California Business & Professions Code §§ 17200-17208)**

25 80. Each and every allegation of the preceding paragraphs is incorporated in this cause
26 of action with the same force and effect as though fully set forth herein.

27 81. Representative Plaintiff brings this cause of action seeking equitable and statutory
28 relief to stop Defendants' misconduct, as complained of herein, and to seek restitution of the

1 amounts Defendants acquired through the unfair, unlawful and/or fraudulent business practices
2 described herein.

3 82. Defendants' knowing conduct, as alleged herein, constitutes an unlawful and/or
4 fraudulent business practice, as set forth in California Business & Professions Code §§ 17200-
5 17208. Specifically, Defendants conducted business activities while failing to comply with the
6 legal mandates cited herein.

7 83. Defendants have clearly established a policy of accepting a certain amount of
8 collateral damage, as represented, *inter alia*, by the damages to the Representative Plaintiff and
9 Class Members herein alleged, as incidental to Defendants' business operations, rather than accept
10 the alternative costs of full compliance with fair, lawful and honest business practices, ordinarily
11 borne by their responsible competitors and as set forth in legislation and the judicial record.

12
13 **SEVENTH CAUSE OF ACTION**
PRIVATE ATTORNEYS GENERAL ACT CLAIM
14 **(California Labor Code §§ 2699, et seq.)**

15 84. Each and every allegation of the preceding paragraphs is incorporated in this cause
16 of action with the same force and effect as though fully set forth herein.

17 85. California Labor Code § 2699(a) provides, in pertinent part:

18 Notwithstanding any other provision of the law, any provision of this code
19 that provides for a civil penalty to be assessed and collected by the Labor
20 and Workforce Development Agency or any of its departments, divisions,
21 commissions, boards, agencies, or employees, for a violation of this code,
may, as an alternative, be recovered through a civil action brought by an
Aggrieved Employee on behalf of themselves or herself and other current
or former employees. . .

22 86. Representative Plaintiff and each and every other non-exempt employee working
23 in California for Defendants within one year of the exhaustion of the administrative prerequisites
24 under the California Private Attorneys General Act, as described herein, are "Aggrieved
25 Employees," as defined by California Labor Code § 2699(c), because they were employed by
26 Defendants and were among the employees against whom the violations of law articulated in this
27 Complaint were committed.
28

RELIEF SOUGHT

17 **WHEREFORE, the Representative Plaintiff**, on behalf of himself, in a qui tam
18 representative capacity and/or behalf of the proposed Plaintiff Class, prays for judgment and the
19 following specific relief against Defendants, and each of them, jointly and separately, as follows:

20 1. That the Court declare, adjudge and decree that this action is a proper class action
21 and certify the proposed Class and/or any other appropriate subclasses under California Code of
22 Civil Procedure § 382;

23 2. That the Court declare, adjudge and decree that Defendants willfully violated their
24 legal duties to pay all wages due under the California Labor Code, the applicable California
25 Industrial Welfare Commission Wage Order and the applicable California Code of Regulations
26 provisions;

1 3. That the Court make an award to the Representative Plaintiff and Class Members
2 of one hour of pay at each employee's regular rate of compensation for each workday that a meal
3 period was not adequately provided;

4 4. That the Court make an award to the Representative Plaintiff and Class Members
5 of one hour of pay at each employee's regular rate of compensation for each workday that a rest
6 period was not adequately authorized and permitted;

7 5. That the Court make an award to the Representative Plaintiff and Class Members
8 of penalties, pursuant to California Labor Code §§ 203, 226, 558 and 1174.5 and/or liquidated
9 damages pursuant to § 1194.2, in amounts to be proven at trial;

10 6. That the Court declare, adjudge and decree that Defendants violated California
11 Labor Code §§ 406 and 2802 by, *inter alia*, willfully failing to reimburse the Representative
12 Plaintiff and Class Members for expenses made on behalf of Defendants;

13 7. That the Court order Defendants to pay restitution to the Representative Plaintiff
14 and Class Members due to Defendants' unlawful activities, pursuant to California Business and
15 Professions Code §§ 17200-17208;

16 8. That the Court further enjoin Defendants, ordering them to cease and desist from
17 unlawful activities in violation of California Business and Professions Code §§ 17200, *et seq.*;

18 9. For interest on the amount of any and all economic losses, at the prevailing legal
19 rate(s);

20 10. That the Court declare, adjudge and decree that this action is a proper representative
21 action and that the Representative Plaintiff has standing to pursue it, pursuant to California Labor
22 Code § 2699, *et seq.*;

23 11. That the Court make an award of civil penalties to Aggrieved Employees and the
24 State of California, pursuant to California Labor Code § 2699, *et seq.*;

25 12. For reasonable attorneys' fees, pursuant to California Code of Civil Procedure §
26 1021.5, and Labor Code §§ 218.5 and/or 2699, *et seq.*;

27 13. For costs of suit and any and all such other relief as the Court deems just and proper;
28 and

SCOTT COLE & ASSOCIATES, APC
ATTORNEYS AT LAW
555 12TH STREET, SUITE 1725
OAKLAND, CA 94607
TEL: (510) 891-9800

1 14. For all other Orders, findings and determinations identified and sought in this
2 Complaint.

3
4 **JURY DEMAND**

5 Representative Plaintiff, on behalf of themselves, and in their various representative
6 capacities hereby demand a trial by jury on all issues triable by jury.

7
8 Dated: July 14, 2021

SCOTT COLE & ASSOCIATES, APC

9
10 By:



Scott Edward Cole, Esq.
Attorneys for Representative Plaintiff