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Assigned for all Purposes

Judge Peter Wilson

CX-102

Attorneys for PLAINTIFF Jonathan Rios,
individually, and on behalf of all other
similarly situated current and former
employees of Defendants

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

JONATHAN RIOS, individually, and on
behalf of all other similarly situated current
and former employees of Defendants;

PLAINTIFF,

vs.

TEKsystems, INC. a corporation; THE ADT
SECURITY CORPORATION, a corporation;
ADT LLC; and DOES 1 through 10,
inclusive,

Defendants.

CASE NO. 30-2021-01203274-CU-OE-CXC

CLASS ACTION COMPLAINT FOR:

1. Failure to provide meal periods;
2. Failure to provide rest breaks;
3. Failure to pay minimum and straight time wages;
4. Failure to pay overtime compensation;
5. Failure to reimburse all necessary business expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties
6. Failure to timely pay wages due upon termination of employment;
7. Failure to provide accurate statements and maintain required records;
8. Unfair Business Practices [Cal. Bus. & Prof. Code §§ 17200, et seq.]

DEMAND FOR JURY TRIAL

PLAINTIFF JONATHAN RIOS ("PLAINTIFF"), on behalf of himself and all other
similarly situated current and former employees of co-employers Defendant TEKsystems, INC.

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1 (“TEKsystems”), THE ADT SECURITY CORPORATION (“ADT”) and ADT LLC (“ADT
2 LLC”) referred to as DEFENDANTS complains and alleges as follows:

3 INTRODUCTION & GENERAL ALLEGATIONS

4 1. PLAINTIFF brings this action against DEFENDANTS and DOES 1 through 10
5 for violations of the California Labor Code stemming from DEFENDANTS' failure to provide
6 meal periods, failure to provide all required 10-minute uninterrupted rest periods, failure to pay
7 for all hours worked, including minimum wage, straight time and overtime pay, failure to
8 reimburse all necessary business expenditures or losses incurred by the employee in direct
9 consequence of the discharge of his or her duties, failure to timely pay all wages due to
10 terminated employees, and failure to furnish accurate itemized wage statements and maintain
11 required records in accordance with California Labor Code §§ 201-204, 226, 226.7, 510, 512,
12 1174, 1174.5, 1194, 1194.1, 1197 and Industrial Welfare Commission ("IWC") Order 2001.

13 2. PLAINTIFF brings his Causes of Action individually and as a class action on
14 behalf of himself and certain current and former employees of DEFENDANTS (hereinafter
15 collectively referred to as "PLAINTIFFS" or "the Class," and defined more fully below).

16 3. PLAINTIFF and the Class are current and former non-exempt employees of
17 DEFENDANTS that worked for DEFENDANTS in the State of California, for a period of time
18 within the four (4) years preceding the filing of this action.

19 4. PLAINTIFF is a resident of California. At all relevant times herein, PLAINTIFF
20 was employed by DEFENDANTS in the State of California, as a non-exempt, hourly employee.

21 5. Throughout the time period involved in this case, DEFENDANTS wrongfully
22 failed to provide PLAINTIFF and the Class with timely, adequate and duty-free meal periods.
23 DEFENDANTS regularly required PLAINTIFF and the Class to work in excess of five
24 consecutive hours a day without providing a 30-minute, continuous and uninterrupted, meal
25 period for every five hours of work, or without compensating PLAINTIFF and the Class for meal
26 periods that were not provided by the end of the fifth hour of work or tenth hour of work.
27 DEFENDANTS did not inform PLAINTIFF and the Class of their right to take a meal period by
28 the end of the fifth hour of work. DEFENDANTS did not inform PLAINTIFF and the Class of

1 their right to take a second meal break for shifts longer than 10 hours. DEFENDANTS did not
2 inform PLAINTIFF and the Class of their right, for shifts of more than 10 hours, to take a second
3 meal break by the end of the 10th hour. Moreover, DEFENDANTS did not have legally
4 compliant policies or practices to provide adequate and duty-free meal periods for PLAINTIFF
5 and the Class, nor did DEFENDANTS have legally compliant policies or practices regarding the
6 timing of meal periods. DEFENDANTS also did not have any policies or practices to record
7 whether the PLAINTIFF and the Class were taking their required meal periods as required by
8 IWC Wage Order (7). Indeed, DEFENDANTS instituted a policy of auto-deducting a 30-minute
9 lunch break without providing or recording that a lunch had actually been taken.

10 6. Throughout the time period involved in this case, DEFENDANTS wrongfully
11 failed to authorize and permit PLAINTIFF and the Class to take timely and duty-free 10 minute
12 rest periods. DEFENDANTS regularly required PLAINTIFF and the Class to work in excess of
13 four consecutive hours a day without DEFENDANTS authorizing and permitting them to take a
14 10 minute, continuous and uninterrupted, rest period for every four hours of work (or major
15 fraction of four hours), or without compensating PLAINTIFF and the Class for rest periods that
16 were not authorized or permitted. DEFENDANTS did not properly inform PLAINTIFF and the
17 Class of their right to take a 10 minute rest period every four hours of work (or major fraction of
18 four hours). Moreover, DEFENDANTS did not have legally compliant policies or practices
19 permitting or authorizing timely rest periods for PLAINTIFF and the Class. DEFENDANTS
20 also did not have any policies or practices to verify whether PLAINTIFF and the Class were
21 receiving their required rest periods.

22 7. Throughout the time period involved in this case, DEFENDANTS maintained a
23 policy and practice of requiring PLAINTIFF and the Class to perform work "off-the-clock" that
24 was not compensated. This "off-the-clock" work regularly occurred, among other things, as a
25 result of PLAINTIFF and the class members being required to stand in line to receive equipment
26 before clocking in, and DEFENDANTS' unlawful rounding policies and practices.
27 DEFENDANTS did not pay PLAINTIFF and the Class for this work time, and some of this time
28 should have been paid at the overtime and double time rate. DEFENDANTS did not pay

1 PLAINTIFF and other Class Members overtime for work over eight hours in a work day or 40
2 hours in a work week.

3 8. DEFENDANTS willfully failed and refused to timely pay PLAINTIFF and the
4 Class at the conclusion of their employment for the conduct mentioned above with respect to
5 necessary business expenditures, meal periods, rest periods, overtime and "off-the-clock" work.
6 As a result, DEFENDANTS violated California Labor Code §§ 201-203.

7 9. DEFENDANTS, as a matter of practice and policy, did not furnish PLAINTIFF
8 and the Class with accurate itemized wage statement that accurately show total hours worked by
9 PLAINTIFF and the Class, gross wages earned, net wages earned, and other information required
10 by Labor Code § 226(a), as well as failing to record meal periods as required by IWC Wage
11 Order 2001. DEFENDANTS knowingly and intentionally failed to do so because, among other
12 things, the wages statements did not accurately state the total hours worked, the overtime rates,
13 the gross wages earned, and the net wages earned. As a result of these violations of Section
14 226(a), the PLAINTIFF and the Class suffered injury because, among other things: (a) the
15 violations led them to believe that they were not entitled to be paid daily minimum wages,
16 overtime wages, meal period premium wages, and rest period premium wages, even though they
17 were entitled; (b) the violations led them to believe that they had been paid the minimum,
18 overtime, meal period premium, and rest period premium wages to which they were entitled,
19 even though they had not been; (c) the violations led them to believe they were not entitled to be
20 paid minimum, overtime, meal period premium, and rest period premium wages at the correct
21 California rate even though they were; (d) the violations led them to believe they had been paid
22 minimum, overtime, meal period premium, and rest period premium wages at the correct
23 California rate even though they had not been; (e) the violations hindered them from determining
24 the amounts of minimum, overtime, meal period premium, and rest period premium wages owed
25 to them; (f) in connection with their employment before and during this action, and in connection
26 with prosecuting this action, the violations caused them to have to perform mathematical
27 computations to determine the amounts of wages owed to them, computations they would not
28 have to make if the wage statements contained the required accurate information; (g) by

1 understating the wages truly due them, the violations caused them to lose entitlement and/or
2 accrual of the full amount of Social Security, disability, unemployment, and other governmental
3 benefits; (h) the wage statements inaccurately understated the wages, hours, and wages rates to
4 which PLAINTIFF and the Class were entitled, and PLAINTIFF and the Class were paid less
5 than the wages and wage rates to which they were entitled. Thus, PLAINTIFF and the Class are
6 owed the amounts provided for in Labor Code § 226(e).

7 10. Throughout the time period involved in this case, DEFENDANTS maintained a
8 policy and practice of requiring PLAINTIFF and the Class to use their cell phones and their
9 personal vehicles for work related purposes, without reimbursing them for such use.
10 DEFENDANTS also required PLAINTIFF and the class members to purchase uniforms without
11 reimbursing them for the cost of the uniforms.

12 THE PARTIES TO EACH CAUSE OF ACTION

13 A. PLAINTIFF

14 11. PLAINTIFF resides in the State of California. PLAINTIFF was employed by
15 Defendant co-employers TEKsystems, ADT and ADT LLC as an hourly-paid, non-exempt
16 employee, in California, from approximately September 8, 2020, to the present. At all times
17 relevant herein, PLAINTIFF performed work for TEKsystems, ADT and ADT LLC as an alarm
18 technician.

19 12. PLAINTIFF reserves the right to seek leave to amend this Complaint to add new
20 PLAINTIFFS, if necessary, in order to establish suitable representative(s) pursuant to *La Sala v.*
21 *American Savings and Loan Association* (1971) 5 Cal.3d 864, 872, and other applicable law.

22 B. DEFENDANTS

23 13. PLAINTIFF is informed and believes, and based upon that information and belief
24 alleges, that Defendant TEKsystems is a corporation authorized to conduct business, and actually
25 conducts business, in the State of California. Defendant TEKsystems was a co-employer of
26 PLAINTIFF and the current and/or former employer of the Class, including both permanent and
27 temporary employees.

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1 14. PLAINTIFF is informed and believes, and based upon that information and belief
2 alleges, that Defendant ADT is a corporation authorized to conduct business, and actually
3 conducts business, in the State of California. Defendant ADT was a co-employer of PLAINTIFF
4 and the current and/or former employer of the Class, including both permanent and temporary
5 employees.

6 15. PLAINTIFF is informed and believes, and based upon that information and belief
7 alleges, that Defendant ADT LLC is a limited liability company authorized to conduct business,
8 and actually conducts business, in the State of California. Defendant ADT LLC was a co-
9 employer of PLAINTIFF and the current and/or former employer of the Class, including both
10 permanent and temporary employees.

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

17 17. At all times mentioned herein, the Defendants named as DOES 1-10, inclusive,
18 and each of them, were residents of, doing business in, availed themselves of the jurisdiction of,
19 and/or injured a significant number of the PLAINTIFF and Class in the State of California.

20 18. PLAINTIFF is informed and believes and thereon alleges that at all relevant times
21 each Defendant, directly or indirectly, or through agents or other persons, employed PLAINTIFF
22 and the other employees described in the class definitions below, and exercised control over their
23 wages, hours, and working conditions. PLAINTIFF is informed and believes and thereon allege
24 that, at all relevant times, each Defendant was the principal, agent, partner, joint venturer, officer,
25 director, controlling shareholder, subsidiary, affiliate, parent corporation, successor in interest
26 and/or predecessor in interest of some or all of the other Defendants, and was engaged with some
27 or all of the other Defendants in a joint enterprise for profit, and bore such other relationships to
28 some or all of the other Defendants so as to be liable for their conduct with respect to the matters

1 alleged below. PLAINTIFF is informed and believes and thereon alleges that each Defendant
2 acted pursuant to and within the scope of the relationships alleged above, that each Defendant
3 knew or should have known about, and authorized, ratified, adopted, approved, controlled, aided
4 and abetted the conduct of all other Defendants.

5 19. Defendants TEKsystems, ADT and ADT LLP and DOES 1-10 are collectively
6 referred to herein as "DEFENDANTS."

7 **CLASS ACTION ALLEGATIONS**

8 20. PLAINTIFF brings this action individually, as well as on behalf of each and all
9 other persons similarly situated, and thus, seek class certification under California Code of Civil
10 Procedure § 382.

11 21. All claims alleged herein arise under California law for which PLAINTIFF seeks
12 relief authorized by California law.

13 22. The proposed Class is defined as:

14 All persons employed by Defendants to work in any non-exempt hourly paid job
15 position in California, at any time beginning four years before the filing of the initial
16 complaint in this action and ending when notice to the Class is sent. For purposes
17 of this definition, "Defendants" means TEKSystems, INC., THE ADT SECURITY
18 CORPORATION, ADT LLC and any of the fictitiously named defendants (Does 1
19 through 10).

20 23. PLAINTIFF reserves the right to establish other sub-classes as appropriate.

21 24. At all material times, PLAINTIFF was a member of the Class.

22 25. PLAINTIFF undertakes this action for the benefit of all Class members.

23 26. There is a well-defined community of interest in the litigation and the Class is
24 readily ascertainable:

25 (a) Numerosity: The members of the Class (and each subclass, if any) are so
26 numerous that joinder of all members would be unfeasible and impractical. The membership of
27 the entire Class is unknown to PLAINTIFF at this time, however, the Class is estimated to be
28 greater than 100 individuals and the identity of such membership is readily ascertainable by

1 inspection of Defendants' records.

2 (b) Typicality: PLAINTIFF is qualified to, and will, fairly and adequately protect the
3 interests of each Class member with whom there is a shared, well-defined community of interest,
4 and PLAINTIFF's claims (or defenses, if any) are typical of all Class members' claims as
5 demonstrated herein.

6 (c) Adequacy: PLAINTIFF is qualified to, and will, fairly and adequately protect the
7 interests of each Class member with whom there is a shared, well-defined community of interest
8 and typicality of claims, as demonstrated herein. PLAINTIFF has no conflicts with or interests
9 antagonistic to any Class member. PLAINTIFF's attorneys, the proposed class counsel, are
10 versed in the rules governing class action discovery, certification, and settlement. PLAINTIFF
11 has incurred, and throughout the duration of this action, will continue to incur costs and
12 attorneys' fees that have been, are, and will be necessarily expended for the prosecution of this
13 action for the substantial benefit of each class member.

14 (d) Superiority: A Class Action is superior to other available methods for the fair and
15 efficient adjudication of the controversy, including consideration of:

16 1) The interests of the members of the Class in individually controlling the
17 prosecution or defense of separate actions;

18 2) The extent and nature of any litigation concerning the controversy already
19 commenced by or against members of the Class;

20 3) The desirability or undesirability of concentrating the litigation of the claims in
21 the particular forum; and

22 4) The difficulties likely to be encountered in the management of a class action.

23 (e) Public Policy Considerations: Employers in the State of California violate
24 employment and labor laws every day. Current employees are often afraid to assert their rights
25 out of fear of direct or indirect retaliation. Former employees are fearful of bringing actions
26 because they believe their former employers might damage their future endeavors through
27 negative references and/or other means. Class actions provide the class members who are not

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1 named in the complaint with a type of anonymity that allows for the vindication of their rights at
2 the same time as their privacy is protected.

3 27. There are common questions of law and fact as to the Class (and each subclass, if
4 any) that predominate over questions affecting only individual members, including without
5 limitation, whether, as alleged herein, DEFENDANTS have:

6 (a) Failed to provide meal periods and pay meal period premium wages to Class
7 members;

8 (b) Failed to authorize and permit rest periods and pay rest period premium wages to
9 Class members;

10 (c) Failed to pay Class members for all hours worked, including minimum wages,
11 straight time wages, and overtime wages;

12 (d) Failed to reimburse PLAINTIFF and Class Members for all necessary business
13 expenditures or losses incurred by the employee in direct consequence of the discharge of
14 PLAINTIFF'S and the Class Members duties.

15 (e) Failed to promptly pay all wages due to Class members upon their discharge or
16 resignation;

17 (f) Failed to provide Class members with accurate wages statements;

18 28. This Court should permit this action to be maintained as a class action pursuant to
19 California Code of Civil Procedure § 382 because:

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

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

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

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

28 (e) There is a community of interest in obtaining appropriate legal and equitable relief

1 for the statutory violations, and in obtaining adequate compensation for the damages and injuries
2 for which DEFENDANTS are responsible in an amount sufficient to adequately compensate the
3 members of the Class for the injuries sustained;

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

6 1) Inconsistent or varying adjudications with respect to individual members of the
7 Class which would establish incompatible standards of conduct for DEFENDANTS; and/or

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

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

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

23 **FIRST CAUSE OF ACTION**

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

25 **[Cal. Lab. Code §§ 226.7, 512 and IWC Wage Order No. 4-2001]**

26 30. PLAINTIFF incorporates by reference and re-alleges as if fully stated herein the
27 material allegations set out in this Complaint.

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1 31. Under California law, DEFENDANTS have an affirmative obligation to relieve
2 the PLAINTIFF and the Class of all duty in order to take their first daily meal periods no later
3 than fifth hour of work in a workday, and to take their second meal periods no later than the tenth
4 hour of work in the workday.

5 32. Despite these legal requirements, DEFENDANTS regularly failed to provide
6 PLAINTIFF and the Class with both meal periods as required by California law.

7 33. Under California law, PLAINTIFF and the Class are entitled to be paid one hour
8 of additional wages for each instance he or she was not provided with all required meal period(s).

9 34. DEFENDANTS regularly failed to pay PLAINTIFF and the Class the additional
10 wages to which they were entitled for meal periods and that were not provided.

11 35. As a result, DEFENDANTS are liable to PLAINTIFF and the Class for one hour
12 of additional wages for each work day for a meal period that was not provided.

13 36. By failing to keep adequate time records required by Labor Code § 1174(d),
14 DEFENDANTS have made it difficult to calculate the full extent of meal period premium wage
15 compensation due to PLAINTIFF and the Class Members.

16 37. California Labor Code section 204 requires employers to provide employees with
17 all wages due and payable twice a month. Throughout the statute of limitations period applicable
18 to this cause of action, PLAINTIFF and the Class were entitled to be paid twice a month at rates
19 required by law, including meal period premium wages for each meal period that was not
20 provided. However, during all such times, DEFENDANTS systematically failed and refused to
21 pay PLAINTIFF and the Class all such wages due, and failed to pay those wages twice a month.

22 38. DEFENDANTS are also liable to PLAINTIFF and the Class for the civil penalties
23 provided for in Labor Code § 558 because of the violations alleged in this cause of action.

24 **SECOND CAUSE OF ACTION**

25 **(Against All Defendants for Failure to Provide Rest Periods)**

26 **[Cal. Lab. Code §§ 226.7 and IWC Wage Order No. 4-2001]**

27 39. PLAINTIFF incorporates by reference and re-alleges as if fully stated herein the
28 material allegations set out in this Complaint.

1 40. DEFENDANTS are required by California law to authorize and permit breaks of
2 an uninterrupted, net 10-minutes for each four hours of work or major fraction of four hours (i.e.
3 more than two hours). That is, the required number of rest breaks is equal to the number of work
4 hours divided by four, and if the work time is not evenly divided by four, if the remaining
5 fractional part is two hours or less it is rounded down, and if it is more than two hours, it is
6 rounded up. Thus, for example, if an employee's work time is 6 hours and ten minutes, the
7 employee is entitled to two rest breaks. If the work time is nine hours, the employee is still
8 entitled to only two rest breaks. Each failure to authorize rest breaks as so required is itself a
9 violation of California's rest break laws.

10 41. Despite these legal requirements, DEFENDANTS failed to authorize PLAINTIFF
11 and the Class to take all timely, net, 10-minute rest breaks owed to them, regardless of whether
12 employees worked more than 4 hours in a workday.

13 42. Under California law, PLAINTIFF and the Class are entitled to be paid one hour
14 of premium wages rate for each instance he or she was not provided with all required rest
15 break(s).

16 43. DEFENDANTS regularly failed to pay PLAINTIFF and the Class the additional
17 wages to which they were entitled for rest breaks DEFENDANTS failed authorize and permit.
18 As a result, DEFENDANTS are liable to PLAINTIFF and the Class for one hour of additional
19 wages for each work day when they did not receive a rest break.

20 44. California Labor Code section 204 requires employers to provide employees with
21 all wages due and payable twice a month. Throughout the statute of limitations period applicable
22 to this cause of action, PLAINTIFF and the Class were entitled to be paid twice a month at rates
23 required by law, including rest break premium wages for each rest break that was not authorized
24 and permitted. However, during all such times, DEFENDANTS systematically failed and
25 refused to pay PLAINTIFF and the Class all such wages due, and failed to pay those wages twice
26 a month.

27 45. DEFENDANTS are also liable to PLAINTIFF and the Class for the civil penalties
28 provided for in Labor Code § 558 because of the violations alleged in this cause of action.

1 **FIFTH CAUSE OF ACTION**

2 **(Against All Defendants for Failure to Reimburse All Necessary Business**
3 **Expenditures or Losses Incurred by the Employee in Discharge of Duties)**
4 **[Cal. Lab. Code § 2802]**

5 46. PLAINTIFF incorporates by reference and re-alleges as if fully stated herein the
6 material allegations set out in this Complaint.

7 47. At all times herein set forth, California Labor Code § 2802 provided:

8 (a) An employer shall indemnify his or her employee for all necessary expenditures or
9 losses incurred by the employee in direct consequence of the discharge of his or her duties. . . .

10 (b) All awards made by a court or by the Division of Labor Standards Enforcement for
11 reimbursement of necessary expenditures under this section shall carry interest at the same rate as
12 judgments in civil actions. Interest shall accrue from the date on which the employee incurred the
13 necessary expenditure or loss.

14 (c) For purposes of this section, the term “necessary expenditures or losses” shall include
15 all reasonable costs, including, but not limited to, attorney's fees incurred by the employee
16 enforcing the rights granted by this section.

17 48. During the relevant time period, DEFENDANTS failed, and continue to fail to
18 reimburse PLAINTIFF and the Class members for all necessary expenditures or losses incurred
19 by the employee in direct consequence of the discharge of his or her duties. These expenditures
20 include, but are not limited to, required use of personal vehicles and cell phones.

21 49. DEFENDANTS' failure to reimburse PLAINTIFF and the Class members for
22 among other thing personal cell phone usage and mileage is in violation of California Labor
23 Code § 2802.

24 50. PLAINTIFF and Class members are entitled to recover reimbursement from
25 DEFENDANTS, interest and attorney’s fees pursuant to Labor Code § 2802.

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1 **THIRD CAUSE OF ACTION**

2 **(Against all Defendants for Failure to Pay Minimum and Straight Time Wages)**

3 **[Cal. Lab. Code §§ 204 and 1194 and IWC Wage Order No. 4-2001]**

4 51. PLAINTIFF incorporates by reference and re-alleges as if fully stated herein the
5 material allegations set out in this Complaint.

6 52. At all relevant times herein mentioned, DEFENDANTS knowingly failed to pay
7 to PLAINTIFF and the other members of the Class compensation for all hours they worked.
8 "Hours worked" is the time during which an employee is subject to the control of an employer,
9 and includes all the time the employee is suffered or permitted to work, whether or not required
10 to do so.

11 53. Accordingly, PLAINTIFF and the other members of the Class are entitled to
12 recover straight time wages for all non-overtime hours worked for DEFENDANTS.

13 54. By and through the conduct described above, the PLAINTIFF and the other
14 members of the Class, have been deprived of their rights to be paid wages earned by virtue of
15 their employment with DEFENDANTS.

16 55. By virtue of the DEFENDANTS' unlawful failure to pay additional compensation
17 to the Class for their non-overtime hours worked without pay, the Class has suffered, and will
18 continue to suffer, damages in amounts which are presently unknown to the Class, but which
19 exceed the jurisdictional minimum of this Court, and which will be ascertained according to
20 proof at trial.

21 56. By failing to keep adequate time records required by Labor Code § 1174(d),
22 DEFENDANTS have made it difficult to calculate the full extent of compensation due
23 PLAINTIFF and the Class Members.

24 57. Pursuant to California Labor Code section 1194.2, PLAINTIFF and the Class are
25 entitled to recover liquidated damages (double damages) for DEFENDANTS' failure to pay
26 minimum wages.

27 58. California Labor Code section 204 requires employers to provide employees with
28 all wages due and payable twice a month. Throughout the statute of limitations period applicable

1 to this cause of action, PLAINTIFF and the Class members were entitled to be paid twice a
2 month at rates required by law, including minimum wages and straight time wages. However,
3 during all such times, DEFENDANTS systematically failed and refused to pay PLAINTIFF and
4 the Class members all such wages due, and failed to pay those wages twice a month.

5 59. PLAINTIFF and the Class are also entitled to seek recovery of all unpaid wages,
6 interest, and reasonable attorneys' fees and costs pursuant to Cal. Labor Code §§ 218.5 and 218.6.

7 60. DEFENDANTS are also liable to the Class for the civil penalties provided for in
8 Labor Code § 558, because of the violations alleged in this cause of action.

9 **FOURTH CAUSE OF ACTION**

10 **(Against all Defendants for Failure to Pay Overtime Wages)**

11 **[Cal. Lab. Code §§ 510, 1194 and 1198, and IWC Wage Order No. 4-2001]**

12 61. PLAINTIFF incorporates by reference and re-alleges as if fully stated herein the
13 material allegations set out in this Complaint.

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

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

22 64. At all times relevant hereto, PLAINTIFF, and the members of the Class, have
23 worked more than eight, and at times more than twelve, hours in a workday, as employees of
24 DEFENDANTS. Further, at all times relevant hereto, PLAINTIFF, and the members of the
25 Class, have been paid on an hourly basis.

26 65. At all times relevant hereto, DEFENDANTS failed to pay the PLAINTIFF, and
27 the other members of the Class, overtime compensation for the hours they have worked in excess
28 of the maximum hours permissible by law as required by California Labor Code § 510 and 1198,

1 by among other things, failing to properly implement an effective alternative work-week
2 schedule. PLAINTIFF and the other members of the Class are regularly required to work
3 overtime hours. By virtue of DEFENDANTS' unlawful failure to pay additional, premium rate
4 compensation to the PLAINTIFF, and the other members of the Class, for their overtime hours
5 worked, the PLAINTIFF, and the other members of the Class, have suffered, and will continue to
6 suffer, damages in amounts which are presently unknown to them but which exceed the
7 jurisdictional minimum of this Court and which will be ascertained according to proof at trial.

8 66. By failing to keep adequate time records required by Labor Code § 1174(d),
9 DEFENDANTS have made it difficult to calculate the full extent of overtime compensation due
10 PLAINTIFF and the Class Members.

11 67. California Labor Code section 204 requires employers to provide employees with
12 all wages due and payable twice a month. Throughout the statute of limitations period applicable
13 to this cause of action, PLAINTIFF and the Class members were entitled to be paid twice a
14 month at rates required by law, including overtime wages. However, during all such times,
15 DEFENDANTS systematically failed and refused to pay PLAINTIFF and the Class members all
16 such wages due, and failed to pay those wages twice a month.

17 68. PLAINTIFF and the other members of the Class also request recovery of overtime
18 compensation according to proof, interest, attorneys' fees and costs pursuant to California Labor
19 Code §§ 218.5 and 1194(a), as well as the assessment of any statutory penalties against
20 DEFENDANTS, in a sum as provided by the California Labor Code and/or other statutes.
21 Further, PLAINTIFF and the other members of the Class are entitled to seek and recover
22 reasonable attorneys' fees and costs pursuant to California Labor Code §§ 218.5 and 1194.

23 **FIFTH CAUSE OF ACTION**

24 **(Against all Defendants for Failure to Timely Pay All Wages Due**
25 **to Discharged or Terminated Employees)**

26 **[Cal. Lab. Code §§ 201 - 204, and IWC Wage Order No. 4-2001]**

27 69. PLAINTIFF incorporates by reference and re-alleges as if fully stated herein the
28 material allegations set out in this Complaint.

1 70. At all times herein set forth, California Labor Code §§ 201 and 202 provide that if
2 an employer discharges an employee, the wages earned and unpaid at the time of discharge are
3 due and payable immediately, and that if an employee voluntarily leaves his or her employment,
4 his or her wages shall become due and payable not later than seventy-two (72) hours thereafter,
5 unless the employee has given seventy-two (72) hours previous notice of his or her intention to
6 quit, in which case the employee is entitled to his or her wages at the time of quitting.

7 71. Within the applicable statute of limitations, the employment of PLAINTIFF and
8 many other members of the Class ended, i.e. was terminated by quitting or discharge, and the
9 employment of others will be. However, during the relevant time period, DEFENDANTS failed,
10 and continue to fail to pay PLAINTIFF and terminated Class members, without abatement, all
11 wages required to be paid by California Labor Code sections 201 and 202 either at the time of
12 discharge, or within seventy-two (72) hours of their leaving DEFENDANTS' employ.

13 72. DEFENDANTS' failure to pay PLAINTIFF and those Class members who are no
14 longer employed by DEFENDANTS their wages earned and unpaid at the time of discharge, or
15 within seventy-two (72) hours of their leaving DEFENDANTS' employ, is in violation of
16 California Labor Code §§ 201 and 202.

17 73. California Labor Code § 203 provides that if an employer willfully fails to pay
18 wages owed, in accordance with sections 201 and 202, then the wages of the employee shall
19 continue as a penalty wage from the due date, and at the same rate until paid or until an action is
20 commenced; but the wages shall not continue for more than thirty (30) days.

21 74. PLAINTIFF and Class members are entitled to recover from DEFENDANTS their
22 additionally accruing wages for each day they were not paid, at their regular hourly rate of pay,
23 up to 30 days maximum pursuant to California Labor Code § 203.

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1 **SIXTH CAUSE OF ACTION**

2 **(Against all Defendants for Failure to Provide Accurate Statements**

3 **and Maintain Required Records)**

4 **[Cal. Lab. Code § 226, and IWC Wage Order No. 4-2001]**

5 75. PLAINTIFF incorporates by reference and re-alleges as if fully stated herein the
6 material allegations set out in this Complaint.

7 76. At all material times set forth herein, California Labor Code § 226(a) provides
8 that every employer shall furnish each of his or her employees an accurate itemized wage
9 statement in writing showing nine pieces of information, including: (1) gross wages earned, (2)
10 total hours worked by the employee, (3) the number of piece-rate units earned and any applicable
11 piece rate if the employee is paid on a piece-rate basis, (4) all deductions, provided that all
12 deductions made on written orders of the employee may be aggregated and shown as one item,
13 (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the
14 name of the employee and the last four digits of his or her social security number or an employee
15 identification number other than a social security number, (8) the name and address of the legal
16 entity that is the employer, and (9) all applicable hourly rates in effect during the pay period and
17 the corresponding number of hours worked at each hourly rate by the employee.

18 77. DEFENDANTS have intentionally and willfully failed to provide employees with
19 complete and accurate wage statements. The deficiencies include, among other things, the failure
20 to correctly identify the gross wages earned by PLAINTIFF and the members of the Class, the
21 failure to list the true "total hours worked by the employee," the failure to list the true net wages
22 earned, and the failure to list the name and address of the legal entity(s) that employ PLAINTIFF
23 and the Class.

24 78. As a result of DEFENDANTS' violation of California Labor Code § 226(a),
25 PLAINTIFF and the members of the Class have suffered injury and damage to their
26 statutorily-protected rights.

27 79. Specifically, PLAINTIFF and the members of the Class have been injured by
28 DEFENDANTS' intentional violation of California Labor Code § 226(a) because they were

1 denied both their legal right to receive, and their protected interest in receiving, accurate,
2 itemized wage statements under California Labor Code § 226(a).

3 80. Calculation of the true wage entitlement for PLAINTIFF and the Class is difficult
4 and time consuming. As a result of this unlawful burden, PLAINTIFF was also injured as a
5 result of having to bring this action to attempt to obtain correct wage information following
6 DEFENDANTS' refusal to comply with many of the mandates of California's Labor Code and
7 related laws and regulations.

8 81. PLAINTIFF and Class members are entitled to recover from DEFENDANTS the
9 greater of their actual damages caused by DEFENDANTS' failure to comply with California
10 Labor Code § 226(a), or an aggregate penalty not exceeding four thousand dollars per employee.

11 82. PLAINTIFF and the members of the Class are also entitled to injunctive relief to
12 ensure compliance with this section, pursuant to California Labor Code § 226(g).

13 **SEVENTH CAUSE OF ACTION**

14 **(Against all Defendants for Violation of California Business &** 15 **Professions Code §§ 17200 *et seq.*)**

16 83. PLAINTIFF incorporates by reference and re-alleges as if fully stated herein the
17 material allegations and Causes of Action set out in this Complaint.

18 84. DEFENDANTS, and each of them, are "persons" as defined under Business &
19 Professions Code § 17201.

20 85. DEFENDANTS' conduct, as alleged herein, has been, and continues to be, unfair,
21 unlawful, and harmful to PLAINTIFF, other Class members, and to the general public.
22 PLAINTIFF seeks to enforce important rights affecting the public interest within the meaning of
23 Code of Civil Procedure § 1021.5.

24 86. DEFENDANTS' activities, as alleged herein, are violations of California law, and
25 constitute unlawful business acts and practices in violation of California Business & Professions
26 Code § 17200, *et seq.*

27 87. A violation of California Business & Professions Code §§ 17200, *et seq.* may be
28 predicated on the violation of any state or federal law. All of the acts described herein as

violations of, among other things, the California Labor Code, are unlawful and in violation of public policy; and in addition are immoral, unethical, oppressive, fraudulent and unscrupulous, and thereby constitute unfair, unlawful and/or fraudulent business practices in violation of California Business and Professions Code §§ 17200, et seq.

Failing to Provide Meal Periods

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

Failing to Authorize and Permit Rest Periods

89. DEFENDANTS' failure to authorize and permit rest periods in accordance with 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.

Failing to Pay Minimum and Straight Time Wages and Reimbursements

90. DEFENDANTS' failure to pay minimum and straight time wages and reimbursements constitutes unlawful and/or unfair activity prohibited by Business and Professions Code §§ 17200, et seq.

Failure to Pay Overtime

91. DEFENDANTS' failure to pay overtime compensation, reimbursement and other benefits in violation of Cal. Labor Code §§ 510, 1197, 1198 and 2802 constitutes unlawful and/or unfair activity prohibited by Business and Professions Code § 17200, *et seq.*

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

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

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1 94. PLAINTIFF and the other Class members suffered monetary injury as a direct
2 result of DEFENDANTS' wrongful conduct.

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

9 96. The PLAINTIFF, individually, and on behalf of members of the putative class, is
10 further entitled to and does seek a declaration that the above described business practices are
11 unfair, unlawful and/or fraudulent, and injunctive relief restraining the DEFENDANTS, and each
12 of them, from engaging in any of the above-described unfair, unlawful and/or fraudulent business
13 practices in the future.

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

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

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

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

3 **PRAYER FOR RELIEF**

4 PLAINTIFF, individually, and on behalf of all others similarly situated, pray for relief
5 and judgment against DEFENDANTS, jointly and severally, as follows:

6 **Class Certification**

- 7 1. That this action be certified as a class action;
8 2. That PLAINTIFF be appointed as the representative of the Class; and
9 3. That counsel for PLAINTIFF be appointed as Class Counsel.

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

- 11 4. That the Court declare, adjudge and decree that DEFENDANTS violated Labor
12 Code §§ 226.7 and 512, and the IWC Wage Orders;
13 5. For general unpaid wages and such general and special damages as may be
14 appropriate;
15 6. For pre-judgment interest on any unpaid compensation commencing from the date
16 such amounts were due;
17 7. For reasonable attorneys' fees and for costs of suit incurred herein; and
18 8. For such other and further relief as the Court may deem equitable and appropriate.

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

- 20 9. That the Court declare, adjudge and decree that DEFENDANTS violated Labor
21 Code § 226.7 and the IWC Wage Orders;
22 10. For general unpaid wages and such general and special damages as may be
23 appropriate;
24 11. For pre-judgment interest on any unpaid compensation commencing from the date
25 such amounts were due;
26 12. For reasonable attorneys' fees and for costs of suit incurred herein; and
27 13. For such other and further relief as the Court may deem equitable and appropriate.

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As to the Third Cause of Action

14. That the Court declare, adjudge and decree that DEFENDANTS violated Labor Code § 204 and 1194;

15. For general unpaid wages and such general and special damages as may be appropriate;

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

17. For liquidated damages;

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

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

As to the Fourth Cause of Action

20. That the Court declare, adjudge and decree that DEFENDANTS violated California Labor Code §§ 510, 1194 and 1198 and applicable IWC Wage Orders by willfully failing to pay all overtime wages due to PLAINTIFF and Class members;

21. For general unpaid wages at overtime wage rates and such general and special damages as may be appropriate;

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

23. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to California Labor Code § 1194(a); 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 California Labor Code § 2802 by failing to indemnify his or her employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties;

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

27. For pre-judgment interest on any unpaid wages 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 of PLAINTIFF and other terminated class members;

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

32. For statutory wage penalties pursuant to California Labor Code § 203 for PLAINTIFF and all other class members who have left DEFENDANTS' employ;

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

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

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

As to the Seventh Cause of Action

36. 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 as to PLAINTIFF and class members, and willfully failed to provide accurate itemized wage statements thereto;

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

38. For statutory penalties pursuant to California Labor Code § 226(e);

39. For injunctive relief to ensure compliance with this section, pursuant to California Labor Code § 226(g);

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

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

1 **As to the Eight Cause of Action**

2 42. That the Court declare, adjudge and decree that DEFENDANTS violated
3 California Business and Professions Code §§ 17200, et seq. by failing to provide PLAINTIFF
4 and class members with meal periods, failing to authorize and permit required rest periods,
5 failing to provide all compensation due to them, failing to reimburse PLAINTIFF and the Class
6 members for personal phone and vehicle use and for required uniforms, failing to provide
7 accurate itemized wage statements, and failing to pay PLAINTIFF' and class members' wages
8 timely as required by California Labor Code §§ 201, 202 and 203;

9 43. For restitution of unpaid wages to PLAINTIFF and all class members and
10 prejudgment interest from the day such amounts were due and payable;

11 44. For the appointment of a receiver to receive, manage and distribute any and all
12 funds disgorged from DEFENDANTS and determined to have been wrongfully acquired by
13 DEFENDANTS as a result of violations of California Business & Professions Code §§ 17200 et
14 seq.;

15 45. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
16 California Code of Civil Procedure § 1021.5;

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

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

20 **As to all Causes of Action**

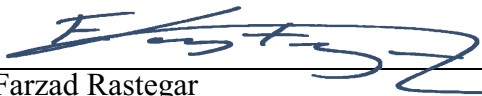
21 48. For any additional relief that the Court deems just and proper.

22 Dated: May 28, 2021

Respectfully submitted,

23 RASTEGAR LAW GROUP, APC

24
25 By:


26 Farzad Rastegar
27 Attorneys for PLAINTIFF Jonathon Rios,
28 individually, and all other similarly situated
employees of Defendants