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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SANTA BARBARA**

JOSE AGUILAR, an individual, on behalf
himself, the State of California, as a private
attorney general, and on behalf of all others
similarly situated,

Plaintiff,

v.

JIMENEZ NURSERY, INC., a California
Corporation; and DOES 1 TO 50,

Defendants.

ELECTRONICALLY FILED
Superior Court of California
County of Santa Barbara
Darrel E. Parker, Executive Officer
7/23/2021 3:57 PM
By: Elizabeth Spann, Deputy

Case Number: 21CV01836

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

1. Failure to Pay All Minimum Wages,
2. Failure to Pay All Overtime Wages,
3. Failure to Provide Rest Periods,
4. Failure to Provide Meal Periods,
5. Failure to Maintain Accurate Employment Records,
6. Failure to Pay Wages Timely during Employment,
7. Failure to Pay All Wages at Separation,
8. Failure to Furnish Accurate Itemized Wage Statements,
9. Unfair Competition, and
10. PAGA Penalties

DEMAND FOR JURY TRIAL

Plaintiff Jose Aguilar (“Plaintiff”), on behalf of himself, the State of California, as a private attorney general, and all other similarly situated employees within the State of California, complains and alleges of defendants Jimenez Nursery, Inc. and Does 1 to 50 (collectively, “Defendants”), and each of them, as follows:

I. INTRODUCTION

1. This is a class action complaint brought pursuant to California Code of Civil Procedure section 382.

2. The “Class Period” as used herein, is defined as the period from four years prior to the filing of the complaint, and continuing into the present and ongoing. Defendants’ violations of California’s laws as described more fully below have been ongoing throughout the Class Period and are still ongoing.

3. Plaintiff brings this class action on behalf of himself and the following class: *All individuals who are or were employed by Defendants as non-exempt employees in California during the Class Period* (the “Class Members”). (Code Civ. Proc., § 382.)

4. Plaintiff brings this action on behalf of himself and the Class Members, as a class action, against Defendants for:

- A. Failure to pay all minimum wages,
- B. Failure to pay all overtime wages,
- C. Failure to provide rest periods and pay missed rest period premiums,
- D. Failure to provide meal periods and pay missed meal period premiums,
- E. Failure to maintain accurate employment records,
- F. Failure to pay wages timely during employment,
- G. Failure to pay all wages earned and unpaid at separation,
- H. Failure to furnish accurate itemized wage statements, and
- I. Violations of California’s Unfair Competition Law (“UCL”) (Bus. & Prof. Code, §§ 17200–17210).

1 5. This action is also a representative action brought pursuant to the California Labor
2 Code Private Attorneys General Act of 2004 (“PAGA”), codified at California Labor Code
3 sections 2698 through 2699.6.

4 6. The “PAGA Period” as used herein, is defined as the period from May 5, 2020, and
5 continuing into the present and ongoing.

6 7. This PAGA action is brought on behalf of Plaintiff, the State of California as private
7 attorney general, and on behalf of the following aggrieved employees: *All individuals who are or*
8 *were employed by Defendants as non-exempt employees in California during the PAGA Period*
9 (the “Aggrieved Employees”).

10 8. Plaintiff is informed and believes and thereon alleges that the California Industrial
11 Welfare Commission (“IWC”) Wage Orders applicable to the facts of this case are IWC Wage
12 Orders 13-2001 and/or 14-2001 (the “Applicable Wage Orders”) and possibly others that may be
13 applicable. (Cal. Code of Regs., tit. 8, §§ 11130, 11140.) Plaintiff reserves the right to amend or
14 modify the definition of “Applicable Wage Orders” with greater specificity or add additional IWC
15 Wage Orders if additional applicable wage orders are discovered in litigation.

16 **II. JURISDICTION & VENUE**

17 9. This Court has subject matter jurisdiction over all causes of action asserted herein
18 pursuant to Article VI, section 10, of the California Constitution and Code of Civil Procedure
19 section 410.10 because this is a civil action in which the matter in controversy, exclusive of
20 interest, exceeds \$25,000, and because each cause of action asserted arises under the laws of the
21 State of California or is subject to adjudication in the courts of the State of California.

22 10. This Court has personal jurisdiction over Defendants because Defendants have
23 caused injuries in the County of Santa Barbara and the State of California through their acts, and
24 by their violation of the California Labor Code and California state common law. Defendants
25 transact millions of dollars of business within the State of California. Defendants own, maintain
26 offices, transact business, have an agent or agents within the County of Santa Barbara, and/or
27 otherwise are found within the County of Santa Barbara, and Defendants are within the jurisdiction
28 of this Court for purposes of service of process.

1 11. Venue as to Defendants is proper in this judicial district, pursuant to section 395 of
2 the Code of Civil Procedure. Defendants operate within California and do business within Santa
3 Barbara County, California. The unlawful acts alleged herein have a direct effect on Plaintiff and
4 all of Defendants' employees identified above within Santa Barbara County and surrounding
5 counties where Defendants may remotely operate.

6 12. This matter is not appropriate for removal under the Class Action Fairness Act (28
7 U.S.C. § 1332) as the amount in controversy for Plaintiff's and the Class Members' claims, in
8 aggregate, is less than \$5 million. Additionally, all the allegations herein occurred in the State of
9 California. As such, even if the amount in controversy did exceed \$5 million this matter would
10 still not be appropriate for removal under the "local controversy" exception to the Class Action
11 Fairness Act. (28 U.S.C. § 1332, subd. (d)(4)(A).)

12 **III. THE PARTIES**

13 **A. PLAINTIFF**

14 13. At all relevant times, Plaintiff, who is over the age of 18, was and currently is a
15 citizen of California residing in the State of California. Defendants employed Plaintiff as a non-
16 exempt hourly employee in the County of Santa Barbara.

17 14. Plaintiff brings this action on behalf of himself and the following class pursuant to
18 section 382 of the Code of Civil Procedure as follows: *All individuals who are or were employed*
19 *by Defendants as non-exempt employees in California during the Class Period* (the "Class
20 Members").

21 15. Plaintiff also brings this action on behalf of himself and the State of California, as
22 a private attorney general, and on behalf of the following group of aggrieved employees: *All*
23 *individuals who are or were employed by Defendants as non-exempt employees in California*
24 *during the PAGA Period* (the "Aggrieved Employees").

25 16. The Class Members and the Aggrieved Employees, at all times pertinent hereto, are
26 or were employees of Defendants during the relevant statutory period.

1 **B. DEFENDANTS**

2 17. Plaintiff is informed and believes and thereon alleges that Defendants were
3 authorized to and doing business in Santa Barbara County and is and/or was the legal employer of
4 Plaintiff, the other Aggrieved Employees, and the other Class Members during the applicable
5 statutory periods. Plaintiff, the other Aggrieved Employees, and the other Class Members were,
6 and are, subject to Defendants' policies and/or practices complained of herein and have been
7 deprived of the rights guaranteed to them by: California Labor Code sections 201, 202, 203, 204,
8 210, 226, 226.3, 226.7, 510, 512, 1174, 1185, 1194, 1194.2, 1197, 1197.1, 1198, 1198.5, 1199,
9 and others that may be applicable; California Business and Professions Code sections 17200
10 through 17210 ("UCL"); and the Applicable Wage Orders (Cal. Code of Regs., tit. 8, §§ 11130,
11 11140).

12 18. Plaintiff is informed and believes, and based thereon alleges, that during the Class
13 Period and PAGA Period, Defendants did (and continue to do) business in the State of California,
14 County of Santa Barbara. Defendants operations are headquartered in Santa Barbara County.

15 19. Plaintiff does not know the true names or capacities, whether individual, partner,
16 or corporate, of the defendants sued herein as Does 1 to 50, inclusive, and for that reason, said
17 defendants are sued under such fictitious names, and Plaintiff will seek leave from this Court to
18 amend this complaint when such true names and capacities are discovered. Plaintiff is informed,
19 and believes, and thereon alleges, that each of said fictitious defendants, whether individual,
20 partners, or corporate, were responsible in some manner for the acts and omissions alleged herein,
21 and proximately caused Plaintiff, the other Aggrieved Employees, and the other Class Members
22 to be subject to the unlawful employment practices, wrongs, injuries, and damages complained of
23 herein.

24 20. Plaintiff is informed, and believes, and thereon alleges, that at all times mentioned
25 herein, Defendants were and/or are the employers of Plaintiff, the other Aggrieved Employees,
26 and the other Class Members. At all times herein mentioned, each of said Defendants participated
27 in the doing of the acts hereinafter alleged to have been done by the named Defendants.
28 Furthermore, the Defendants, and each of them, were the agents, servants, and employees of each

1 and every one of the other Defendants, as well as the agents of all Defendants, and at all times
2 herein mentioned were acting within the course and scope of said agency and employment.
3 Defendants, and each of them, approved of, condoned, or otherwise ratified every one of the acts
4 or omissions complained of herein.

5 21. At all relevant times, Defendants, and each of them, were members of and engaged
6 in a joint venture, partnership, and common enterprise, and acting within the course and scope of
7 and in pursuance of said joint venture, partnership, and common enterprise. Further, Plaintiff is
8 informed, and believes, and thereon alleges, that all Defendants were joint employers for all
9 purposes of Plaintiff, the other Aggrieved Employees, and the other Class Members.

10 **IV. COMMON FACTS & ALLEGATIONS**

11 22. Plaintiff and the other Class Members (collectively, the “Class Members”) are, and
12 were at all relevant times, employed by the Defendants within the State of California.

13 23. Likewise, Plaintiff and the other Aggrieved Employees (collectively, the
14 “Aggrieved Employees”) are, and were at all relevant times, employed by the Defendants within
15 the State of California.

16 24. The Class Members and the Aggrieved Employees are, and were, at all relevant
17 times, non-exempt employees for the purposes of minimum wages, overtime, rest breaks, meal
18 periods, and the other claims alleged in this complaint.

19 25. Specifically, Plaintiff was employed by Defendants within the statutory Class
20 Period and PAGA Period, working as an hourly, non-exempt laborer for Defendants. Plaintiff’s
21 duties included general labor, irrigation, raking, maintenance, and other tasks on the field.

22 **A. MINIMUM WAGE VIOLATIONS**

23 26. Labor Code section 1197 requires employees to be paid at least the minimum wage
24 fixed by the IWC, and any payment of less than the minimum wage is unlawful. Similarly, Labor
25 Code section 1194 entitles “any employee receiving less than the legal minimum wage . . . to
26 recover in a civil action the unpaid balance of the full amount of this minimum wage.” Likewise,
27 the Applicable Wage Orders also obligate employers to pay each employee minimum wages for
28

1 all hours worked. (Cal. Code of Regs., tit. 8, §§ 11130, 11140.) Labor Code section 1198 makes
2 unlawful the employment of an employee under conditions that the IWC Wage Orders prohibit.

3 27. These minimum wage standards apply to each hour that employees work.
4 Therefore, an employer's failure to pay for any particular time worked by an employee is unlawful,
5 even if averaging an employee's total pay over all hours worked, paid or not, results in an average
6 hourly wage above minimum wage. (*Armenta v. Osmose, Inc.* (2005) 135 Cal.App.4th 314, 324.)

7 28. Here, Defendants failed to fully conform their pay practices to the requirements of
8 the law during the relevant statutory periods. The Class Members and the Aggrieved Employees
9 were not compensated for all hours worked including, but not limited to, all hours they were subject
10 to the control of Defendants and/or suffered or permitted to work under the California Labor Code
11 and the Applicable Wage Orders. Among other violations, the Class Members and the Aggrieved
12 Employees were subject to the control of Defendants while off-the-clock and did not receive
13 minimum wage for each hour worked.

14 29. Additionally, the Class Members and the Aggrieved Employees were not paid all
15 wages for all hours worked due to Defendants' uniform payroll policies and practices that unfairly
16 rounded employees' wages to the detriment of the Class Members and the Aggrieved Employees.
17 This rounding policy routinely failed to capture the entirety of the hours the Class Members and
18 the Aggrieved Employees worked and was structured in a way that in favored underpayment. (See
19 *See's Candy Shops, Inc. v. Superior Court* (2012) 210 Cal.App.4th 889, 907.) As a result, the
20 Class Members and the Aggrieved Employees suffered periodic shortages in the hours for which
21 they were compensated. This uncompensated time violated California's requirement that
22 employees be compensated for all hours worked. As a result of this practice, the Class Members
23 and the Aggrieved Employees were not compensated their minimum wages for all hours worked.

24 30. Labor Code sections 1194, subdivision (a), and 1194.2, subdivision (a), provide
25 that an employer who has failed to pay its employees the legal minimum wage is liable to pay
26 those employees the unpaid balance of the unpaid wages as well as liquidated damages in an
27 amount equal to the wages due and interest thereon.
28

1 31. When employees, such as the Class Members, are not paid for all hours worked
2 under Labor Code section 1194, they are entitled to recover minimum wages for the time which
3 they received no compensation. (See *Sillah v. Command International Security Services* (N.D.
4 Cal. 2015) 154 F.Supp.3d 891 [employees suing for failure to pay overtime could recover
5 liquidated damages under Labor Code section 1194.2 if they also showed they were paid less than
6 minimum wage].)

7 32. Labor Code section 1197.1 authorizes employees who are paid less than the
8 minimum wage fixed by an applicable state or local law, or by an order of the IWC, a civil penalty,
9 among other damages, as follows:

10 (1) “For any initial violation that is intentionally committed, one
11 hundred dollars (\$100) for each underpaid employee for each pay
12 period for which the employee is underpaid.”

13 (2) “For each subsequent violation for the same specific offense, two
14 hundred fifty dollars (\$250) for each underpaid employee for each
15 pay period for which the employee is underpaid regardless of
16 whether the initial violation is intentionally committed.” (Lab.
17 Code, § 1197.1, subd. (a).)

18 33. As set forth above, Defendants failed to fully compensate the Class Members and
19 the Aggrieved Employees for all minimum wages. Accordingly, the Class Members are entitled
20 to recover liquidated damages for violations of Labor Code section 1197.1.

21 34. Based upon these same factual allegations, the Class Members are likewise entitled
22 to penalties under Labor Code sections 1199.

23 **B. OVERTIME VIOLATIONS**

24 35. Labor Code section 510 requires employers to compensate employees who work
25 more than eight hours in one workday, forty hours in a workweek, and for the first eight hours
26 worked on the seventh consecutive day no less than one and one-half times the regular rate of pay
27 for an employee. (Lab. Code, § 510, subd. (a).) Further, Labor Code section 510 obligates
28 employers to compensate employees at no less than twice the regular rate of pay when an employee

1 works more than twelve hours in a day or more than eight hours on the seventh consecutive day
2 of work. (Lab. Code, § 510, subd. (a).) These rules are also reflected in the Applicable Wage
3 Orders.

4 36. IWC Wage Order 14-2001, section 3(A), is similar, but provides in pertinent part:

5 “(1) Such employees shall not be employed more than ten (10) hours in
6 any one workday or more than six (6) days in any workweek unless
7 the employee receives one and one-half (1½) times such employee’s
8 regular rate of pay for all hours worked over ten (10) hours in any
9 workday and for the first eight (8) hours on the seventh (7th) day of
10 work and double the employee’s regular rate of pay for all hours
11 worked over eight (8) on the seventh (7th) day of work in the
12 workweek.

13 “(2) For employers of more than 25 employees:

14 “(a) Starting January 1, 2019, an employee shall not be employed more
15 than nine and one-half (9½) hours per workday or fifty-five (55)
16 hours per workweek unless the employee receives one and one-half
17 (1½) times such employee’s regular rate of pay for all hours worked
18 over nine and one-half (9½) hours in any one workday or more than
19 fifty-five (55) hours in any one workweek.

20 “(b) Starting January 1, 2020, an employee shall not be employed more
21 than nine (9) hours per workday or fifty (50) hours per workweek
22 unless the employee receives one and one-half (1½) times such
23 employee’s regular rate of pay for all hours worked over nine (9)
24 hours in any one workday or more than fifty (50) hours in any one
25 workweek.” (Cal. Code of Regs., tit. 8, § 11140, subd. 3.)

26 37. In accordance with Labor Code section 1194 and the Applicable Wage Orders, the
27 Class Members and the Aggrieved Employees could not then agree and cannot now agree to work
28

1 for a lesser wage than the amount provided by Labor Code sections 510 or the Applicable Wage
2 Orders.

3 38. Here, Defendants violated their duty to accurately and completely compensate the
4 Class Members and the Aggrieved Employees for all overtime worked. The Class Members and
5 the Aggrieved Employees periodically worked hours that entitled them to overtime compensation
6 under the law but were not fully compensated for those hours.

7 39. These actions were and are in clear violation of California's overtime laws as set
8 forth in Labor Code sections 510, 1194, 1199, and the Applicable Wage Orders. (Cal. Code of
9 Regs., tit. 8, §§ 11130, 11140.) As a result of Defendants' faulty policies and practices, the Class
10 Members and the Aggrieved Employees were not compensated for all hours worked or paid
11 accurate overtime compensation.

12 **C. REST BREAK VIOLATIONS**

13 40. Pursuant to Labor Code section 226.7 and the Applicable Wage Orders, Defendants
14 were and are required to provide the Class Members and the Aggrieved Employees with
15 compensated, duty-free rest periods of not less than ten minutes for every major fraction of four
16 hours worked. Under the Applicable Wage Orders, an employer must authorize and permit all
17 employees to take ten minute duty free rest periods for every major fraction of four hours worked.
18 (Cal. Code of Regs., tit. 8, §§ 11130, 11140.)

19 41. Likewise, Labor Code section 226.7 provides that "[a]n employer shall not require
20 an employee to work during a meal or rest or recovery period mandated pursuant to an applicable
21 statute, or applicable regulation, standard, or order of the Industrial Welfare Commission"
22 (Lab. Code, § 226.7, subd. (b).) Labor Code section 226.7 also provides that employers must pay
23 their employees one additional hour of pay at the employee's regular rate for each workday that a
24 "meal or rest or recovery period is not provided." (Lab. Code, § 226.7, subd. (c).) Thus, the Wage
25 Orders set when and for how long the rest period must take place and the Labor Code establishes
26 that violations of the IWC Wage Orders are unlawful and sets forth the premium pay employer
27 must pay their employees when employers fail to provide rest periods.
28

1 42. The California Supreme Court has held that, during required rest periods,
2 “employers must relieve their employees of all duties and relinquish any control over how
3 employees spend their break time.” (*Augustus v. ABM Security Services, Inc.* (2016) 2 Cal.5th
4 257, 260.) Relinquishing control over employees during rest periods requires that employees be
5 “free to leave the employer’s premises” and be “permitted to attend to personal business.” (*Id.* at
6 p. 275.) The *Brinker* Court explained in the context of rest breaks that employer liability attaches
7 from adopting an unlawful policy:

8 “An employer is required to authorize and permit the amount of rest break
9 time called for under the wage order for its industry. If it does not—if, for
10 example, it adopts a uniform policy authorizing and permitting only one rest
11 break for employees working a seven-hour shift when two are required—it
12 has violated the wage order and is liable.” (*Brinker Rest. Corp. v. Superior*
13 *Court* (2012) 53 Cal.4th 1004, 1033.)

14 43. Here, Defendants periodically did not permit the Class Members and the Aggrieved
15 Employees to take compliant duty-free rest breaks, free from Defendants’ control as required by
16 Labor Code section 226.7, the Applicable Wage Orders, and applicable precedent. (See *Augustus*
17 *v. ABM Security Services, Inc.* (2016) 2 Cal.5th 257, 269 [concluding that “during rest periods
18 employers must relieve employees of all duties and relinquish control over how employees spend
19 their time.”].) At all relevant times, the Class Members and the Aggrieved Employees were
20 periodically not provided with legally-compliant and timely rest periods of at least ten minutes for
21 each four hour work period, or major fraction thereof due to Defendants’ unlawful rest period
22 policies/practices. The Class Members and the Aggrieved Employees were often expected and
23 required to continue working through rest periods to meet the expectations Defendants and finish
24 the workday. In some cases when the Class Members and the Aggrieved Employees worked more
25 than ten hours in a shift, Defendants failed to authorize and/or permit a third mandated rest period.
26 As a result, the Class Members and the Aggrieved Employees were periodically unable to take
27 compliant rest periods.
28

1 44. In such cases where Defendants did not offer the Class Members and the Aggrieved
2 Employees the opportunity to receive a compliant off-duty rest period, “the court may not conclude
3 employees voluntarily chose to skip those breaks.” (*Alberts v. Aurora Behavioral Health Care*
4 (2015) 241 Cal.App.4th 388, 410 (2015) [“If an employer fails to provide legally compliant meal
5 or rest breaks, the court may not conclude employees voluntarily chose to skip those breaks.”];
6 *Brinker Rest. Corp. v. Superior Court, supra*, 53 Cal.4th at p. 1033 [“No issue of waiver ever
7 arises for a rest break that was required by law but never authorized; if a break is not authorized,
8 an employee has no opportunity to decline to take it.”].)

9 45. In addition to failing to authorize and permit compliant rest periods, the Class
10 Members and the Aggrieved Employees were not compensated with one hour’s worth of pay at
11 their regular rate of compensation when they were not provided with a compliant rest period in
12 accordance with Labor Code section 226.7, subdivision (c). Thus, Defendants have violated Labor
13 Code section 226.7 and the Applicable Wage Orders.

14 46. Based on the foregoing, Plaintiff seeks to recover, on behalf of himself and other
15 non-exempt employees, rest period premiums and penalties.

16 **D. MEAL BREAK VIOLATIONS**

17 47. Labor Code section 512 and the Applicable Wage Orders require employers to
18 provide employees with a thirty-minute uninterrupted and duty-free meal period within the first
19 five hours of work. (Lab. Code, § 512, subd. (a) [“An employer shall not employ an employee for
20 a work period of more than five hours per day without providing the employee with a meal period
21 of not less than 30 minutes”]; Cal. Code of Regs., tit. 8, §§ 11130, 11140 [“No employer shall
22 employ any person for a work period of more than five (5) hours without a meal period of not less
23 than 30 minutes”].) Additionally, an employee who works more than ten hours per day is
24 entitled to receive a second thirty-minute uninterrupted and duty-free meal period. (Lab. Code, §
25 512, subd. (a) [“An employer shall not employ an employee for a work period of more than 10
26 hours per day without providing the employee with a second meal period of not less than 30
27 minutes”].)

1 48. “An on-duty meal period is permitted only when the nature of the work prevents an
2 employee from being relieved of all duty and the parties agree in writing to an on-duty paid meal
3 break.” (*Lubin v. The Wackenhut Corp.* (2016) 5 Cal.App.5th 926, 932.) The written agreement
4 must include a provision allowing the employee to revoke it at any time. (*Ibid.*) Generally, the
5 California Department of Industrial Relations, Division of Labor Standards Enforcement
6 (“DLSE”) and courts have “found that the nature of the work exception applies: (1) where the
7 work has some particular external force that requires the employee to be on duty at all times, and
8 (2) where the employee is the sole employee of a particular employer.” (*Id.* at p. 945, internal
9 quotation marks omitted; *Abdullah v. U.S. Security Associates, Inc.* (9th Cir. 2013) 731 F.3d 952,
10 958–959.) “[I]t is the employer’s obligation to determine whether the nature of the work prevents
11 an employee from being relieved before requiring an employee to take an on-duty meal period.”
12 (*Lubin v. The Wackenhut Corp.*, *supra*, 5 Cal.App.5th at p. 946.)

13 49. Here, the Class Members and the Aggrieved Employees were never asked to sign
14 any enforceable document agreeing to an on-duty meal period. Moreover, nothing in the nature
15 of their work involved the kind of “external force” that might justify on-duty meal breaks. (*Lubin*
16 *v. The Wackenhut Corp.*, *supra*, 5 Cal.App.5th at p. 945.) Nevertheless, Defendants periodically
17 did not provide compliant off-duty meal periods within the first five hours of work for the Class
18 Members and the Aggrieved Employees.

19 50. As with rest breaks, meal breaks must be duty-free. (*Brinker Restaurant Corp. v.*
20 *Superior Court* (2012) 53 Cal.4th 1004, 1035 [“The IWC’s wage orders have long made a meal
21 period’s duty-free nature its defining characteristic.”].) Relinquishing control over employees
22 during meal periods requires that employees be “free to leave the employer’s premises” and be
23 “permitted to attend to personal business.” (*Augustus v. ABM Security Services, Inc.*, *supra*, 2
24 Cal.5th at p. 275.) Under Labor Code section 512, if an employer maintains a uniform policy that
25 does not authorize and permit the amount of meal time called for under the law (as specified in the
26 Labor Code and/or applicable IWC Wage Order), “it has violated the wage order and is liable.”
27 (*Brinker Restaurant Corp. v. Superior Court*, *supra*, 53 Cal.4th at p. 1033.)
28

1 51. During the applicable statutory periods here, the Class Members and the Aggrieved
2 Employees were periodically denied legally-compliant and timely off-duty meal periods of at least
3 thirty minutes due to Defendants’ unlawful meal period policy and practices. As a result of
4 Defendants’ uniform meal period policies and practices, the Class Members and the Aggrieved
5 Employees were often not permitted to take complaint first meal periods before the end of the fifth
6 hour of work. The Class Members and the Aggrieved Employees were also periodically not
7 permitted to take second meal periods for shifts in excess of ten hours. Defendants thus violated
8 Labor Code section 512 and the Applicable Wage Orders by failing to advise, authorize, or permit
9 the Class Members and the Aggrieved Employees to receive thirty-minute, off-duty meal periods
10 within the first five hours of their shifts.

11 52. Labor Code section 226.7 provides that “[a]n employer shall not require an
12 employee to work during a meal or rest or recovery period mandated pursuant to an applicable
13 statute, or applicable regulation, standard, or order of the Industrial Welfare Commission.” (Lab.
14 Code, § 226.7, subd. (b).) Labor Code section 226.7, subdivision (c), and the Applicable Wage
15 Orders further obligate employers to pay employees one additional hour of pay at the employee’s
16 regular rate of compensation for each workday that the meal period is not provided. (Lab. Code,
17 § 226.7, subd. (c); Cal. Code of Regs., tit. 8, §§ 11130, 11140 [“If an employer fails to provide an
18 employee a meal period in accordance with the applicable provisions of this order, the employer
19 shall pay the employee one (1) hour of pay at the employee’s regular rate of compensation for each
20 workday that the meal period is not provided.”].)

21 53. Accordingly, for each day that the Class Members and the Aggrieved Employees
22 did not receive compliant meal periods, they were and are entitled to receive meal period premiums
23 pursuant to Labor Code section 226.7 and the Applicable Wage Orders. Defendants, however,
24 failed to pay the Class Members and the Aggrieved Employees applicable meal period premiums
25 for many workdays that the employees did not receive a compliant meal period. Thus, Defendants
26 have violated Labor Code section 226.7 and the Applicable Wage Orders.

27 54. Based on the foregoing, Plaintiff seeks to recover, on behalf of himself and other
28 non-exempt employees, meal period premiums and penalties.

1 **E. UNTIMELY WAGES DURING EMPLOYMENT**

2 55. Labor Code section 204 expressly requires employers who pay employees on a
3 weekly, biweekly, or semimonthly basis to pay all wages “not more than seven calendar days
4 following the close of the payroll period.” Labor Code section 210, subdivision (a), makes
5 employers who violate Labor Code section 204 subject to a penalty of:

6 “(1) For any initial violation, one hundred dollars (\$100) for each failure
7 to pay each employee.

8 “(2) For each subsequent violation, or any willful or intentional
9 violation, two hundred dollars (\$200) for each failure to pay each
10 employee, plus 25 percent of the amount unlawfully withheld.”

11 (Lab. Code, § 210, subd. (a).)

12 56. Notably, the penalty provided by Labor Code section 210 is “[i]n addition to, and
13 entirely independent and apart from, any other penalty provided in this article” (Lab. Code,
14 § 210, subd. (a).)

15 57. Due to Defendants’ failure to pay the Class Members and the Aggrieved Employees
16 the wages described above, along with rest and meal break premiums, Defendants failed to timely
17 pay the Class Members and the Aggrieved Employees within seven calendar days following the
18 close of payroll in accordance with Labor Code section 204 on a regular and consistent basis. (See
19 *Parson v. Golden State FC, LLC* (N.D. Cal., May 2, 2016, No. 16-CV-00405-JST) 2016 WL
20 1734010, at p. *3–5, 2016 U.S. Dist. LEXIS 58299 [finding that a failure to pay rest period
21 premiums can support claims under Labor Code sections 203 and 204].)

22 **F. UNTIMELY WAGES AT SEPARATION**

23 58. Labor Code section 203 provides “if an employer willfully fails to pay . . . any
24 wages of an employee who is discharged or who quits, the wages of the employee shall continue
25 as a penalty” for up to thirty days. (Lab. Code § 203; *Mamika v. Barca* (1998) 68 Cal.App.4th
26 487, 492.) As a result of Defendants’ failure to pay the Class Members and the Aggrieved
27 Employees for the wages described above, along with rest and meal break premiums, Defendants
28 violated and continue to violate Labor Code section 203.

1 59. Due to Defendants' faulty pay policies, those former Class Members whose
2 employment with Defendants concluded were not compensated for each and every hour worked
3 at the appropriate rate. Defendants have failed to pay former Class Members whose sums were
4 certain at the time of termination within seventy-two hours of their resignation and have failed to
5 pay those sums for thirty days thereafter.

6 **G. WAGE STATEMENT VIOLATIONS**

7 60. Defendants also failed to provide accurate itemized wage statements in accordance
8 with Labor Code sections 226, subdivisions (a)(1), (2), (5), and (9). Labor Code section 226,
9 subdivision (a), obligates employers, semi-monthly or at the time of each payment to furnish an
10 itemized wage statement in writing showing:

- 11 (1) The gross wages earned;
- 12 (2) The total hours worked by the employee;
- 13 (3) The number of piece-rate units earned and any applicable piece rate
14 if the employee is paid on a piece rate basis;
- 15 (4) All deductions, provided that all deductions made on written orders
16 of the employee may be aggregated and shown as one item;
- 17 (5) The net wages earned;
- 18 (6) The inclusive dates of the period for which the employee is paid;
- 19 (7) The name of the employee and only the last four digits of his or her
20 social security number or an employee identification number other
21 than a social security number;
- 22 (8) The name and address of the legal entity that is the employer; and
- 23 (9) All applicable hourly rates in effect during the pay period and the
24 corresponding number of hours worked at each hourly rate by the
25 employee.

26 61. Due to Defendants' failure to pay the Class Members and the Aggrieved Employees
27 properly as described above, the wage statements issued do not indicate the correct amount of
28 gross wages earned, total hours worked, or the net wages earned, or the applicable hourly rates in

1 effect during the pay period and the corresponding number of hours worked at each hourly rate.
2 Thus, Defendants have violated Labor Code section 226, subdivisions (a)(1), (2), (5), and (9).

3 62. In addition to Labor Code section 226, subdivision (a), Defendants also knowingly
4 and intentionally failed to provide the Class Members and the Aggrieved Employees with accurate
5 itemized wage statements in violation of Labor Code section 226, subdivision (e). Defendants
6 knew that they were not providing the Class Members and the Aggrieved Employees with wage
7 statements required by California law but nevertheless failed to correct their unlawful practices
8 and policies. (See *Garnett v. ADT LLC* (E.D. Cal. 2015) 139 F.Supp.3d 1121, 1134 [finding the
9 defendant knowingly and intentionally violated Labor Code section 226 because the “[d]efendant
10 knew that it was not providing total hours worked to plaintiff or other employees paid on
11 commission” even though it believed that employees paid solely on commission or commission
12 and salary “are exempt and therefore we do not record hours on a wage statement.”].)

13 **H. RECORDKEEPING VIOLATIONS**

14 63. Labor Code section 226, subdivision (a), requires employers to keep an accurate
15 record of, among other things, all hours worked by employees. Labor Code section 226.3 provides,
16 in pertinent part, as follows:

17 “Any employer who violates subdivision (a) of Section 226 shall be subject
18 to a civil penalty in the amount of two hundred fifty dollars (\$250) per
19 employee per violation in an initial citation and one thousand dollars
20 (\$1,000) per employee for each violation in a subsequent citation, for which
21 the employer fails to provide the employee a wage deduction statement or
22 fails to keep the records required in subdivision (a) of Section 226. The
23 civil penalties provided for in this section are in addition to any other
24 penalty provided by law.” (Lab. Code, § 226.3, emphasis added.)

25 64. Likewise, Labor Code section 1174, subdivision (d), requires every employer,
26 including Defendants, to:

27 “Keep, at a central location in the state or at the plants or establishments at
28 which employees are employed, payroll records showing the hours worked

1 daily by and the wages paid to, and the number of piece-rate units earned
2 by and any applicable piece rate paid to, employees employed at the
3 respective plants or establishments. These records shall be kept in
4 accordance with rules established for this purpose by the commission, but
5 in any case shall be kept on file for not less than three years. An employer
6 shall not prohibit an employee from maintaining a personal record of hours
7 worked, or, if paid on a piece-rate basis, piece-rate units earned.” (Lab.
8 Code, § 1174, subd. (d), emphasis added.)

9 65. As explained in detail above, Defendants failed to provide the Class Members and
10 the Aggrieved Employees with accurate itemized wage statements. Defendants did so, in part,
11 because they failed to accurately track hours worked by the Class Members and the Aggrieved
12 Employees. Defendants have thus failed to keep accurate records of the “total hours worked by
13 the employee[s]” in violation of Labor Code section 226, subdivision (a), and are therefore subject
14 to the penalties provided by Labor Code section 226.3. These penalties are “in addition to any
15 other penalty provided by law.” (Lab. Code, § 226.3.)

16 66. The failure to accurately track hours worked also resulted in a failure of Defendants
17 to keep a record of all “payroll records showing the hours worked daily by” Defendants’
18 employees, including Plaintiff and the other Class Members, in violation of Labor Code section
19 1174, subdivision (d).

20 **V. CLASS ACTION ALLEGATIONS**

21 67. As mentioned above, Plaintiff brings this action on behalf of himself and the Class
22 Members pursuant to section 382 of the Code of Civil Procedure.

23 68. **Numerosity/Ascertainability:** The Class Members are so numerous that joinder of
24 all members would be unfeasible and not practicable. The membership of the class is unknown to
25 Plaintiff at this time; however, it is estimated that the number of Class Members is greater than
26 100 individuals. The identity of such membership is readily ascertainable via inspection of
27 Defendants’ employment records.
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1 **69. Common Questions of Law and Fact Predominate/Well Defined Community**
2 **of Interest:** There are common questions of law and fact as to Plaintiff and all other similarly
3 situated non-exempt employees, which predominate over questions affecting only individual
4 members including, without limitation to:

5 A. Whether Defendants' pay policies/practices resulted in a failure to pay the
6 Class Members for all hours worked, including all minimum wages;

7 B. Whether Defendants' pay policies/practices resulted in a failure to pay the
8 Class Members for all required overtime wages at the Class Members' regular rate of pay;

9 C. Whether Defendants' rest period policies and practices afforded legally
10 compliant rest periods or compensation in lieu thereof;

11 D. Whether Defendants' meal period policies and practices afforded legally
12 compliant meal periods or compensation in lieu thereof;

13 E. Whether Defendants maintained accurate employment records;

14 F. Whether Defendants timely paid all wages during employment;

15 G. Whether Defendants timely paid all wages earned and unpaid at separation;

16 H. Whether Defendants furnished legally-compliant wage statements to the
17 Class Members pursuant to Labor Code section 226; and

18 I. Whether Defendants' violations of the Labor Code and the Applicable
19 Wage Orders amounted to a violation of California's UCL.

20 **70. Predominance of Common Questions:** Common questions of law and fact
21 predominate over questions that affect only individual Class Members. The common questions of
22 law set forth above are numerous and substantial and stem from Defendants' uniform policies and
23 practices applicable to each individual class member, such as Defendants' uniform policy and
24 practice of failing to pay for all hours worked, Defendants' uniform policies and practices which
25 failed to provide complaint rest periods, Defendants' uniform policies and practices which failed
26 to provide complaint meal periods, Defendants' failure to provide accurate itemized wage
27 statements, and others. As such, the common questions predominate over individual questions
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1 concerning each individual class member's showing as to his or her eligibility for recovery or as
2 to the amount of his or her damages.

3 71. **Typicality:** The claims of Plaintiff are typical of the claims of the Class Members
4 because Plaintiff was employed by Defendants as a non-exempt employee in California during the
5 statute(s) of limitation applicable to each cause of action pleaded in this complaint. As alleged
6 herein, Plaintiff, like the other Class Members, was deprived of minimum, regular, and overtime
7 wages because of Defendants' unlawful timekeeping policies and practices, was deprived of rest
8 periods and premium wages in lieu thereof, was deprived of meal periods and premium wages in
9 lieu thereof, was subject to Defendants' uniform rest period policies and practices, was subject to
10 Defendants' uniform meal period policies and practices, was not provided accurate itemized wage
11 statements, was not paid all wages in full and on time, and was subject to other similar policies
12 and practices to which the Class Members were subject.

13 72. **Adequacy of Representation:** Plaintiff is fully prepared to take all necessary steps
14 to represent fairly and adequately the interests of the Class Members. Moreover, Plaintiff's
15 attorneys are ready, willing, and able to fully and adequately represent the Class Members and
16 Plaintiff. Plaintiff's attorneys have prosecuted numerous wage-and-hour class actions in state and
17 federal court in the past and are committed to vigorously prosecuting this action on behalf of the
18 Class Members.

19 73. **Superiority:** The California Labor Code is broadly remedial in nature and serves
20 an important public interest in establishing minimum working conditions and standards in
21 California. These laws and labor standards protect the average working employee from
22 exploitation by employers who have the responsibility to follow the laws and who may seek to
23 take advantage of superior economic and bargaining power in setting onerous terms and conditions
24 of employment. The nature of this action and the format of laws available to Plaintiff and the
25 Class Members make the class action format a particularly efficient and appropriate procedure to
26 redress the violations alleged herein. If each employee were required to file an individual lawsuit,
27 Defendants would necessarily gain an unconscionable advantage since they would be able to
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1 exploit and overwhelm the limited resources of each individual plaintiff with their vastly superior
2 financial and legal resources.

3 74. Moreover, requiring each Class Member to pursue an individual remedy would also
4 discourage the assertion of lawful claims by employees who would be disinclined to file an action
5 against their former or current employer for real and justifiable fear of retaliation and permanent
6 damages to their careers at subsequent employment. Further, the prosecution of separate actions
7 by the individual Class Members, even if possible, would create a substantial risk of inconsistent
8 or varying verdicts or adjudications with respect to the individual Class Members against
9 Defendants herein, and which would establish potentially incompatible standards of conduct for
10 Defendants or legal determinations with respect to individual Class Members which would, as a
11 practical matter, be dispositive of the interest of the other Class Members not parties to
12 adjudications or which would substantially impair or impede the ability of the Class Members to
13 protect their interests.

14 75. Further, the claims of the individual Class Members are not sufficiently large to
15 warrant vigorous individual prosecution considering the concomitant costs and expenses attending
16 thereto. As such, the Class Members identified above are maintainable as a class under section
17 382 of the Code of Civil Procedure.

18 **VI. EXHAUSTION OF REMEDIES**

19 76. Plaintiff has fully and completely exhausted administrative remedies under PAGA
20 prior to proceeding with the PAGA claims stated in this complaint. Plaintiff filed a PAGA notice
21 online with the Labor Workforce Development Agency (“LWDA”) and sent a letter by certified
22 mail to Defendants setting forth the facts and theories of the violations alleged against Defendants,
23 as prescribed by PAGA. (Lab. Code, §§ 2698–2699.6.)

24 77. As required by PAGA, Plaintiff submitted the \$75.00 filing fee with the LWDA by
25 regular mail. Pursuant to Labor Code section 2699.3, subdivision (a)(2)(A), no notice was
26 received by Plaintiff from the LWDA evidencing its intention to investigate within sixty-five
27 calendar days of the postmark date of the PAGA notice. Plaintiff is therefore entitled to commence
28 and proceed with a civil action pursuant to Labor Code section 2699.

1 **VII. CAUSES OF ACTION**

2 **First Cause of Action**

3 *Failure to Pay All Minimum Wages*

4 *(Against All Defendants)*

5 78. Plaintiff realleges and incorporates by reference all previous paragraphs.

6 79. Section 4 of the Applicable Wage Orders and Labor Code section 1197 establish
7 the right of employees to be paid minimum wages for all hours worked, in amounts set by state
8 law. (Lab. Code, § 1197; Cal. Code of Regs., tit. 8, §§ 11130, 11140.) Labor Code sections 1194,
9 subdivision (a), and 1194.2, subdivision (a), provide that an employee who has not been paid the
10 legal minimum wage as required by Labor Code section 1197 may recover the unpaid balance,
11 together with attorneys' fees and costs of suit, as well as liquidated damages in an amount equal
12 to the unpaid wages and interest accrued thereon.

13 80. Here, Defendants failed to fully conform their pay practices to the requirements of
14 the law during the relevant statutory periods. Plaintiff and the other Class Members were not
15 compensated for all hours worked including, but not limited to, all hours they were subject to the
16 control of Defendants and/or suffered or permitted to work under the Labor Code and the
17 Applicable Wage Orders.

18 81. Labor Code section 1198 makes unlawful the employment of an employee under
19 conditions that the IWC Wage Orders prohibit. Labor Code sections 1194, subdivision (a), and
20 1194.2, subdivision (a), provide that an employer who has failed to pay its employees the legal
21 minimum wage is liable to pay those employees the unpaid balance of the unpaid wages as well
22 as liquidated damages in an amount equal to the wages due and interest thereon.

23 82. As a direct and proximate result of Defendants' unlawful conduct as alleged herein,
24 Plaintiff and the other Class Members have sustained economic damages, including but not limited
25 to unpaid wages and lost interest, in an amount to be established at trial, and they are entitled to
26 recover economic and statutory damages and penalties and other appropriate relief because of
27 Defendants' violations of the Labor Code and Applicable Wage Orders.

1 83. Defendants' practices and policies regarding illegal employee compensation are
2 unlawful and create an entitlement to recovery by Plaintiff and the other Class Members in a civil
3 action for the unpaid amount of minimum wages, liquidated damages, including interest thereon,
4 statutory penalties, attorney's fees, and costs of suit according to Labor Code sections 204, 218.5,
5 1194, 1194.2, 1197, and 1198, and Code of Civil Procedure section 1021.5.

6 **Second Cause of Action**

7 *Failure to Pay All Overtime Wages*

8 *(Against All Defendants)*

9 84. Plaintiff realleges and incorporates by reference all previous paragraphs.

10 85. This cause of action is brought pursuant to Labor Code sections 204, 510, 1194,
11 and 1198, which provide that non-exempt employees are entitled to overtime wages for all
12 overtime hours worked and provide a private right of action for the failure to pay all overtime
13 compensation for overtime work performed. At all times relevant herein, Defendants were
14 required to properly pay Plaintiff and the other Class Members for all overtime wages earned
15 pursuant to Labor Code section 1194 and the Applicable Wage Orders. Defendants caused
16 Plaintiff and the other Class Members to work overtime hours but did not compensate them at one
17 and one-half times their regular rate of pay for such hours in accordance with California law.
18 Likewise, Defendants caused Plaintiff and the other Class Members to work double-time hours
19 but did not compensate them at twice their regular rate of pay for such hours in accordance with
20 California law.

21 86. Defendants failed to fully conform their pay practices to the requirements of
22 California law. This unlawful conduct includes but is not limited to Defendants' uniform and
23 unlawful pay policies and practices of failing to accurately record all the time that non-exempt
24 employees were under the supervision and control of Defendants. The foregoing policies and
25 practices are unlawful and allow Plaintiff and the other Class Members to recover in a civil action
26 the unpaid amount of overtime premiums owing, including interest thereon, statutory penalties,
27 attorney's fees, and costs of suit according to Labor Code section 204, 510, 1194, and 1198, the
28 Applicable Wage Orders, and Code of Civil Procedure section 1021.5.

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87. Plaintiff realleges and incorporates by reference all previous paragraphs.

88. Section 12 of the Applicable Wage Orders, and Labor Code section 226.7 establish the right of employees to be provided with a rest period of at least ten minutes for each four hour period worked, or major fraction thereof. (See Cal. Code of Regs., tit. 8, §§ 11130, 11140.)

89. Due to Defendants' unlawful rest period policies and practices described in detail above, Defendants did not authorize and permit Plaintiff and the other Class Members to take all rest periods to which they were legally entitled. Despite Defendants' violations, Defendants have not paid an additional hour of pay to Plaintiff and the other Class Members at their respective regular rates of pay for each violation, in accordance with California Labor Code section 226.7.

90. The foregoing violations create an entitlement to recovery by Plaintiff and the other Class Members in a civil action for the unpaid amount of rest period premiums owing, including interest thereon, statutory penalties, and costs of suit pursuant to the Applicable Wage Orders, and California Labor Code section 226.7.

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91. Plaintiff realleges and incorporates by reference all previous paragraphs.
92. Plaintiff is informed and believes and thereon alleges, that Defendants failed in their affirmative obligation to provide their hourly non-exempt employees, including Plaintiff and the other Class Members, with all required meal periods in accordance with the mandates of the Labor Code and the Applicable Wage Orders, for the reasons set forth herein above. Despite Defendants' violations, Defendants have not paid an additional hour of pay to Plaintiff and the other Class Members at their respective regular rates of pay for each violation, in accordance with California Labor Code section 226.7.

1 93. As a result, Defendants are responsible for paying premium compensation for meal
2 period violations, including interest thereon, statutory penalties, and costs of suit pursuant to the
3 Applicable Wage Orders and Labor Code sections 226.7 and 512, and Civil Code sections 3287,
4 subdivision (b), and 3289. (See Cal. Code of Regs., tit. 8, §§ 11130, 11140.)

5 **Fifth Cause of Action**

6 *Failure to Maintain Accurate Employment Records*

7 *(Against All Defendants)*

8 94. Plaintiff realleges and incorporates by reference all previous paragraphs.

9 95. Pursuant to California Labor Code section 1174, subdivision (d), an employer shall
10 keep at a central location in the state or at the plants or establishments at which employees are
11 employed, payroll records showing the hours worked daily by and wages paid to employees
12 employed at the respective plants or establishments. These records must be kept in accordance
13 with rules established for this purpose by the commission, but in any case shall be kept on file for
14 not less than two years.

15 96. Labor Code section 1174.5 imposes a civil penalty of \$500 for an employer's
16 failure to maintain accurate and complete records.

17 97. Defendant has intentionally and willfully failed to keep accurate and complete
18 records showing the hours worked daily and wages paid to Plaintiff and the other Class Members.
19 Thus, Plaintiff and the other Class Members have been denied their legal right and protected
20 interest in having available at a central location at the plant or establishment where they are
21 employed, accurate and complete payroll records showing the hours worked daily by, and the
22 wages paid to, employees at those respective locations pursuant to Labor Code 1174.

23 **Sixth Cause of Action**

24 *Failure to Pay Wages Timely during Employment*

25 *(Against All Defendants)*

26 98. Plaintiff realleges and incorporates by reference all previous paragraphs.

27 99. Labor Code section 200 provides that "wages" include all amounts for labor
28 performed by employees of every description, whether the amount is fixed or ascertained by the

1 standard of time, task, pieces, commission basis, or other method of calculation. Labor Code
2 section 204 states that all wages earned by any person in any employment are payable twice during
3 the calendar month and must be paid not more than seven days following the close of the period
4 when the wages were earned. Labor Code section 210, subdivision (a), makes employers who
5 violate Labor Code section 204 subject to a penalty of \$100 for any initial failure to timely pay
6 each employee's full wages and \$200 for each subsequent violation, plus 25% of the amount
7 unlawfully withheld.

8 100. Labor Code section 216 establishes that it is a misdemeanor for any person, with
9 regards to wages due, to "falsely deny the amount or validity thereof, or that the same is due, with
10 intent to secure himself, his employer or other person, any discount upon such indebtedness, or
11 with intent to annoy, harass, oppress, hinder, delay, or defraud, the person to whom such
12 indebtedness is due."

13 101. Defendants as a matter of established company policy and procedure in the State of
14 California, scheduled, required, suffered, and/or permitted Plaintiff and the other Class Members,
15 to work without full compensation, to work without legally-compliant off-duty meal periods, to
16 work without legally-compliant off-duty rest periods, and thereby failed to fully pay Plaintiff and
17 the other Class Members within seven days of the close of payroll, as required by law.

18 102. Defendants, as a matter of established company policy and procedure in the State
19 of California, falsely deny they owe Plaintiff and the other Class Members these wages, with the
20 intent of securing for itself a discount upon its indebtedness and/or to annoy, harass, oppress,
21 hinder, delay, and/or defraud Plaintiff and the other Class Members.

22 103. Defendants' pattern, practice, and uniform administration of its corporate policy of
23 illegally denying employees compensation, as described herein, is unlawful and entitles Plaintiff
24 and the other Class Members to recover, pursuant to Labor Code section 218, the unpaid balance
25 of the compensation owed to them in a civil action and any applicable penalties, attorney fees, and
26 interest owed to them pursuant to Labor Code sections 210 and 218.5.

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1 **Eighth Cause of Action**

2 *Failure to Furnish Accurate Itemized Wage Statements*

3 *(Against All Defendants)*

4 109. Plaintiff realleges and incorporates by reference all previous paragraphs.

5 110. Labor Code section 226, subdivision (a), obligates employers, semi-monthly or at
6 the time of each payment to furnish an itemized wage statement in writing showing:

- 7 (1) The gross wages earned;
- 8 (2) The total hours worked by the employee;
- 9 (3) The number of piece-rate units earned and any applicable piece rate
10 if the employee is paid on a piece rate basis;
- 11 (4) All deductions, provided that all deductions made on written orders
12 of the employee may be aggregated and shown as one item;
- 13 (5) The net wages earned;
- 14 (6) The inclusive dates of the period for which the employee is paid;
- 15 (7) The name of the employee and only the last four digits of his or her
16 social security number or an employee identification number other
17 than a social security number;
- 18 (8) The name and address of the legal entity that is the employer; and
- 19 (9) All applicable hourly rates in effect during the pay period and the
20 corresponding number of hours worked at each hourly rate by the
21 employee.

22 111. As set forth above, Defendants issued and continues to issue wage statements to its
23 non-exempt employees including Plaintiff and the other Class Members that are inadequate under
24 Labor Code section 226, subdivision (a). By failing to pay Plaintiff and the other Class Members
25 properly as described above, Defendants failed to include required information on their wage
26 statements, including, but not limited to, the gross wages earned, the net wages earned in violation
27 of Labor Code section 226, subdivision (a).
28

1 112. Defendants' failure to comply with Labor Code section 226, subdivision (a), of the
2 Labor Code was knowing and intentional. (Lab. Code, § 226, subd. (e)).

3 113. As a result of Defendants' issuance of inaccurate itemized wage statements to
4 Plaintiff and the other Class Members in violation of Labor Code section 226, subdivision (a),
5 Plaintiff and the other Class Members are each entitled to recover an initial penalty of \$50, and
6 subsequent penalties of \$100, up to an amount not exceeding an aggregate penalty of \$4,000 per
7 Plaintiff and per each Class Member from Defendants pursuant to Labor Code section 226,
8 subdivision (e), along with costs and reasonable attorneys' fees.

9 **Ninth Cause of Action**

10 *Violations of California's Unfair Competition Law*

11 *(Against All Defendants)*

12 114. Plaintiff realleges and incorporates by reference all previous paragraphs.

13 115. Defendants have engaged and continue to engage in unfair and/or unlawful business
14 practices in California in violation of California Business and Professions Code section 17200
15 through 17210, by committing the unlawful acts described above. Defendants' utilization of these
16 unfair and unlawful business practices deprived and continue to deprive Plaintiff and the other
17 Class Members of compensation to which they are legally entitled. These practices constitute
18 unfair and unlawful competition and provide an unfair advantage over Defendants' competitors
19 who have been and/or are currently employing workers and attempting to do so in honest
20 compliance with applicable wage and hour laws.

21 116. Because Plaintiff is a victim of Defendants' unfair and unlawful conduct alleged
22 herein, Plaintiff for himself and on behalf of the Class Members, seeks full restitution of monies,
23 as necessary and according to proof, to restore any and all monies withheld, acquired and/or
24 converted by Defendants pursuant to Business and Professions Code sections 17203 and 17208.

25 117. The acts complained of herein occurred within the four years prior to the initiation
26 of this action and are continuing into the present and ongoing.

27 118. Plaintiff was compelled to retain the services of counsel to file this Court action to
28 protect his interests and those of the Class Members, to obtain restitution and injunctive relief on

1 behalf of Defendants' current non-exempt employees and to enforce important rights affecting the
2 public interest. Plaintiff has thereby incurred the financial burden of attorneys' fees and costs,
3 which Plaintiff is entitled to recover under Code of Civil Procedure section 1021.5.

4 **Tenth Cause of Action**

5 *Penalties Pursuant to PAGA for Violations of California Labor Code Sections*

6 *201, 202, 203, 204, 210, 226, 226.3, 226.7, 510, 512, 1174, 1185, 1194, 1194.2,*

7 *1197, 1197.1, 1198, 1198.5, 1199, and Other Provisions of the Labor Code*

8 *(Against All Defendants)*

9 119. Plaintiff realleges and incorporates by reference all previous paragraphs.

10 120. Based on the above allegations incorporated by reference, Defendants violated
11 Labor Code sections 201, 202, 203, 204, 210, 226, 226.3, 226.7, 510, 512, 1174, 1185, 1194,
12 1194.2, 1197, 1197.1, 1198, 1198.5, 1199, and others that may be applicable; and the Applicable
13 Wage Orders (Cal. Code of Regs., tit. 8, §§ 11130, 11140), and others that may be applicable.

14 121. As a result of the acts alleged above, Plaintiff seeks penalties under Labor Code
15 sections 2698 through 2699.6 because of Defendants' violation of Labor Code sections 201, 202,
16 203, 204, 210, 226, 226.3, 226.7, 510, 512, 1174, 1185, 1194, 1194.2, 1197, 1197.1, 1198, 1198.5,
17 1199, and others that may be applicable; and the Applicable Wage Orders (Cal. Code of Regs., tit.
18 8, §§ 11130, 11140), and others that may be applicable.

19 122. Under Labor Code section 2699, subdivision (f)(2), and 2699.5, for each such
20 violation, Plaintiff and the Aggrieved Employees are entitled to penalties in an amount to be shown
21 at the time of trial subject to the following formula:

22 A. \$100 for the initial violation per employee per pay period; and

23 B. \$200 for each subsequent violation per employee per pay period.

24 123. These penalties must be allocated seventy-five percent to the Labor and Workforce
25 Development Agency ("LWDA") and twenty-five percent to the affected employees. These
26 penalties may be stacked separately for each of Defendants violations of the California Labor
27 Code. (*Lopez v. Friant & Associates, LLC* (2017) 15 Cal.App.5th 773, 780–781 [citing with
28 approval *Stoddart v. Express Services, Inc.* (E.D. Cal., Sept. 16, 2015, No. 2:12-CV-01054-KJM)

1 2015 WL 5522142, at *9, for the proposition that plaintiff could pursue separate claims for
2 penalties under Labor Code section 226, subdivision (e), and penalties for Labor Code section 226,
3 subdivision (a), violations]; see also *Hernandez v. Towne Park, Ltd.* (C.D. Cal., June 22, 2012,
4 No. CV 12-02972 MMM JCGX) 2012 WL 2373372, at *17 fn. 70 [noting that federal courts
5 applying California law have found that “PAGA penalties can be stacked, i.e., multiple PAGA
6 penalties can be assessed for the same pay period for different Labor Code violations.”], internal
7 quotation marks omitted).

8 124. In addition, to the extent permitted by law, Defendants failed to provide Plaintiff
9 and all Aggrieved Employees with accurate itemized wage statements in compliance with Labor
10 Code section 226, subdivision (a). Plaintiff seeks separate PAGA penalties for Defendants’
11 violations of Labor Code section 226, subdivisions (a) and (e). (*Lopez v. Friant & Associates,*
12 *LLC, supra*, 15 Cal.App.5th at pp. 780, 788.)

13 125. For violations of Labor Code section 226, subdivision (a), Plaintiff seeks the default
14 penalty provided by Labor Code section 226.3. Labor Code section 226.3 provides that “[a]ny
15 employer who violates subdivision (a) of Section 226 shall be subject to a civil penalty in the
16 amount of two hundred fifty dollars (\$250) per employee per violation in an initial violation and
17 one thousand dollars (\$1,000) per employee for each violation in a subsequent citation, for which
18 the employer fails to provide the employee a wage deduction statement or fails to keep the required
19 in subdivision (a) of Section 226.” Accordingly, through PAGA and to the extent permitted by
20 law Plaintiff and the Aggrieved Employees are entitled to recover penalties for violations of Labor
21 Code section 226.3 and seeks default PAGA penalties for each of Defendants’ numerous violations
22 of Labor Code section 226, subdivision (e).

23 126. Labor Code section 210 provides that “in addition to, an entirely independent and
24 apart from, any other penalty provided in this article, every person who fails to pay the wages of
25 each employee as provided in Sections . . . 204 . . . shall be subject to a civil penalty as follows:
26 (1) For any initial violation, one hundred dollars (\$100) for each failure to pay each employee; (2)
27 For each subsequent violation, or any willful or intentional violation, two hundred dollars (\$200)
28 for each failure to pay each employee, plus 25% of the amount unlawfully withheld.” As a result

1 of the faulty compensation policies and practices, Plaintiff and the Aggrieved Employees are also
2 entitled to recover penalties under Labor Code section 210 through PAGA.

3 127. Labor Code section 1197.1 authorizes a civil penalty, restitution of wages, and
4 liquidated damages, in the amount of: (1) one hundred dollars (\$100) for any initial violation that
5 is intentionally committed for each underpaid employee for each pay period for which the
6 employee is underpaid, and (2) two hundred fifty dollars (\$250) for each subsequent violation for
7 the same specific offense for each underpaid employee for each pay period for which the employee
8 is underpaid regardless of whether the initial violation is intentionally committed. Accordingly,
9 through PAGA and to the extent permitted by law, Plaintiff and the Aggrieved Employees are
10 entitled to recover pursuant to Labor Code section 1197.1.

11 128. Plaintiff was compelled to retain the services of counsel to file this action to protect
12 his interests and those of the Aggrieved Employees, and to assess and collect the wages and
13 penalties owed by Defendants. Plaintiff has thereby incurred attorneys' fees and costs, which
14 Plaintiff is also entitled to recover under Labor Code section 2699, subdivision (g)(1).

15 **VIII. DEMAND FOR JURY TRIAL**

16 129. Plaintiff hereby demands trial by jury of Plaintiff's and the Class Members' claims
17 against Defendants.

18 **IX. PRAYER FOR RELIEF**

19 Plaintiff prays for judgment for himself and for all others on whose behalf this suit is
20 brought against Defendants, as follows:

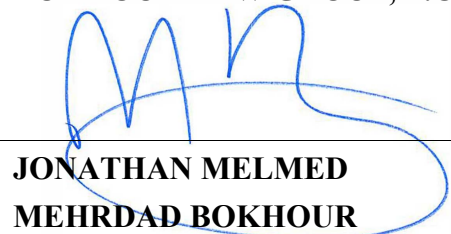
- 21 1. For an order certifying the proposed class;
- 22 2. For an order appointing Plaintiff as representative of the class;
- 23 3. For an order appointing Plaintiff's counsel as counsel for the class;
- 24 4. For the failure to pay all minimum wages, compensatory, consequential, general,
25 and special damages according to proof pursuant to Labor Code sections 1194,
26 1194.2, 1197, and others as may be applicable;
- 27
- 28

- 1 **5.** For the failure to pay all overtime wages, compensatory, consequential, general,
2 and special damages according to proof pursuant to Labor Code sections 204, 510,
3 1194, 1198, and others as may be applicable;
- 4 **6.** For the failure to provide rest periods and pay missed rest period premiums,
5 compensatory, consequential, general, and special damages according to proof
6 pursuant to Labor Code section 226.7;
- 7 **7.** For the failure to provide meal periods and pay missed meal period premiums,
8 compensatory, consequential, general, and special damages according to proof
9 pursuant to Labor Code sections 226.7 and 512;
- 10 **8.** For the failure to maintain accurate employment records, penalties pursuant to
11 Labor Code sections 226.3, 1174.5, and others that may be applicable;
- 12 **9.** For the failure to pay wages timely during employment, the unpaid balance of the
13 compensation owed to Plaintiff and the other Class Members and any applicable
14 penalties owed to them pursuant to Labor Code section 210;
- 15 **10.** For the failure to pay all wages earned and unpaid at separation, statutory waiting
16 time penalties pursuant to Labor Code sections 201 through 203, for the Class
17 Members who quit or were fired in an amount equal to their daily wage multiplied
18 by thirty days, as may be proven;
- 19 **11.** For the violations of California's Unfair Competition Law, restitution to Plaintiff
20 and the other Class Members of all money and/or property unlawfully acquired by
21 Defendants by means of any acts or practices declared by this Court to be in
22 violation of Business and Professions Code sections 17200 through 17210;
- 23 **12.** For the claim of penalties pursuant to PAGA and other provisions of the California
24 Labor Code, a civil penalty in the amount of \$100 for the initial violation and \$200
25 for each subsequent violation as specified in Labor Code section 2699, subdivision
26 (f)(2), in the representative action brought on behalf of Plaintiff and the Aggrieved
27 Employees pursuant the Labor Code Private Attorneys General Act of 2004, and
28 for civil penalties available under Labor Code section 210;

- 1 **13.** Prejudgment interest on all due and unpaid wages pursuant to Labor Code section
2 218.6 and Civil Code sections 3287 and 3289;
- 3 **14.** On all causes of action for which attorneys' fees may be available, for attorneys'
4 fees and costs as provided by Labor Code sections 218.5, 226, Code of Civil
5 Procedure section 1021.5, and others as may be applicable;
- 6 **15.** For an order enjoining Defendants, and each of them, and their agents, servants,
7 and employees, and all persons acting under, in concert with, or for them, from
8 acting in derogation of any rights or duties adumbrated in this complaint; and
- 9 **16.** For such other and further relief, this Court may deem just and proper.

10 Dated: July 20, 2021

MELMED LAW GROUP P.C.
BOKHOUR LAW GROUP, P.C.


JONATHAN MELMED
MEHRDAD BOKHOUR

Attorneys for Plaintiff, the Putative Class, and
the Aggrieved Employees