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AEGIS LAW FIRM, PC
SAMUEL A. WONG, State Bar No. 217104
KASHIF HAQUE, State Bar No. 218672
JESSICA L. CAMPBELL, State Bar No. 280626
JORDAN WYSOCKI, State Bar No. 334671
9811 Irvine Center Drive, Suite 100
Irvine, California 92618
Telephone: (949) 379-6250
Facsimile: (949) 379-6251
Email: jcampbell@aegislawfirm.com
jwysocki@aegislawfirm.com

Attorneys for Plaintiff Alisha Gurung, individually,
and on behalf of all others similarly situated

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SAN BERNARDINO

ALISHA GURUNG, individually and on
behalf of all others similarly situated,

Plaintiffs,

v.

UNIQLO CALIFORNIA, LLC; and
UNIQLO USA, LLC; and DOES 1 through
20, inclusive,

Defendants.

Case No. CIVSB 2114380

*Assigned for All Purposes to:
Hon. Judge David Cohn; Dept. S-26*

**[Amended as a matter of right, pursuant to
Labor Code section 2699.3(a)(2)(C)]**

**FIRST AMENDED COMPLAINT FOR
VIOLATION OF THE CALIFORNIA
LABOR CODE PRIVATE ATTORNEYS
GENERAL ACT OF 2004**

FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF SAN BERNARDINO
SAN BERNARDINO DISTRICT

AUG 20 2021

BY Jovanna Leandro
JOVANNA LEANDRO, DEPUTY

1 Plaintiff Alisha Gurung, individually and on behalf of other aggrieved employees, alleges
2 as follows:

3 **NATURE OF ACTION AND INTRODUCTORY STATEMENT**

4 1. Plaintiff Alisha Gurung (“Plaintiff”) brings this representative action pursuant to
5 the Private Attorneys General Act of 2004, Cal. Lab. Code. § 2698 *et seq.*, against defendants
6 Uniqlo California, LLC, and Uniqlo USA, LLC, and DOES 1 through 20, inclusive (collectively,
7 “Defendants”), on Plaintiff’s own behalf and on behalf of all other aggrieved employees
8 employed by Defendants throughout California.

9 2. Defendants are in the retail clothing industry.

10 3. Through this action, Plaintiff alleges that Defendants engaged in a systematic
11 pattern of wage and hour violations under the California Labor Code.

12 4. Plaintiff is informed and believe, and thereon alleges, during the relevant time
13 period, Defendants had a consistent policy of violating the state wage and hour laws by, among
14 other things:

- 15 (a) failing to pay all wages (including minimum wages and overtime wages);
- 16 (b) failing to provide lawful meal periods or compensation in lieu thereof;
- 17 (c) failing to authorize or permit lawful rest breaks or provide compensation
18 in lieu thereof;
- 19 (d) failing to reimburse necessary business-related costs;
- 20 (e) failing to provide accurate itemized wage statements; and
- 21 (f) failing to pay all wages due upon separation of employment.

22 5. Plaintiff seeks monetary relief against Defendants on behalf of himself and all
23 others aggrieved employees in California to recover, among other things, civil penalties pursuant
24 to Labor Code §§ 2698 *et seq.*, interest, attorneys’ fees, costs and expenses.

25 **JURISDICTION AND VENUE**

26 6. This is a representative action pursuant to Private Attorneys General Act of 2004
27 (Cal. Lab. Code §§ 2698, *et seq.*)(“PAGA”). The civil penalties sought by Plaintiff exceed the
28

1 minimal jurisdictional limits of the Superior Court and will be established according to proof at
2 trial.

3 7. This Court has jurisdiction over this action pursuant to the California
4 Constitution, Article VI, § 10, which grants the Superior Court original jurisdiction in all causes
5 except those given by statutes to other courts. The statutes under which this action is brought do
6 not specify any other basis for jurisdiction.

7 8. This Court has jurisdiction over all Defendants because, upon information and
8 belief, they are citizens of California, have sufficient minimum contacts in California, or
9 otherwise intentionally avail themselves of the California market so as to render the exercise of
10 jurisdiction over them by the California courts consistent with traditional notions of fair play and
11 substantial justice.

12 9. Venue is proper in this Court because, upon information and belief, Defendants
13 reside, transact business, or have offices in this county, and/or the acts and omissions alleged
14 herein took place in this county.

15 **THE PARTIES**

16 10. Plaintiff is a resident of California and worked for Defendants during the relevant
17 time periods as alleged herein.

18 11. Plaintiff is informed and believes, and thereon alleges that at all times hereinafter
19 mentioned, Defendants were and are subject to the Labor Code and IWC Wage Orders as
20 employers, whose employees were and are engaged throughout this county and the State of
21 California.

22 12. Plaintiff is unaware of the true names or capacities of the defendants sued herein
23 under the fictitious names DOES 1 through 20, but will seek leave of this Court to amend this
24 Complaint and serve such fictitiously named defendants once their names and capacities become
25 known.

26 13. Plaintiff is informed and believes, and thereon alleges, that DOES 1 through 20
27 are or were the partners, agents, owners, shareholders, managers, or employees of Defendants at
28 all relevant times.

14. Plaintiff is informed and believes, and thereon alleges, that each defendant acted in all respects pertinent to this action as the agent of the other defendant, carried out a joint scheme, business plan, or policy in all respects pertinent hereto, and the acts of each defendant are legally attributable to the other defendant. Furthermore, defendants in all respects acted as the employer and/or joint employer of Plaintiff and the other aggrieved employees.

15. Plaintiff is informed and believes, and thereon alleges, that each and all of the acts and omissions alleged herein were performed by, or are attributable to, Defendants and/or DOES 1 through 20, acting as the agent or alter ego for the other, with legal authority to act on the other's behalf. The acts of any and all Defendants were in accordance with, and represent, the official policy of Defendants.

16. At all relevant times, Defendants, and each of them, acted within the scope of such agency or employment, or ratified each and every act or omission complained of herein. At all relevant times, Defendants, and each of them, aided and abetted the acts and omissions of each and all the other Defendants in proximately causing the damages herein alleged.

17. Plaintiff is informed and believes, and thereon alleges, that each of said Defendants is in some manner intentionally, negligently, or otherwise responsible for the acts, omissions, occurrences, and transactions alleged herein.

GENERAL ALLEGATIONS

18. At all relevant times mentioned herein, Defendants employed Plaintiff and other California citizens as non-exempt employees or employees throughout California at Defendants' California business location(s).

19. Defendants continue to employ non-exempt employees or employees within California.

20. Plaintiff is informed and believes, and thereon alleges, that at all times herein mentioned, Defendants were advised by skilled lawyers, employees, and other professionals who were knowledgeable about California's wage and hour laws, employment and personnel practices, and the requirements of California law.

1 21. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
2 should have known that Plaintiff and other aggrieved employees were entitled to receive wages
3 for all time worked (including minimum wages and overtime wages) and that they were not
4 receiving all wages earned for work that was required to be performed. In violation of the Labor
5 Code and IWC Wage Orders, Plaintiff and other aggrieved employees were not paid all wages
6 (including minimum wages and overtime wages) for all hours worked, including, but not limited
7 to requiring Plaintiff and other aggrieved employees to work off-the-clock, and requiring
8 Plaintiff and other aggrieved employees to wait for bag checks off-the-clock, and failing to
9 compensate Plaintiff and other aggrieved employees for these hours.

10 22. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
11 should have known that Plaintiff and other aggrieved employees were entitled to receive all
12 required meal periods or payment of one (1) additional hour of pay at Plaintiff's and other
13 aggrieved employees' regular rate of pay when they did not receive a timely, uninterrupted meal
14 period. In violation of the Labor Code and IWC Wage Orders, Plaintiff and other aggrieved
15 employees did not receive all meal periods or payment of one (1) additional hour of pay at
16 Plaintiff's and other aggrieved employees' regular rate of pay when they did not receive a timely,
17 uninterrupted meal period.

18 23. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
19 should have known that Plaintiff and other aggrieved employees were entitled to receive all rest
20 breaks or payment of one (1) additional hour of pay at Plaintiff's and other aggrieved employees'
21 regular rate of pay when a rest break was late, missed, or interrupted. In violation of the Labor
22 Code and IWC Wage Orders, Plaintiff and other aggrieved employees did not receive all rest
23 breaks or payment of one (1) additional hour of pay at Plaintiff's and other aggrieved employees'
24 regular rate of pay when a rest break was missed, late, or interrupted.

25 24. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
26 should have known that Plaintiff and other aggrieved employees were entitled to reimbursement
27 and/or indemnification for all necessary business expenditures or losses as a direct consequence
28 of the discharge of their duties, or of their obedience to the directions of Defendants. In violation

1 of the Labor Code and IWC Wage Orders, Plaintiff and other aggrieved employees incurred
2 necessary business expenses or losses, such as cell phones, but were not reimbursed nor
3 indemnified of such expenses or losses that were incurred as a direct consequence of the
4 discharge of their duties, or of their obedience to the directions of Defendants.

5 25. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
6 should have known that Plaintiff and other aggrieved employees were entitled to receive
7 itemized wage statements that accurately showed the following information pursuant to the
8 Labor Code: (1) gross wages earned; (2) total hours worked by the employee; (3) the number of
9 piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis;
10 (4) all deductions, provided that all deductions made on written orders of the employee may be
11 aggregated and shown as one item; (5) net wages earned; (6) the inclusive dates of the period for
12 which the employee is paid; (7) the name of the employee and only the last four digits of his or
13 her social security number or an employee identification number other than a social security
14 number; (8) the name and address of the legal entity that is the employer; and (9) all applicable
15 hourly rates in effect during the pay period and the corresponding number of hours worked at
16 each hourly rate by the employee. In violation of the Labor Code, Plaintiff and other aggrieved
17 employees were not provided with accurate itemized wage statements.

18 26. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
19 should have known that the aggrieved employees were entitled to timely payment of wages due
20 upon separation of employment. In violation of the Labor Code, the aggrieved employees did not
21 receive payment of all wages within the permissible time periods.

22 27. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
23 should have known they had a duty to compensate Plaintiff and other aggrieved employees, and
24 Defendants had the financial ability to pay such compensation but willfully, knowingly, and
25 intentionally failed to do so in order to increase Defendants' profits.

26 28. Therefore, Plaintiff brings this lawsuit seeking monetary relief against Defendants
27 on Plaintiff's own behalf and on behalf of all other aggrieved employees to recover, among other
28 things, interest, attorneys' fees, penalties, costs, and expenses.

1 **FIRST CAUSE OF ACTION**

2 **ENFORCEMENT OF LABOR CODE §§ 2698 ET SEQ. ("PAGA")**

3 29. Plaintiff hereby re-alleges and incorporate by reference the previous paragraphs
4 as though fully set forth herein.

5 30. Pursuant to Labor Code § 2699(a), any provision of the Labor Code that provides
6 for a civil penalty to be assessed and collected by the Labor and Workforce Development
7 Agency ("LWDA") or any of its departments, divisions, commissions, boards, agencies, or
8 employees for violation of the Labor Code may, as an alternative, be recovered through a civil
9 action brought by an aggrieved employee on behalf of himself or herself and other current or
10 former employees pursuant to the procedures specified in Labor Code § 2699.3.

11 31. For all provisions of the Labor Code except those for which a civil penalty is
12 specifically provided, Labor Code § 2699(f) imposes upon Defendants a penalty of one hundred
13 dollars (\$100.00) for each aggrieved employee per pay period for the initial violation and two
14 hundred dollars (\$200.00) for each aggrieved employee per pay period for each subsequent pay
15 period in which Defendants violated these provisions of the Labor Code.

16 32. Defendants' conduct violates numerous Wage Order and Labor Code sections,
17 including, but not limited to, the following:

- 18 a. violation of Labor Code §§ 201-203, 204, 210, 510, 558, 1182.12, 1194,
19 1197, and 1198 for failure to timely pay all earned wages (including
20 minimum wage and overtime wages) owed to Plaintiff and other
21 aggrieved employees during employment and upon separation of
22 employment as herein alleged;
- 23 b. violation of Labor Code §§ 226.7 and 512 for failure to provide meal
24 periods to Plaintiff and other aggrieved employees and failure to pay
25 premium wages for missed meal periods as herein alleged;
- 26 c. violation of Labor Code § 226.7 for failure to permit rest breaks to
27 Plaintiff and other aggrieved employees and failure to pay premium
28 wages for missed rest periods as herein alleged;

- 1 d. violation of Labor Code §§ 2800 and 2802 for failure to reimburse
2 necessary business expenses to Plaintiff and other aggrieved employees
3 as herein alleged;
- 4 e. violation of Labor Code § 226 for failure to provide accurate itemized
5 wage statements to Plaintiff and other aggrieved employees as herein
6 alleged; and
- 7 f. violation of Labor Code §§ 1174 and 1174.5 for failure to maintain
8 accurate and complete records showing, among other things, the hours
9 worked daily by and the wages paid to aggrieved employees.

10 33. Plaintiff is an “aggrieved employee” because she was employed by the alleged
11 violator and had one or more of the violations committed against her, and therefore is properly
12 suited to represent the interests of all other aggrieved employees.

13 34. Plaintiff has exhausted the procedural requirements under Labor Code § 2699.3
14 as to Defendants and is therefore able to pursue a claim for penalties on behalf of herself and all
15 other aggrieved employees under PAGA.

16 35. Pursuant to Labor Code §§ 2699(a), 2699.3 and 2699.5, Plaintiff is entitled to
17 recover civil penalties, in addition to other remedies, for violations of the Labor Code sections
18 cited above.

19 36. For bringing this action, Plaintiff is entitled to attorney’s fees and costs incurred
20 herein.

21 **PRAYER FOR RELIEF**

22 On Plaintiff’s own behalf and on behalf of all others similarly situated, Plaintiff prays
23 for relief and judgment against Defendants, jointly and severally, as follows:

24 1. For civil penalties against Defendants on behalf of all aggrieved employees and
25 the LWDA pursuant to Labor Code § 2698, *et seq.*;

26 2. For reasonable attorneys’ fees, costs of suit, and interest to the extent permitted
27 by law, including, but not limited to, Code of Civil Procedure § 1021.5 and Labor Code § 2698
28 *et seq.*; and;

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3. For such other relief as the Court deems just and proper.

Dated: August 20, 2021

AEGIS LAW FIRM, PC

By: 
Jordan Wysocki
Attorneys for Plaintiff Alisha Gurung

1 **CERTIFICATE OF SERVICE**

2 I, the undersigned, am employed in the County of Orange, State of California. I am over
3 the age of 18 and not a party to the within action; am employed with Aegis Law Firm PC and
my business address is 9811 Irvine Center Drive, Suite 100, Irvine, California 92618.

4 On August 20, 2021, I served the foregoing document entitled:

- 5 • **[Amended as a matter of right, pursuant to Labor Code section**
6 **2699.3(a)(2)(C)] FIRST AMENDED COMPLAINT FOR VIOLATION OF**
7 **THE CALIFORNIA LABOR CODE PRIVATE ATTORNEYS GENERAL**
8 **ACT OF 2004**

9 on all the appearing and/or interested parties in this action by delivering ☐ the original ☒ a true
10 copy thereof on the party(ies) addressed below as follows:

11 JoAnna Brooks
12 **LITTLER MENDELSON P.C.**
13 Treat Towers
14 1255 Treat Blvd, Suite 600
15 Walnut Creek, CA 94597
16 Telephone: 925.927.4530
17 Facsimile: 415.520.9371
18 JBrooks@littler.com

19 *Attorneys for Defendant:*

20 UNIQLO CALIFORNIA, LLC; and UNIQLO USA, LLC

21 ☒ **(BY MAIL)** I am readily familiar with the firm's practice of collection and processing
22 correspondence for mailing. Under that practice it would be deposited with the U.S.
23 Postal Service on that same day with postage thereon fully prepaid at Irvine, California
24 in the ordinary course of business. I am aware that on motion of the party served, service
25 is presumed invalid if postage cancellation date or postage meter date is more than one
26 day after date of deposit for mailing this affidavit. (*Cal Code Civ. Proc.* § 1013(a); *Fed.*
27 *R. Civ. Proc.* 5(a); *Fed. R. Civ. Proc.* 5(c).)

28 ☐ **(BY OVERNIGHT MAIL)** I am personally and readily familiar with the business
practice of Aegis Law Firm PC for collection and processing correspondence for
overnight delivery, and I caused such document(s) described herein to be deposited for
delivery to a facility regularly maintained Federal Express for overnight delivery. (*Cal*
Code Civ. Proc. § 1013(c); *Fed. R. Civ. Proc.* 5(c).)

☐ **(BY ELECTRONIC TRANSMISSION)** I caused said document(s) to be served via
electronic transmission via the above listed email addresses on the date below. (*Cal.*
Code Civ. Proc. § 1010.6(6); *Fed. R. Civ. Proc.* 5(b)(2)(E); *Fed. R. Civ. Proc.* 5(b)(3).)

☐ **(BY PERSONAL SERVICE)** I delivered the foregoing document by hand delivery to
the addressed named above. (*Cal Code Civ. Proc.* § 1011; *Fed. R. Civ. Proc.*
5(b)(2)(A).)

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1 I declare under penalty of perjury under the laws of the State of California that the
2 foregoing is true and correct.

3 Executed on August 20, 2021, at Irvine, California.

4 
5 Andrea Drocco