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and on behalf of all others similarly situated.

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SANTA CLARA

ANTHONY SANCHEZ, individually and
on behalf of all others similarly situated,

Plaintiffs,

v.

JSR MICRO, INC.; JSR NORTH
AMERICA HOLDINGS, INC.; JSR LIFE
SCIENCES, LLC; and DOES 1 through 20,
inclusive,

Defendants.

Case No. **21CV386334**

**COMPLAINT FOR VIOLATION OF THE
CALIFORNIA LABOR CODE PRIVATE
ATTORNEYS GENERAL ACT OF 2004
(CAL. LAB. CODE §§ 2698, ET SEQ.)**

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

3 **NATURE OF ACTION AND INTRODUCTORY STATEMENT**

4 1. Plaintiff Anthony Sanchez ("Plaintiff") brings this representative action against
5 defendants JSR Micro, Inc., JSR North America Holdings, Inc., JSR Life Sciences, LLC, and
6 DOES 1 through 20, inclusive (collectively, "Defendants"), on Plaintiff's own behalf and on
7 behalf of other aggrieved employees who are and were employed by Defendants as non-exempt
8 employees throughout California.

9 2. Defendants are in the business of developing and manufacturing semiconductor
10 materials.

11 3. Through this action, Plaintiff alleges that Defendants engaged in a systematic
12 pattern of wage and hour violations under the California Labor Code and Industrial Welfare
13 Commission ("IWC") Wage Orders, all of which contribute to Defendants' deliberate unfair
14 competition.

15 4. Plaintiff is informed and believe, and thereon alleges, that Defendants have
16 increased their profits by violating state wage and hour laws by, among other things:

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

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

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JURISDICTION AND VENUE

6. This is a representative action pursuant to Private Attorneys General Act of 2004 (Cal. Lab. Code §§ 2698, *et seq.*)(“PAGA”). The civil penalties sought by Plaintiff exceeds the minimal jurisdictional limits of the Superior Court and will be established according to proof at trial.

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

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

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

THE PARTIES

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

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

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

13. Plaintiff is informed and believes, and thereon alleges, that DOES 1 through 20 are or were the partners, agents, owners, shareholders, managers, or employees of Defendants at 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 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 throughout California at Defendants' California business location(s).

19. Defendants continue to employ non-exempt 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

1 were knowledgeable about California's wage and hour laws, employment and personnel
2 practices, and the requirements of California law.

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

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

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

27 24. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
28 should have known that Plaintiff and other aggrieved employees were entitled to reimbursement

1 and/or indemnification for all necessary business expenditures or losses as a direct consequence
2 of the discharge of their duties, or of their obedience to the directions of Defendants. In violation
3 of the Labor Code and IWC Wage Orders, Plaintiff and other aggrieved employees incurred
4 necessary business expenses or losses, such as home internet, but were not reimbursed nor
5 indemnified of such expenses or losses that were incurred as a direct consequence of the
6 discharge of their duties, or of their obedience to the directions of Defendants.

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

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

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

1 28. Therefore, Plaintiff brings this lawsuit seeking monetary and injunctive relief
2 against Defendants on Plaintiff's own behalf and on behalf of all other aggrieved employees to
3 recover, among other things, unpaid wages (including minimum wages and overtime wages),
4 unpaid meal period premium payments, unpaid rest period premium payments, unreimbursed
5 business expenditures, interest, attorneys' fees, penalties, costs, and expenses.

6 **FIRST CAUSE OF ACTION**

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

8 29. Plaintiff re-alleges and incorporates by reference the previous paragraphs as
9 though fully set forth herein.

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

16 31. For all provisions of the Labor Code except those for which a civil penalty is
17 specifically provided, Labor Code § 2699(f) imposes upon Defendants a civil penalty of one
18 hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation and
19 two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent pay
20 period in which Defendants violated these provisions of the Labor Code.

21 32. Defendants' conduct violates numerous Labor Code sections, including, but not
22 limited to, the following:

- 23 (a) violation of Labor Code §§ 201, 202, 203, 204, 510, 1182.12, 1194, 1197, and
24 1198 for failure to timely pay all earned wages (including minimum and overtime
25 wages) owed to Plaintiff and other aggrieved employees during employment and upon
26 separation of employment as herein alleged;

1 (b) violation of Labor Code §§ 226.7 and 512 for failure to provide meal periods to
2 Plaintiff and other aggrieved employees and failure to pay premium wages for missed
3 meal periods as herein alleged;

4 (c) violation of Labor Code § 226.7 for failure to permit rest breaks to Plaintiff and
5 other aggrieved employees and failure to pay premium wages for missed rest periods
6 as herein alleged;

7 (d) violation of Labor Code § 226 for failure to provide accurate itemized wage
8 statements to Plaintiff and other aggrieved employees as herein alleged; and

9 (e) violation of Labor Code §§ 1174 and 1174.5 for failure to maintain accurate
10 and complete records showing, among other things, the hours worked daily and the
11 wages paid to aggrieved employees as herein alleged; and

12 (f) violation of Labor Code §§ 2800 and 2802 for failure to reimburse Plaintiff and
13 other aggrieved employees for necessary business expenses as herein alleged.

14 33. Plaintiff is an “aggrieved employee” because he was employed by the alleged
15 violator and had one or more of the violations committed against him, and therefore is properly
16 suited to represent the interests of all other aggrieved employees.

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

20 35. Pursuant to Labor Code §§ 2699(a), 2699.3 and 2699.5, Plaintiff is entitled to
21 recover civil penalties in addition to other remedies, for violation of the Labor Code sections
22 cited above.

23 36. For bringing this action, Plaintiff is entitled to attorneys’ fees and costs incurred
24 herein.

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26 **PRAYER FOR RELIEF**

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

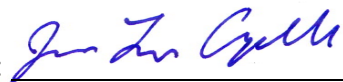
1 1. For civil penalties against Defendants on behalf of all aggrieved employees and
2 the LWDA pursuant to Labor Code § 2698, *et seq.*;

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

6 3. For such other relief as the Court deems just and proper.
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8 Dated: August 30, 2021

AEGIS LAW FIRM, PC

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10 By: 
11 Jessica L. Campbell
12 Attorneys for Plaintiff Anthony Sanchez
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