

LAWYERS for JUSTICE, PC  
410 West Arden Avenue, Suite 203  
Glendale, California 91203

Edwin Aiwarzian (SBN 232943)  
LAWYERS for JUSTICE, PC  
410 West Arden Avenue, Suite 203  
Glendale, California 91203  
Tel: (818) 265-1020  
Fax: (818) 265-1021

Attorneys for Plaintiffs

FILED  
Superior Court Of California,  
Sacramento  
09/20/2021  
Invalledor  
By \_\_\_\_\_, Deputy  
Case Number:  
34-2021-00308264

SUPERIOR COURT OF THE STATE OF CALIFORNIA  
FOR THE COUNTY OF SACRAMENTO

JOYCE DEMPSEY and SYLVIA  
REDDING, individually, and on behalf of  
other aggrieved employees pursuant to the  
California Private Attorneys General Act;

Plaintiff,

vs.

RALEY'S, a California corporation; and  
DOES 1 through 100, inclusive,

Defendants.

Case No.:

COMPLAINT FOR ENFORCEMENT  
UNDER THE PRIVATE ATTORNEYS  
GENERAL ACT, CALIFORNIA LABOR  
CODE § 2698, ET SEQ.

Violation of California Labor Code §  
2698, et seq. (California Labor Code  
Private Attorneys General Act of 2004)

DEMAND FOR JURY TRIAL

File by Fax

COMES NOW, Plaintiff JOYCE DEMPSEY (“Plaintiff DEMPSEY”) and Plaintiff SYLVIA REDDING (“Plaintiff REDDING”), individually, and on behalf of other aggrieved employees pursuant to the California Private Attorneys General Act, and allege as follows:

**JURISDICTION AND VENUE**

1. This representative action is brought pursuant to the California Labor Code section 2698, et seq. The civil penalties sought by Plaintiffs exceeds the minimal jurisdiction limits of the Superior Court and will be established according to proof at trial.

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

3. This Court has jurisdiction over Defendant because, upon information and belief, Defendant is a citizen of California, has sufficient minimum contacts in California, or otherwise intentionally avails itself of the California market so as to render the exercise of jurisdiction over it by the California courts consistent with traditional notions of fair play and substantial justice.

4. Venue is proper in this Court because, upon information and belief, Defendant maintains offices, has agents, and/or transacts business in the State of California, including the County of Sacramento.

**PARTIES**

5. Plaintiff DEMPSEY is an individual residing in the State of California.

6. Plaintiff REDDING is an individual residing in the State of California.

7. Defendant RALEY’S at all times herein mentioned, was and is, upon information and belief, a California corporation, and at all times herein mentioned, an employer whose employees are engaged throughout the State of California, including the County of Sacramento.

8. At all relevant times, RALEY’S was the “employer” of Plaintiffs within the meaning of all applicable state laws and statutes.

9. At all times herein relevant, RALEY'S and DOES 1 through 100, and each of them, were the agents, partners, joint venturers, joint employers, representatives, servants, employees, successors-in-interest, co-conspirators and assigns, each of the other, and at all times relevant hereto were acting within the course and scope of their authority as such agents, partners, joint venturers, representatives, servants, employees, successors, co-conspirators and/or assigns, and all acts or omissions alleged herein were duly committed with the ratification, knowledge, permission, encouragement, authorization and/or consent of each defendant designated as a DOE herein.

10. The true names and capacities, whether corporate, associate, individual or otherwise, of defendants DOES 1 through 100, inclusive, are unknown to Plaintiffs who sue said defendants by such fictitious names. Plaintiffs are informed and believe, and based on that information and belief allege, that each of the defendants designated as a DOE is legally responsible for the events and happenings referred to in this Complaint, and unlawfully caused the injuries and damages to Plaintiffs as alleged in this Complaint. Plaintiffs will seek leave of court to amend this Complaint to show the true names and capacities when the same have been ascertained.

11. RALEY'S and DOES 1 through 100 will hereinafter collectively be referred to as "Defendants."

12. Plaintiffs further allege that Defendants including the unknown defendants identified as DOES, directly or indirectly controlled or affected the working conditions, wages, working hours, and conditions of employment of Plaintiffs and the other aggrieved employees so as to make each of said Defendants employers and employers liable under the statutory provisions set forth herein.

### **PAGA ALLEGATIONS**

13. At all times herein set forth, PAGA was applicable to Plaintiffs' employment by Defendants.

14. At all times herein set forth, PAGA provides that any provision of law under the California Labor Code that provides for a civil penalty to be assessed and collected by the

LWDA for violations of the California Labor Code may, as an alternative, be recovered through a civil action brought by an aggrieved employee on behalf of themselves and other current or former employees pursuant to procedures outlined in California Labor Code section 2699.3.

15. Pursuant to PAGA, a civil action under PAGA may be brought by an “aggrieved employee,” who is any person that was employed by the alleged violator and against whom one or more of the alleged violations was committed.

16. Plaintiffs were employed by Defendants and the alleged violation was committed against them during their time of employment and they are, therefore, aggrieved employees. Plaintiffs and the other employees are “aggrieved employees” as defined by California Labor Code section 2699(c) in that they are all current or former employees of Defendants, and one or more of the alleged violations were committed against them.

17. Pursuant to California Labor Code sections 2699.3 and 2699.5, an aggrieved employee, including Plaintiffs, may pursue a civil action arising under PAGA after the following requirements have been met:

- a. The aggrieved employee shall give written notice by online submission (hereinafter “Employee’s Notice”) to the Labor & Workforce Development Agency (hereinafter “LWDA”) and by U.S. Certified Mail to the employer of the specific provisions of the California Labor Code alleged to have been violated, including the facts and theories to support the alleged violations.
- b. The LWDA shall provide notice (hereinafter “LWDA Notice”) to the employer and the aggrieved employee by certified mail that it does not intend to investigate the alleged violation within sixty (60) calendar days of the postmark date of the Employee’s Notice. Upon receipt of the LWDA Notice, or if the LWDA Notice is not provided within sixty-five (65) calendar days of the postmark date of the Employee’s Notice, the aggrieved employee may commence a civil action pursuant

to California Labor Code section 2699 to recover civil penalties in addition to any other penalties to which the employee may be entitled.

18. On July 15, 2021, Plaintiff DEMPSEY provided written notice by online submission to the LWDA and by U.S. Certified Mail to Defendant RALEY'S of the specific provisions of the California Labor Code alleged to have been violated, including the facts and theories to support the alleged violations. Plaintiff DEMPSEY has not received an LWDA Notice within sixty-five (65) calendar days of the date of Plaintiff DEMPSEY's notice.

19. On July 16, 2021, Plaintiff REDDING provided written notice by online submission to the LWDA and by U.S. Certified Mail to Defendant RALEY'S of the specific provisions of the California Labor Code alleged to have been violated, including the facts and theories to support the alleged violations. Plaintiff DEMPSEY has not received an LWDA Notice within sixty-five (65) calendar days of the date of Plaintiff DEMPSEY's notice.

20. Therefore, Plaintiffs have satisfied the administrative prerequisites under California Labor Code section 2699.3(a) to recover civil penalties against Defendants, in addition to other remedies, for violations of California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802.

#### **GENERAL ALLEGATIONS**

21. At all relevant times set forth herein, Defendants employed Plaintiffs and other aggrieved current and former hourly-paid or non-exempt employees who worked for any of the Defendants in the State of California, including, but not limited to all current and former hourly-paid or non-exempt employees who worked for any of the Defendants within the State of California who earned shift differentials/non-discretionary bonuses/non-discretionary performance pay which was not used to calculate the correct regular rate of pay used to calculate the overtime rate(hereinafter collectively referred to as the "other aggrieved employees"). The other aggrieved employees also include all current and former hourly-paid or non-exempt employees who work for other locations and/or facilities owned, operated, or

1 managed by Raley's, including, but not limited to Knob Hill Foods, Bel Air Markets, Food  
2 Source, Market 5-One-5, and Sak N' Save.

3 22. Defendants, jointly and severally, employed Plaintiff DEMPSEY as an hourly-  
4 paid, non-exempt employee from approximately June 2018 to approximately August 2020 in  
5 the State of California.

6 23. Defendants, jointly and severally, employed Plaintiff REDDING as an hourly-  
7 paid, non-exempt employee from approximately July 1998 to approximately January 2021 in  
8 the State of California.

9 24. Defendants hired Plaintiffs and the other aggrieved employees, and failed to  
10 compensate them for all hours worked, missed meal periods or rest breaks.

11 25. Defendants had the authority to hire and terminate Plaintiffs and the other  
12 aggrieved employees, to set work rules and conditions governing Plaintiffs' and the other  
13 aggrieved employees' employment, and to supervise their daily employment activities.

14 26. Defendants exercised sufficient authority over the terms and conditions of  
15 Plaintiffs' and the other aggrieved employees' employment for them to be joint employers of  
16 Plaintiffs and the other aggrieved employees.

17 27. Defendants directly hired and paid wages and benefits to Plaintiffs and the  
18 other aggrieved employees.

19 28. Defendants continue to employ hourly-paid or non-exempt employees, within  
20 the State of California.

21 29. Plaintiffs and the other aggrieved employees worked over eight (8) hours in a  
22 day, and/or forty (40) hours in a week during their employment with Defendants.

23 30. Plaintiffs are informed and believe, and based thereon allege, that Defendants  
24 engaged in a uniform policy and systematic scheme of wage abuse against their hourly-paid  
25 or non-exempt employees. This scheme involved, *inter alia*, failing to pay them for all hours  
26 worked and for missed (short, late, interrupted, and altogether missed) meal periods and rest  
27 breaks in violation of California law.

28 ///

1           31.     Plaintiffs are informed and believe, and based thereon allege, that Defendants  
2 knew or should have known that Plaintiffs and the other aggrieved employees were entitled  
3 to receive certain wages for overtime compensation and that they were not receiving wages  
4 for overtime compensation.

5           32.     Plaintiffs are informed and believe, and based thereon allege, that Defendants  
6 failed to provide Plaintiffs and the other aggrieved employees the required rest and meal  
7 periods during the relevant time period as required under the Industrial Welfare Commission  
8 Wage Orders and thus they are entitled to any and all applicable penalties.

9           33.     Plaintiffs are informed and believe, and based thereon allege, that Defendants  
10 knew or should have known that Plaintiffs and the other aggrieved employees were entitled  
11 to receive all meal periods or payment of one additional hour of pay at Plaintiffs' and the  
12 other aggrieved employee's regular rate of pay when a meal period was missed, and they did  
13 not receive all meal periods or payment of one additional hour of pay at Plaintiffs' and the  
14 other aggrieved employee's regular rate of pay when a meal period was missed.

15           34.     Plaintiffs are informed and believe, and based thereon allege, that Defendants  
16 knew or should have known that Plaintiffs and the other aggrieved employees were entitled  
17 to receive all rest periods or payment of one additional hour of pay at Plaintiffs' and the other  
18 aggrieved employees' regular rate of pay when a rest period was missed, and they did not  
19 receive all rest periods or payment of one additional hour of pay at Plaintiffs' and the other  
20 aggrieved employees' regular rate of pay when a rest period was missed.

21           35.     Plaintiffs are informed and believe, and based thereon allege, that Defendants  
22 knew or should have known that Plaintiffs and the other aggrieved employees were entitled  
23 to receive at least minimum wages for compensation and that they were not receiving at least  
24 minimum wages for all hours worked.

25           36.     Plaintiffs are informed and believe, and based thereon allege, that Defendants  
26 knew or should have known that Plaintiffs and the other aggrieved employees were entitled  
27 to receive all wages owed to them upon discharge or resignation, including overtime and

28 ///

1 minimum wages and meal and rest period premiums, and they did not, in fact, receive all  
2 such wages owed to them at the time of their discharge.

3 37. Plaintiffs are informed and believe, and based thereon allege, that Defendants  
4 knew or should have known that Plaintiffs and the other aggrieved employees were entitled  
5 to receive all wages owed to them during their employment. Plaintiffs and the other  
6 aggrieved employees did not receive payment of all wages, including overtime and minimum  
7 wages and meal and rest period premiums, within any time permissible under California  
8 Labor Code section 204.

9 38. Plaintiffs are informed and believe, and based thereon allege, that Defendants  
10 knew or should have known that Plaintiffs and the other aggrieved employees were entitled  
11 to receive complete and accurate wage statements in accordance with California law, but, in  
12 fact, they did not receive complete and accurate wage statements from Defendants. The  
13 deficiencies included, *inter alia*, the failure to include the total number of hours worked by  
14 Plaintiffs and the other aggrieved employees.

15 39. Plaintiffs are informed and believe, and based thereon allege, that Defendants  
16 knew or should have known that Defendants had to keep complete and accurate payroll  
17 records for Plaintiffs and the other aggrieved employees in accordance with California law,  
18 but, in fact, did not keep complete and accurate payroll records.

19 40. Plaintiffs are informed and believe, and based thereon allege, that Defendants  
20 knew or should have known that Plaintiffs and the other aggrieved employees were entitled  
21 to reimbursement for necessary business-related expenses and costs.

22 41. Plaintiffs are informed and believe, and based thereon allege, that Defendants  
23 knew or should have known that they had a duty to compensate Plaintiffs and the other  
24 aggrieved employees pursuant to California law, and that Defendants had the financial ability  
25 to pay such compensation, but willfully, knowingly, and intentionally failed to do so, and  
26 falsely represented to Plaintiffs and the other aggrieved employees that they were properly  
27 denied wages, all in order to increase Defendants' profits.

28 ///

1           42.     At all material times set forth herein, Defendants failed to pay overtime wages  
2 to Plaintiffs and the other aggrieved employees. Plaintiffs and the other aggrieved  
3 employees were required to work more than eight (8) hours per day and/or forty (40) hours  
4 per week without overtime compensation.

5           43.     At all material times set forth herein, Defendants failed to provide  
6 uninterrupted meal and rest periods to Plaintiffs and the other aggrieved employees.

7           44.     At all material times set forth herein, Defendants failed to pay Plaintiffs and  
8 the other aggrieved employees at least minimum wages for all hours worked.

9           45.     At all material times set forth herein, Defendants failed to pay Plaintiffs and  
10 the other aggrieved employees all wages owed to them upon discharge or resignation.

11           46.     At all material times set forth herein, Defendants failed to pay Plaintiffs and  
12 the other aggrieved employees' wages within any time permissible under California law,  
13 including, *inter alia*, California Labor Code section 204.

14           47.     At all material times set forth herein, Defendants failed to provide complete  
15 and accurate wage statements to Plaintiffs and the other aggrieved employees.

16           48.     At all material times set forth herein, Defendants failed to keep complete and  
17 accurate payroll records for Plaintiffs and the other aggrieved employees.

18           49.     At all material times set forth herein, Defendants failed to reimburse Plaintiffs  
19 and the other aggrieved employees for necessary business-related expenses and costs.

20           50.     At all material times set forth herein, Defendants failed to properly  
21 compensate Plaintiffs and the other aggrieved employees pursuant to California law in order  
22 to increase Defendants' profits.

23           51.     California Labor Code section 218 states that noting in Article 1 of the Labor  
24 Code shall limit the right of any wage claimant to "sue directly . . . for any wages or penalty  
25 due to him [or her] under this article."

26 ///

27 ///

28 ///

**FIRST CAUSE OF ACTION**

**Violation of California Labor Code § 2698, et seq.**

**(Against RALEY’S and DOES 1 through 100)**

52. Plaintiffs incorporate by reference the allegations contained in paragraphs 1 through 51, and each and every part thereof with the same force and effect as though fully set forth herein.

53. PAGA expressly establishes that any provision of the California Labor Code which provides for a civil penalty to be assessed and collected by the LWDA, or any of its departments, divisions, commissions, boards, agencies or employees for a violation of the California Labor Code, may be recovered through a civil action brought by an aggrieved employee on behalf of himself or herself, and other current or former employees.

54. Whenever the LWDA, or any of its departments, divisions, commissions, boards, agencies, or employees has discretion to assess a civil penalty, a court in a civil action is authorized to exercise the same discretion, subject to the same limitations and conditions, to assess a civil penalty.

55. Plaintiffs and the other hourly-paid or non-exempt employees are “aggrieved employees” as defined by California Labor Code section 2699(c) in that they are all current or former employees of Defendants, and one or more of the alleged violations was committed against them.

**Failure to Pay Overtime**

56. Defendants’ failure to pay legally required overtime wages to Plaintiffs and the other aggrieved employees is in violation of the Wage Orders and constitutes unlawful or unfair activity prohibited by California Labor Code sections 510 and 1198.

**Failure to Provide Meal Periods**

57. Defendants’ failure to provide legally required meal periods to Plaintiffs and the other aggrieved employees is in violation of the Wage Orders and constitutes unlawful or unfair activity prohibited by California Labor Code sections 226.7 and 512(a).

///

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28

**Failure to Provide Rest Periods**

58. Defendants’ failure to provide legally required rest periods to Plaintiffs and the other aggrieved employees is in violation of the Wage Orders and constitutes unlawful or unfair activity prohibited by California Labor Code section 226.7.

**Failure to Pay Minimum Wages**

59. Defendants’ failure to pay legally required minimum wages to Plaintiffs and the other aggrieved employees is in violation of the Wage Orders and constitutes unlawful or unfair activity prohibited by California Labor Code sections 1194, 1197 and 1197.1.

**Failure to Timely Pay Wages Upon Termination**

60. Defendants’ failure to timely pay wages to Plaintiffs and the other aggrieved employees upon termination in accordance with Labor Code sections 201 and 202 constitutes unlawful and/or unfair activity prohibited by California Labor Code sections 201 and 202.

**Failure to Timely Pay Wages During Employment**

61. Defendants’ failure to timely pay wages to Plaintiffs and the other aggrieved employees during employment in accordance with Labor Code section 204 constitutes unlawful and/or unfair activity prohibited by California Labor Code section 204.

**Failure to Provide Complete and Accurate Wage Statements**

62. Defendants’ failure to provide complete and accurate wage statements to Plaintiffs and the other aggrieved employees in accordance with Labor Code section 226(a) constitutes unlawful and/or unfair activity prohibited by California Labor Code section 226(a).

**Failure to Keep Complete and Accurate Payroll Records**

63. Defendants’ failure to keep complete and accurate payroll records relating to Plaintiffs and the other aggrieved employees in accordance with California Labor Code section 1174(d) constitutes unlawful and/or unfair activity prohibited by California Labor Code section 1174(d).

///  
///

**Failure to Reimburse Necessary Business-Related Expenses and Costs**

64. Defendants' failure to reimburse Plaintiffs and the other aggrieved employees for necessary business-related expenses and costs in accordance with California Labor Code sections 2800 and 2802 constitutes unlawful and/or unfair activity prohibited by California Labor Code sections 2800 and 2802.

65. Pursuant to California Labor Code section 2699, Plaintiffs, individually, and on behalf of all aggrieved employees, requests and is entitled to recover from Defendants and each of them, attorneys' fees and costs pursuant to California Labor Code section 218.5, as well as all penalties pursuant to PAGA against Defendants, and each of them, including but not limited to:

- a. Penalties under California Labor Code section 2699 in the amount of a hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation, and two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent violation;
- b. Penalties under California Code of Regulations Title 8 section 11010 et seq. in the amount of fifty dollars (\$50) for each aggrieved employee per pay period for the initial violation, and one hundred dollars (\$100) for each aggrieved employee per pay period for each subsequent violation;
- c. Penalties under California Labor Code section 210 in addition to, and entirely independent and apart from, any other penalty provided in the California Labor Code in the amount of a hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation, and two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent violation; and
- d. Any and all additional penalties and sums as provided by the California Labor Code and/or other statutes.

66. Pursuant to California Labor Code section 2699(i), civil penalties recovered by aggrieved employees shall be distributed as follows: seventy-five percent (75%) to the

1 Labor and Workforce Development Agency for the enforcement of labor laws and education  
2 of employers and employees about their rights and responsibilities and twenty-five percent  
3 (25%) to the aggrieved employees.

4 67. Further, Plaintiffs are entitled to seek and recover reasonable attorneys' fees  
5 and costs pursuant to California Labor Code sections 210, 218.5 and 2699 and any other  
6 applicable statute.

7 **DEMAND FOR JURY TRIAL**

8 Plaintiffs, individually, and on behalf of other aggrieved employees pursuant to the  
9 California Private Attorneys General Act, request a trial by jury.

10 **PRAYER FOR RELIEF**

11 WHEREFORE, Plaintiffs, individually, and on behalf of other aggrieved employees  
12 pursuant to the Private Attorneys General Act, pray for relief and judgment against  
13 Defendants, jointly and severally, in excess of twenty-five thousand dollars (\$25,000):

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

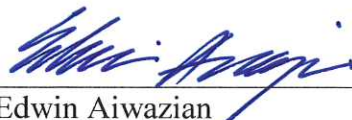
15 1. For civil penalties pursuant to California Labor Code sections 2699(a), (f) and  
16 (g), costs/expenses, and attorneys' fees for violation of California Labor Code sections 201,  
17 202, 203, 204, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800 and  
18 2802; and

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

21  
22 DATED: September 20, 2021

LAWYERS for JUSTICE, PC

23  
24 By:



Edwin Aiwanian  
Attorneys for Plaintiffs