

Edwin Aiwazian (SBN 232943)
Arby Aiwazian (SBN 269827)
Joanna Ghosh (SBN 272479)
Ovsanna Takvoryan (SBN 217435)
LAWYERS for JUSTICE, PC
410 West Arden Avenue, Suite 203
Glendale, California 91203
Tel: (818) 265-1020 / Fax: (818) 265-1021

Attorneys for Plaintiff

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

YESENIA ROJAS, individually, and on
behalf of other members of the general public
similarly situated;

Plaintiff,

vs.

FRANK-LIN DISTILLERS PRODUCTS,
LTD., a California corporation; and DOES 1
through 100, inclusive,

Defendants.

Case No.: FCS055208

Honorable Christine A. Carringer
Department 12

CLASS ACTION

**JOINT STIPULATION GRANTING
PLAINTIFF LEAVE TO FILE FIRST
AMENDED CLASS ACTION
COMPLAINT FOR DAMAGES &
ENFORCEMENT UNDER THE
PRIVATE ATTORNEYS GENERAL
ACT, CAL. LABOR CODE § 2698, ET
SEQ.; [PROPOSED] ORDER**

Complaint Filed: August 13, 2020
Trial Date: None Set

1 Plaintiff Yesenia Rojas (“Plaintiff”), individually, and on behalf of other members of the
2 general public similarly situated, and Defendant Frank-Lin Distillers Products, Ltd. (“Defendant”),
3 by and through their counsel of record, hereby stipulate as follows:

4 **WHEREAS**, on August 13, 2020, Plaintiff Yesenia Rojas filed a Class Action Complaint
5 for Damages (the “Complaint”), initiating the above-captioned putative class action against
6 Defendant (the “Action”);

7 **WHEREAS**, on October 2, 2020, Defendant filed an Answer to the Complaint;

8 **WHEREAS**, on June 4, 2021, Plaintiff and Defendant (together, the “Parties”) participated
9 in a formal, full-day mediation conducted by Jeffrey A. Ross, Esq., and, with the aid of the
10 mediator’s evaluation, reached a settlement on a class and representative basis, subject to the
11 Court’s preliminary and final approval, that will, if approved by the Court, resolve the Action in its
12 entirety (“Settlement”);

13 **WHEREAS**, on July 7, 2021, Plaintiff submitted a notice to the California Labor &
14 Workforce Development Agency (“LWDA”), advising the LWDA and Defendant of her intention
15 to pursue civil penalties under the Private Attorneys General Act of 2004, California Labor Code §
16 2698, et seq. (“PAGA”);

17 **WHEREAS**, on February 7, 2022, the Parties entered into a Joint Stipulation of Class
18 Action and PAGA Settlement and Release memorializing the Settlement (the “Settlement
19 Agreement”);

20 **WHEREAS**, the Settlement Agreement provides for the Parties to stipulate to the filing of
21 an amended complaint in the above-captioned Action in order to add a cause of action under PAGA
22 and to effectuate the terms of the Settlement (the “First Amended Complaint”); the Court’s approval
23 of the Parties’ stipulation to file an amended complaint is a material term of the Settlement
24 Agreement.

25 **THEREFORE, IT IS HEREBY STIPULATED AND AGREED BY THE PARTIES,**
26 **THROUGH THEIR RESPECTIVE COUNSEL, AS FOLLOWS:**

27 1. Plaintiff may file a First Amended Class Action Complaint for Damages and
28 Enforcement Under the Private Attorneys General Act, Cal. Labor Code § 2698, et seq., a copy of

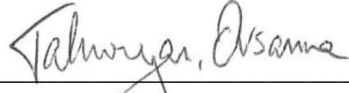
1 which is attached hereto as "Exhibit A," within three (3) calendar days of the Court's Order
2 permitting such filing.

3 2. Defendant shall have seven (7) calendar days after the date on which the First
4 Amended Complaint is filed and served to file its answer to Plaintiff's First Amended Complaint.

5 **IT IS SO STIPULATED.**

6 Dated: April 19, 2022

LAWYERS for JUSTICE, PC

7
8 By: 
9 Ovsanna Takvoryan
10 Attorneys for Plaintiff

11 Dated: April 19, 2022

HIRSCHFELD KRAEMER, LLP

12
13 By: 
14 Michelle C. Freeman
15 Attorneys for Defendant
16
17
18
19
20
21
22
23
24
25
26
27
28

1 **[PROPOSED] ORDER**

2 Pursuant to the Joint Stipulation Granting Plaintiff Leave to File First Amended Class
3 Action Complaint for Damages and Enforcement Under the Private Attorneys General Act, Cal.
4 Labor Code § 2698, Et Seq. (“Stipulation”) entered into by and between Plaintiff Yesenia Rojas
5 (“Plaintiff”) and Defendant A Frank-Lin Distillers Products, Ltd. (“Defendant”), and good cause
6 appearing,

7 **IT IS HEREBY ORDERED THAT:**

- 8 1. The Stipulation is approved;
- 9 2. Plaintiff is granted leave to file the First Amended Class Action Complaint for
10 Damages and Enforcement Under the Private Attorneys General Act, Cal. Labor Code § 2698, Et
11 Seq. (“First Amended Complaint”), a copy of which is attached as “Exhibit A” to the Stipulation,
12 within three (3) calendar days of entry of this Order; and
- 13 3. Defendant shall file its Answer to Plaintiff’s First Amended Complaint within seven
14 (7) calendar days after the date on which the First Amended Complaint is filed and served.

15 **IT IS SO ORDERED.**

16
17 Dated: _____

By: _____

JUDGE OF THE SUPERIOR COURT
HONORABLE CHRISTINE A. CARRINGER

EXHIBIT A

Edwin Aiwanian (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 Plaintiff

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

YESENIA ROJAS, individually, and on
behalf of other members of the general public
similarly situated and on behalf of other
aggrieved employees pursuant to the
California Private Attorneys General Act;

Plaintiff,

vs.

FRANK-LIN DISTILLERS PRODUCTS,
LTD., a California corporation; and DOES 1
through 100, inclusive,

Defendants.

Case No.: FCS055208

**[PROPOSED] FIRST AMENDED CLASS
ACTION COMPLAINT FOR DAMAGES
& ENFORCEMENT UNDER THE
PRIVATE ATTORNEYS GENERAL ACT,
CALIFORNIA LABOR CODE
§ 2698, ET SEQ.**

- (1) Violation of California Labor Code §§ 510 and 1198 (Unpaid Overtime);
- (2) Violation of California Labor Code §§ 226.7 and 512(a) (Unpaid Meal Period Premiums);
- (3) Violation of California Labor Code § 226.7 (Unpaid Rest Period Premiums);
- (4) Violation of California Labor Code §§ 1194, 1197, and 1197.1 (Unpaid Minimum Wages);
- (5) Violation of California Labor Code §§ 201 and 202 (Final Wages Not Timely Paid);
- (6) Violation of California Labor Code § 204 (Wages Not Timely Paid During Employment);
- (7) Violation of California Labor Code § 226(a) (Non-Compliant Wage Statements);
- (8) Violation of California Labor Code § 1174(d) (Failure To Keep Requisite Payroll Records);
- (9) Violation of California Labor Code §§ 2800 and 2802 (Unreimbursed Business Expenses);
- (10) Violation of California Business & Professions Code §§ 17200, et seq.;

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

DEMAND FOR JURY TRIAL

COMES NOW, Plaintiff YESENIA ROJAS (“Plaintiff”), individually, and on behalf of
other members of the general public similarly situated, and on behalf of other aggrieved
employees pursuant to the Private Attorneys General Act of 2004, California Labor Code §
2698, *et seq.* (“PAGA”), and alleges as follows:

JURISDICTION AND VENUE

1. This class action is brought pursuant to the California Code of Civil Procedure
section 382. The monetary damages and restitution sought by Plaintiff 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 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, employs individuals, and/or transacts business in the State of
California, County of Solano. The majority of acts and omissions alleged herein relating to
Plaintiff and the other class members took place in the State of California, including the County
of Solano. At all relevant times, Defendant maintained its headquarters/“nerve center” within
the State of California, County of Solano.

PARTIES

5. Plaintiff YESENIA ROJAS is an individual residing in the State of California, County of Solano.

6. Defendant FRANK-LIN DISTILLERS PRODUCTS, LTD., 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 Solano.

7. At all relevant times, Defendant FRANK-LIN DISTILLERS PRODUCTS, LTD. was the “employer” of Plaintiff within the meaning of all applicable California laws and statutes.

8. At all times herein relevant, Defendants FRANK-LIN DISTILLERS PRODUCTS, LTD., 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/or 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, joint employers, 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.

9. The true names and capacities, whether corporate, associate, individual or otherwise, of defendants DOES 1 through 100, inclusive, are unknown to Plaintiff who sue said defendants by such fictitious names. Plaintiff is informed and believes, and based on that information and belief alleges, 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 Plaintiff and the other class members as alleged in this Complaint. Plaintiff will seek leave of court to amend this Complaint to show the true names and capacities when the same have been ascertained.

10. Defendant FRANK-LIN DISTILLERS PRODUCTS, LTD. and DOES 1 through 100 will hereinafter collectively be referred to as “Defendants.”

11. Plaintiff further alleges that Defendants directly or indirectly controlled or affected the working conditions, wages, working hours, and conditions of employment of Plaintiff and the other class members so as to make each of said Defendants employers liable under the statutory provisions set forth herein.

CLASS ACTION ALLEGATIONS

12. Plaintiff brings this action on her own behalf and on behalf of all other members of the general public similarly situated, and, thus, seeks class certification under California Code of Civil Procedure section 382.

13. The proposed class is defined as follows:

CLASS. All current and former hourly-paid or non-exempt employees who worked for any of the Defendants within the State of California at any time during the period from August 13, 2016 to final judgment and who reside in California.

SUBCLASS A. All current and former hourly-paid or non-exempt employees who worked for any of the Defendants within the State of California at any time during the period from four years preceding the filing of this Complaint to final judgment who earned shift differential pay/non-discretionary bonuses/non-discretionary performance pay which was not used to calculate the regular rate of pay used to calculate the overtime rate for the payment of overtime wages and who reside in California.

14. Plaintiff reserves the right to establish additional subclasses as appropriate.

15. The class is ascertainable and there is a well-defined community of interest in the litigation:

a. Numerosity: The class members are so numerous that joinder of all class members is impracticable. The membership of the entire class is

1 unknown to Plaintiff at this time; however, the class is estimated to be
2 greater than fifty (50) individuals and the identity of such membership is
3 readily ascertainable by inspection of Defendants' employment records.

4 b. Typicality: Plaintiff's claims are typical of all other class members' as
5 demonstrated herein. Plaintiff will fairly and adequately protect the
6 interests of the other class members with whom she has a well-defined
7 community of interest.

8 c. Adequacy: Plaintiff will fairly and adequately protect the interests of
9 each class member, with whom she has a well-defined community of
10 interest and typicality of claims, as demonstrated herein. Plaintiff has no
11 interest that is antagonistic to the other class members. Plaintiff's
12 attorneys, the proposed class counsel, are versed in the rules governing
13 class action discovery, certification, and settlement. Plaintiff has
14 incurred, and during the pendency of this action will continue to incur,
15 costs and attorneys' fees, that have been, are, and will be necessarily
16 expended for the prosecution of this action for the substantial benefit of
17 each class member.

18 d. Superiority: A class action is superior to other available methods for the
19 fair and efficient adjudication of this litigation because individual joinder
20 of all class members is impractical.

21 e. Public Policy Considerations: Certification of this lawsuit as a class
22 action will advance public policy objectives. Employers of this great
23 state violate employment and labor laws every day. Current employees
24 are often afraid to assert their rights out of fear of direct or indirect
25 retaliation. However, class actions provide the class members who are
26 not named in the complaint anonymity that allows for the vindication of
27 their rights.
28

1 16. There are common questions of law and fact as to the class members that
2 predominate over questions affecting only individual members. The following common
3 questions of law or fact, among others, exist as to the members of the class:

- 4 a. Whether Defendants' failure to pay wages, without abatement or
5 reduction, in accordance with the California Labor Code, was willful;
- 6 b. Whether Defendants' had a corporate policy and practice of failing to
7 pay their hourly-paid or non-exempt employees within the State of
8 California for all hours worked and missed (short, late, interrupted,
9 and/or missed altogether) meal periods and rest breaks in violation of
10 California law;
- 11 c. Whether Defendants required Plaintiff and the other class members to
12 work over eight (8) hours per day, and over forty (40) hours per week,
13 and/or over six (6) days per workweek and failed to pay the legally
14 required overtime compensation to Plaintiff and the other class members;
- 15 d. Whether Defendants failed to use all non-discretionary compensation,
16 e.g., earned commissions, non-discretionary bonuses, non-discretionary
17 monetary and non-monetary incentives, non-discretionary production
18 and/or performance pay, and/or shift differentials to calculate the regular
19 rate of pay used to calculate the overtime rate for the payment of
20 overtime wages where Plaintiff and the other class members earned
21 commissions, non-discretionary bonuses, non-discretionary monetary
22 and non-monetary incentives, non-discretionary production and/or
23 performance pay, and/or shift differentials and overtime wages in the
24 same workweek;
- 25 e. Whether Defendants deprived Plaintiff and the other class members of
26 meal and/or rest periods or required Plaintiff and the other class
27 members to work during meal and/or rest periods without compensation;
28

- f. Whether Defendants failed to pay minimum wages to Plaintiff and the other class members for all hours worked;
- g. Whether Defendants failed to pay all wages due to Plaintiff and the other class members within the required time upon their discharge or resignation;
- h. Whether Defendants failed to timely pay all wages due to Plaintiff and the other class members during their employment;
- i. Whether Defendants complied with wage reporting as required by the California Labor Code; including, *inter alia*, section 226;
- j. Whether Defendants kept complete and accurate payroll records as required by the California Labor Code, including, *inter alia*, section 1174(d);
- k. Whether Defendants failed to reimburse Plaintiff and the other class members for necessary business-related expenses and costs;
- l. Whether Defendants' conduct was willful or reckless;
- m. Whether Defendants engaged in unfair business practices in violation of California Business & Professions Code section 17200, et seq.;
- n. The appropriate amount of damages, restitution, and/or monetary penalties resulting from Defendants' violation of California law; and
- o. Whether Plaintiff and the other class members are entitled to compensatory damages pursuant to the California Labor Code.

PAGA ALLEGATIONS

17. At all times herein set forth, PAGA was applicable to Plaintiff's employment by Defendants.

18. At all times herein set forth, PAGA provides that any provision of law under the California Labor Code that provides for a civil penalty, including unpaid wages and premium wages, to be assessed and collected by the California Labor & Workforce Development Agency

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

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

7 20. Plaintiff was employed by Defendants and the alleged violations were
8 committed against her during her time of employment and she is, therefore, an aggrieved
9 employee. Plaintiff and the other employees are “aggrieved employees” as defined by
10 California Labor Code section 2699(c) in that they are current or former employees of
11 Defendants, and one or more of the alleged violations were committed against them.

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

15 a. The aggrieved employee shall give written notice by certified mail
16 (hereinafter “Employee's Notice”) to the LWDA and the employer of the
17 specific provisions of the California Labor Code alleged to have been
18 violated, including the facts and theories to support the alleged
19 violations.

20 b. The LWDA shall provide notice (hereinafter “LWDA Notice”) to the
21 employer and the aggrieved employee by certified mail that it does not
22 intend to investigate the alleged violation within sixty (60) calendar days
23 of the postmark date of the Employee’s Notice. Upon receipt of the
24 LWDA Notice, or if the LWDA Notice is not provided within sixty-five
25 (65) calendar days of the postmark date of the Employee’s Notice, the
26 aggrieved employee may commence a civil action pursuant to California
27 Labor Code section 2699 to recover civil penalties in addition to any
28

other penalties to which the employee may be entitled.

22. On July 7, 2021, Plaintiff provided written notice by online submission to the LWDA and by certified mail to Defendant FRANK-LIN DISTILLERS PRODUCTS, LTD. 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 did not receive an LWDA Notice within sixty-five (65) days of the date of the submission of Plaintiff's Notice.

23. Therefore, 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), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and Industrial Welfare Commission Wage Orders, have been satisfied.

GENERAL ALLEGATIONS

24. At all relevant times set forth herein, Defendants employed Plaintiff and other persons as hourly-paid or non-exempt employees within the State of California, including the County of Solano.

25. Defendants, jointly and severally, employed Plaintiff as an hourly-paid, non-exempt employee, from approximately October 2013 to approximately October 2018, in the State of California, County of Solano.

26. Defendants hired Plaintiff and the other class members, classified them as hourly-paid or non-exempt employees, and failed to compensate them for all hours worked and missed, late, short, and/or interrupted meal periods and/or rest breaks.

27. Defendants had the authority to hire and terminate Plaintiff and the other class members, to set work rules and conditions governing Plaintiff's and the other class members' employment, and to supervise their daily employment activities.

28. Defendants exercised sufficient authority over the terms and conditions of Plaintiff's and the other class members' employment for them to be joint employers of Plaintiff and the other class members.

29. Defendants directly hired and paid wages and benefits to Plaintiff and the other class members.

30. Defendants continue to employ hourly-paid or non-exempt employees within the State of California.

31. Plaintiff and the other class members worked over eight (8) hours in a day, forty (40) hours in a week, and/or over six (6) days in a workweek during their employment with Defendants.

32. Plaintiff is informed and believes, and based thereon alleges, that Defendants engaged in a pattern and practice of wage abuse against their hourly-paid or non-exempt employees within the State of California. This pattern and practice involved, *inter alia*, failing to pay them for all regular and/or overtime wages earned and for missed, shortened, late, and/or interrupted meal periods and rest breaks in violation of California law.

33. Plaintiff is informed and believes, and based thereon alleges, that Defendants knew or should have known that Plaintiff and the other class members were entitled to receive certain wages for overtime compensation and that they were not receiving accurate overtime compensation for all overtime hours worked.

34. Plaintiff is informed and believes, and based thereon alleges, that Defendants failed to use earned commissions, non-discretionary bonuses, non-discretionary monetary and non-monetary incentives, non-discretionary production and/or performance pay, and/or shift differentials to calculate the regular rate of pay used to calculate the overtime rate for the payment of overtime wages where Plaintiff and the other class members earned commissions, non-discretionary bonuses, non-discretionary monetary and non-monetary incentives, non-discretionary production and/or performance pay, and/or shift differentials and overtime wages in the same workweek.

35. Plaintiff is informed and believes, and based thereon alleges, that Defendants failed to provide Plaintiff and the other class members all required rest and meal periods during the relevant time period as required under the Industrial Welfare Commission Wage Orders

1 and thus they are entitled to any and all applicable penalties.

2 36. Plaintiff is informed and believes, and based thereon alleges, that Defendants
3 failed to relieve Plaintiff and the other class members of all duties, failed to relinquish control
4 over Plaintiff and the other class members' activities, failed to permit Plaintiff and the other
5 class members a reasonable opportunity to take, and impeded or discouraged them from taking,
6 thirty (30) minute uninterrupted meal breaks no later than the end of their fifth hour of work
7 for shifts lasting at least six (6) hours, and/or to take second thirty (30) minute uninterrupted
8 meal breaks no later than their tenth hour of work for shifts lasting more than ten (10) hours.

9 37. Plaintiff is informed and believes, and based thereon alleges, that Defendants
10 knew or should have known that Plaintiff and the other class members were entitled to receive
11 all meal periods or payment of one additional hour of pay at Plaintiff's and the other class
12 member's regular rate of pay when a meal period was missed, shortened, late, and/or
13 interrupted and they did not receive all meal periods or payment of one additional hour of pay
14 at Plaintiff's and the other class member's regular rate of pay when a meal period was missed,
15 shortened, late, and/or interrupted.

16 38. Plaintiff is informed and believes, and based thereon alleges, that Defendants
17 failed to provide, authorize, and permit Plaintiff and other class members to take full,
18 uninterrupted, off-duty rest periods for every shift lasting three and one-half (3.5) to six (6)
19 hours and/or two full, uninterrupted, off-duty rest periods for every shift lasting six (6) to ten
20 (10) hours, and failed to make a good faith effort to authorize, permit, and provide such rest
21 breaks in the middle of each work period.

22 39. Plaintiff is informed and believes, and based thereon alleges, that Defendants
23 knew or should have known that Plaintiff and the other class members were entitled to receive
24 all rest periods or payment of one additional hour of pay at Plaintiff's and the other class
25 member's regular rate of pay when a rest period was missed, shortened, late, and/or interrupted
26 and they did not receive all rest periods or payment of one additional hour of pay at Plaintiff's
27 and the other class members' regular rate of pay when a rest period was missed, shortened,
28

1 late, and/or interrupted.

2 40. Plaintiff is informed and believes, and based thereon alleges, that Defendants
3 knew or should have known that Plaintiff and the other class members were entitled to receive
4 at least minimum wages for compensation and that they were not receiving at least minimum
5 wages for all hours worked. Defendants' failure to pay minimum wages included, *inter alia*,
6 Defendants' effective payment of zero dollars per hour for time Plaintiff and the other class
7 members worked off the clock performing work duties as alleged herein.

8 41. Plaintiff is informed and believes, and based thereon alleges, that Defendants
9 knew or should have known that Plaintiff and the other class members were entitled to receive
10 all wages owed to them upon discharge or resignation, including overtime and minimum wages
11 and meal and rest period premiums, and they did not, in fact, receive all such wages owed to
12 them at the time of their discharge or resignation. As previously alleged these unpaid wages
13 included but were not limited to unpaid overtime and minimum wages for time worked before
14 clocking-in, after clocking-out or performed during meal breaks, as well as unpaid premium
15 wages for missed, short, late or interrupted meal or rest breaks.

16 42. Plaintiff is informed and believes, and based thereon alleges, that Defendants
17 knew or should have known that Plaintiff and the other class members were entitled to receive
18 all wages owed to them during their employment. Plaintiff and the other class members did
19 not receive payment of all wages, including overtime and minimum wages and meal and rest
20 period premiums, within any time permissible under California Labor Code section 204.

21 43. Plaintiff is informed and believes, and based thereon alleges, that Defendants
22 knew or should have known that Plaintiff and the other class members were entitled to receive
23 complete and accurate wage statements in accordance with California law, but, in fact, they did
24 not receive complete and accurate wage statements from Defendants. The deficiencies
25 included, *inter alia*, the failure to include the total number of hours worked by Plaintiff and the
26 other class members and the accurate total amount of wages earned by Plaintiff and the other
27 class members as alleged herein. This injured Plaintiff and other class members by depriving
28

1 them of records reflecting the actual wages they were owed.

2 44. Plaintiff is informed and believes, and based thereon alleges, that Defendants
3 knew or should have known that Defendants had to keep complete and accurate payroll records
4 for Plaintiff and the other class members in accordance with California law, but, in fact, did
5 not keep complete and accurate payroll records. Defendants' failure included, *inter alia*, the
6 failure to keep accurate records of the hours worked by Plaintiff and the other class members.

7 45. Plaintiff is informed and believes, and based thereon alleges, that Defendants
8 knew or should have known that Plaintiff and the other class members were entitled to
9 reimbursement for necessary business-related expenses.

10 46. Plaintiff is informed and believes, and based thereon alleges, that Defendants
11 knew or should have known that they had a duty to compensate Plaintiff and the other class
12 members pursuant to California law, and that Defendants had the financial ability to pay such
13 compensation, but willfully, knowingly, and intentionally failed to do so, and falsely
14 represented to Plaintiff and the other class members that they were properly denied wages, all
15 in order to increase Defendants' profits.

16 47. During the relevant time period, Defendants failed to pay overtime wages to
17 Plaintiff and the other class members for all overtime hours worked. Plaintiff and the other
18 class members were required to work more than eight (8) hours per day, forty (40) hours per
19 week, and/or six (6) consecutive days in a workweek without overtime compensation for all
20 overtime hours worked.

21 48. During the relevant time period, Defendants failed to use earned commissions,
22 non-discretionary bonuses, non-discretionary monetary and non-monetary incentives, non-
23 discretionary production and/or performance pay, and/or shift differentials to calculate the
24 regular rate of pay used to calculate the overtime rate for the payment of overtime wages where
25 Plaintiff and the other class members earned commissions, non-discretionary bonuses, non-
26 discretionary monetary and non-monetary incentives, non-discretionary production and/or
27 performance pay, and/or shift differentials and overtime wages in the same workweek.
28

49. During the relevant time period, Defendants failed to provide all requisite uninterrupted meal and rest periods to Plaintiff and the other class members.

50. During the relevant time period, Defendants failed to pay Plaintiff and the other class members at least minimum wages for all hours worked.

51. During the relevant time period, Defendants failed to pay Plaintiff and the other class members all wages owed to them upon discharge or resignation.

52. During the relevant time period, Defendants failed to pay Plaintiff and the other class members all wages within any time permissible under California law, including, *inter alia*, California Labor Code section 204.

53. During the relevant time period, Defendants failed to provide complete or accurate wage statements to Plaintiff and the other class members.

54. During the relevant time period, Defendants failed to keep complete or accurate payroll records for Plaintiff and the other class members.

55. During the relevant time period, Defendants failed to reimburse Plaintiff and the other class members for all necessary business-related expenses and costs.

56. During the relevant time period, Defendants failed to properly compensate Plaintiff and the other class members pursuant to California law in order to increase Defendants' profits.

57. California Labor Code section 218 states that nothing in Article 1 of the Labor Code shall limit the right of any wage claimant to "sue directly . . . for any wages or penalty due to him [or her] under this article."

FIRST CAUSE OF ACTION

(Violation of California Labor Code §§ 510 and 1198)

(Against FRANK-LIN DISTILLERS PRODUCTS, LTD. and DOES 1 through 100)

58. Plaintiff incorporates by reference the allegations contained in Paragraphs 1 through 57, and each and every part thereof with the same force and effect as though fully set forth herein.

1 59. California Labor Code section 1198 and the applicable Industrial Welfare
2 Commission (“IWC”) Wage Order provide that it is unlawful to employ persons without
3 compensating them at a rate of pay either time-and-one-half or two-times that person’s regular
4 rate of pay, depending on the number of hours worked by the person on a daily or weekly
5 basis.

6 60. Specifically, the applicable IWC Wage Order provides that Defendants are and
7 were required to pay Plaintiff and the other class members employed by Defendants, and
8 working more than eight (8) hours in a day, more than forty (40) hours in a week, and/or mor
9 than six (6) consecutive days in a workweek, at the rate of time-and-one-half for all hours
10 worked in excess of eight (8) hours in a day, more than forty (40) hours in a week, or for the
11 first eight (8) hours worked on the seventh day of work in a workweek.

12 61. The applicable IWC Wage Order further provides that Defendants are and were
13 required to pay Plaintiff and the other class members overtime compensation at a rate of two
14 times their regular rate of pay for all hours worked in excess of twelve (12) hours in a day.

15 62. California Labor Code section 510 codifies the right to overtime compensation
16 at one-and-one-half times the regular hourly rate for hours worked in excess of eight (8) hours
17 in a day or forty (40) hours in a week or for the first eight (8) hours worked on the seventh day
18 of work, and to overtime compensation at twice the regular hourly rate for hours worked in
19 excess of twelve (12) hours in a day or in excess of eight (8) hours in a day on the seventh day
20 of work.

21 63. During the relevant time period, Plaintiff and the other class members worked in
22 excess of eight (8) hours in a day, forty (40) hours in a week, and/or six (6) consecutive days in
23 a workweek.

24 64. During the relevant time period, Defendants intentionally and willfully failed to
25 pay overtime wages owed to Plaintiff and the other class members. Plaintiffs and the other
26 class members did not receive overtime compensation at one and one-half times their regular
27 hourly rate of pay for all hours spent performing job duties in excess of eight (8) hours in a
28

1 day, or forty (40) hours in a week, or for the first eight (8) hours worked on the seventh day of
2 work.

3 65. Defendants' failure to pay Plaintiff and the other class members the unpaid
4 balance of overtime compensation, as required by California laws, violates the provisions of
5 California Labor Code sections 510 and 1198, and is therefore unlawful.

6 66. Pursuant to California Labor Code section 1194, Plaintiff and the other class
7 members are entitled to recover unpaid overtime compensation, as well as interest, costs, and
8 attorneys' fees.

9 **SECOND CAUSE OF ACTION**

10 **(Violation of California Labor Code §§ 226.7 and 512(a))**

11 **(Against FRANK-LIN DISTILLERS PRODUCTS, LTD. and DOES 1 through 100)**

12 67. Plaintiff incorporates by reference the allegations contained in paragraphs 1
13 through 66, and each and every part thereof with the same force and effect as though fully set
14 forth herein.

15 68. At all relevant times, the IWC Order and California Labor Code sections 226.7
16 and 512(a) were applicable to Plaintiff's and the other class members' employment by
17 Defendants.

18 69. At all relevant times, California Labor Code section 226.7 provides that no
19 employer shall require an employee to work during any meal or rest period mandated by an
20 applicable order of the California IWC.

21 70. At all relevant times, the applicable IWC Wage Order and California Labor
22 Code section 512(a) provide that an employer may not require, cause or permit an employee to
23 work for a work period of more than five (5) hours per day without providing the employee
24 with a meal period of not less than thirty (30) minutes, except that if the total work period per
25 day of the employee is no more than six (6) hours, the meal period may be waived by mutual
26 consent of both the employer and employee.

27 ///

1 71. At all relevant times, the applicable IWC Wage Order and California Labor
2 Code section 512(a) further provide that an employer may not require, cause or permit an
3 employee to work for a work period of more than ten (10) hours per day without providing the
4 employee with a second uninterrupted meal period of not less than thirty (30) minutes, except
5 that if the total hours worked is no more than twelve (12) hours, the second meal period may
6 be waived by mutual consent of the employer and the employee only if the first meal period
7 was not waived.

8 72. During the relevant time period, Plaintiff and the other class members who were
9 scheduled to work for a period of time no longer than six (6) hours, and who did not waive
10 their legally-mandated meal periods by mutual consent, were required to work for periods
11 longer than five (5) hours without an uninterrupted meal period of not less than thirty (30)
12 minutes and/or rest period.

13 73. During the relevant time period, Plaintiff and the other class members who were
14 scheduled to work for a period of time in excess of six (6) hours were required to work for
15 periods longer than five (5) hours without an uninterrupted meal period of not less than thirty
16 (30) minutes and/or rest period.

17 74. During the relevant time period Plaintiff and the other class members' meal
18 periods were missed, shortened, taken late, and/or were interrupted because Defendant required
19 them to perform work duties including but not limited to receiving work instruction and
20 answering work related questions from supervisors and managers. .

21 75. As a result, Defendant failed to relieve Plaintiff and the other class members of
22 all duties, failed to relinquish control over Plaintiff and the other class members' activities,
23 failed to permit Plaintiff and the other class members a reasonable opportunity to take, and
24 impeded or discouraged them from taking thirty (30) minute uninterrupted meal periods no
25 later than the end of their fifth hour of work for shifts lasting at least six (6) hours, and/or to
26 take second thirty (30) minute uninterrupted meal periods no later than their tenth hour of work
27 for shifts lasting more than ten (10) hours.
28

1 76. During the relevant time period, Defendants intentionally and willfully required
2 Plaintiff and the other class members to work during meal periods and failed to compensate
3 Plaintiff and the other class members the full meal period premium for work performed during
4 meal periods.

5 77. During the relevant time period, Defendants failed to pay Plaintiff and the other
6 class members the full meal period premium due pursuant to California Labor Code section
7 226.7.

8 78. Defendants' conduct violates applicable IWC Wage Order and California Labor
9 Code sections 226.7 and 512(a).

10 79. Pursuant to applicable IWC Wage Order and California Labor Code section
11 226.7(c), Plaintiff and the other class members are entitled to recover from Defendants one
12 additional hour of pay at the employee's regular rate of compensation for each work day that
13 the meal or rest period is not provided.

14 **THIRD CAUSE OF ACTION**

15 **(Violation of California Labor Code § 226.7)**

16 **(Against FRANK-LIN DISTILLERS PRODUCTS, LTD. and DOES 1 through 100)**

17 80. Plaintiff incorporates by reference the allegations contained in paragraphs 1
18 through 79, and each and every part thereof with the same force and effect as though fully set
19 forth herein.

20 81. At all times herein set forth, the applicable IWC Wage Order and California
21 Labor Code section 226.7 were applicable to Plaintiff's and the other class members'
22 employment by Defendants.

23 82. At all relevant times, California Labor Code section 226.7 provides that no
24 employer shall require an employee to work during any rest period mandated by an applicable
25 order of the California IWC.

26 83. At all relevant times, the applicable IWC Wage Order provides that "[e]very
27 employer shall authorize and permit all employees to take rest periods, which insofar as
28

1 practicable shall be in the middle of each work period” and that the “rest period time shall be
2 based on the total hours worked daily at the rate of ten (10) minutes net rest time per four (4)
3 hours or major fraction thereof” unless the total daily work time is less than three and one-half
4 (3 ½) hours.

5 84. During the relevant time period, Defendants required Plaintiff and other class
6 members to work four (4) or more hours without authorizing or permitting a ten (10) minute
7 rest period per each four (4) hour period worked.

8 85. During the relevant time period, Defendants willfully required Plaintiff and the
9 other class members to remain on premises during rest periods and/or to work during rest
10 periods, and failed to pay Plaintiff and the other class members the full rest period premium for
11 work performed during rest periods.

12 86. As a result, Defendant failed to provide, authorize, and/or permit Plaintiff and
13 other class members to take full, uninterrupted, off-duty rest periods for every shift lasting three
14 and one-half (3½) to six (6) hours and/or two full, uninterrupted, off-duty rest periods for every
15 shift lasting six (6) to ten (10) hours, and/or three full, uninterrupted, off-duty rest periods for
16 every shift lasting ten (10) to fourteen (14) hours and failed to make a good faith effort to
17 authorize, permit, and provide such rest breaks in the middle of each work period.

18 87. During the relevant time period, Defendants failed to pay Plaintiff and the other
19 class members the full rest period premium due pursuant to California Labor Code section
20 226.7

21 88. Defendants’ conduct violates applicable IWC Wage Orders and California
22 Labor Code section 226.7.

23 89. Pursuant to the applicable IWC Wage Orders and California Labor Code section
24 226.7(c), Plaintiff and the other class members are entitled to recover from Defendants one
25 additional hour of pay at the employees’ regular hourly rate of compensation for each work
26 day that the rest period was not provided.

27 ///

28

FOURTH CAUSE OF ACTION

(Violation of California Labor Code §§ 1194, 1197, and 1197.1)

(Against FRANK-LIN DISTILLERS PRODUCTS, LTD. and DOES 1 through 100)

90. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 89, and each and every part thereof with the same force and effect as though fully set forth herein.

91. At all relevant times, California Labor Code sections 1194, 1197, and 1197.1 provide that the minimum wage to be paid to employees, and the payment of a lesser wage than the minimum so fixed is unlawful.

92. During the relevant time period, Defendants failed to pay all required wages to Plaintiff and the other class members as required, pursuant to California Labor Code sections 1194, 1197, and 1197.1. Defendants' failure to pay wages included, *inter alia*, Defendants' effective payment of zero dollars per hour for time Plaintiff and the other class members worked off the clock performing work duties.

93. Defendants' failure to pay Plaintiff and the other class members the minimum, regular, and overtime wages as required violates California Labor Code sections 1194, 1197, and 1197.1. Pursuant to those sections Plaintiff and the other class members are entitled to recover the unpaid balance of their wage compensation as well as interest, costs, and attorney's fees, and liquidated damages in an amount equal to the wages unlawfully unpaid and interest thereon.

94. Pursuant to California Labor Code section 1197.1, Plaintiff and the other class members are entitled to recover a penalty of \$100.00 for the initial failure to timely pay each employee minimum wages, and \$250.00 for each subsequent failure to pay each employee minimum wages.

95. Pursuant to California Labor Code section 1194.2, Plaintiff and the other class members are entitled to recover liquidated damages in an amount equal to the wages unlawfully unpaid and interest thereon.

FIFTH CAUSE OF ACTION

(Violation of California Labor Code §§ 201 and 202)

(Against FRANK-LIN DISTILLERS PRODUCTS, LTD. and DOES 1 through 100)

96. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 95, and each and every part thereof with the same force and effect as though fully set forth herein.

97. At all relevant times herein set forth, California Labor Code sections 201 and 202 provide that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately, and if an employee quits his or her employment, his or her wages shall become due and payable not later than seventy-two (72) hours thereafter, unless the employee has given seventy-two (72) hours' notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting.

98. During the relevant time period, Defendants intentionally and willfully failed to pay Plaintiff and the other class members who are no longer employed by Defendants their wages, earned and unpaid, within seventy-two (72) hours of their leaving Defendants' employ.

99. Plaintiff was not paid at the time of her discharge wages earned and unpaid throughout his employment, including but not limited to, minimum wages and overtime wages for time worked off-the-clock and meal and rest period premium payments.

100. Defendants' failure to pay Plaintiff and the other class members who are no longer employed by Defendants' their wages, earned and unpaid, within seventy-two (72) hours of their leaving Defendants' employ, is in violation of California Labor Code sections 201 and 202.

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

102. Plaintiff and the other class members are entitled to recover from Defendants the statutory penalty wages for each day they were not paid, up to a thirty (30) day maximum pursuant to California Labor Code section 203.

SIXTH CAUSE OF ACTION

(Violation of California Labor Code § 204)

(Against FRANK-LIN DISTILLERS PRODUCTS, LTD. and DOES 1 through 100)

103. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 102, and each and every part thereof with the same force and effect as though fully set forth herein.

104. At all times herein set forth, California Labor Code section 204 provides that all wages earned by any person in any employment between the 1st and 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed.

105. At all times herein set forth, California Labor Code section 204 provides that all wages earned by any person in any employment between the 16th and the last day, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 1st and the 10th day of the following month.

106. At all times herein set forth, California Labor Code section 204 provides that all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period.

107. During the relevant time period, Defendants intentionally and willfully failed to pay Plaintiff and the other class members all wages due to them, within any time period permissible under California Labor Code section 204.

108. Plaintiff and the other class members are entitled to recover all remedies available for violations of California Labor Code section 204.

///

SEVENTH CAUSE OF ACTION

(Violation of California Labor Code § 226(a))

(Against FRANK-LIN DISTILLERS PRODUCTS, LTD. and DOES 1 through 100)

109. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 108, and each and every part thereof with the same force and effect as though fully set forth herein.

110. At all material times set forth herein, California Labor Code section 226(a) provides that every employer shall furnish each of his or her employees an accurate itemized statement in writing showing (1) gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and his or her social security number, (8) the name and address of the legal entity that is the employer, and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee. The deductions made from payments of wages shall be recorded in ink or other indelible form, properly dated, showing the month, day, and year, and a copy of the statement or a record of the deductions shall be kept on file by the employer for at least three years at the place of employment or at a central location within the State of California.

111. Defendants have intentionally and willfully failed to provide Plaintiff and the other class members with complete and accurate wage statements. The deficiencies include, but are not limited to: the failure to include the total number of hours worked by Plaintiff and the other class members.

112. As a result of Defendants' violation of California Labor Code section 226(a), Plaintiff and the other class members have suffered injury and damage to their statutorily-protected rights. Because Plaintiff and the putative class members' wage statements did not

1 reflect the accurate total number of regular and hours worked, Plaintiff and the putative class
2 members were unable to determine the total amount of hours they worked, were unable to
3 determine the total amount of compensation they were owed, and were unable to verify they
4 were paid the proper amount. In order to determine how much Plaintiff and the putative class
5 members should have been paid, Plaintiff and the putative class members would have had to
6 engage in discovery and mathematical computations in order to reconstruct the missing
7 information.

8 113. More specifically, Plaintiff and the other class members have been injured by
9 Defendants' intentional and willful violation of California Labor Code section 226(a) because
10 they were denied both their legal right to receive, and their protected interest in receiving,
11 accurate and itemized wage statements pursuant to California Labor Code section 226(a).

12 114. California Labor Code section 226(e) provides that an employee suffering injury
13 as a result of a knowing and intentional failure by an employer to comply with California
14 Labor Code section 226(a) is entitled to recover the greater of all actual damages or fifty
15 dollars (\$50) for the initial pay period in which a violation occurs and one hundred dollars
16 (\$100) per employee for each violation in a subsequent pay period, not to exceed an aggregate
17 penalty of four thousand dollars (\$4,000), and is entitled to an award of costs and reasonable
18 attorney's fees.

19 115. California Code of Civil Procedure section 338(a) provides a three year statute
20 of limitations for an action upon a liability created by statute. Therefore, pursuant to
21 California Labor Code section 226(e) Plaintiff is entitled to seek his actual damages caused by
22 Defendants' failure to comply with California Labor Code section 226(a). Plaintiff's claim for
23 damages is timely because it is brought within the three year statute of limitations.

24 116. The other class members who were employed by Defendants during the
25 applicable statute of limitations period for Labor Code section 226(e) penalties are entitled to
26 recover from Defendants the greater of their actual damages caused by Defendants' failure to
27 comply with California Labor Code section 226(a), or an aggregate penalty not exceeding four
28

1 thousand dollars per employee.

2 117. Plaintiff and the other class members are entitled to recover from Defendants the
3 greater of their actual damages caused by Defendants' failure to comply with California Labor
4 Code section 226(a), or an aggregate penalty not exceeding four thousand dollars per
5 employee.

6 118. Plaintiff and the other class members are also entitled to injunctive relief to
7 ensure compliance with this section, pursuant to California Labor Code section 226(h).

8 **EIGHTH CAUSE OF ACTION**

9 **(Violation of California Labor Code § 1174(d))**

10 **(Against FRANK-LIN DISTILLERS PRODUCTS, LTD. and DOES 1 through 100)**

11 119. Plaintiff incorporates by reference the allegations contained in paragraphs 1
12 through 118, and each and every part thereof with the same force and effect as though fully set
13 forth herein.

14 120. Pursuant to California Labor Code section 1174(d), an employer shall keep, at a
15 central location in the state or at the plants or establishments at which employees are
16 employed, payroll records showing the hours worked daily by and the wages paid to, and the
17 number of piece-rate units earned by and any applicable piece rate paid to, employees
18 employed at the respective plants or establishments. These records shall be kept in accordance
19 with rules established for this purpose by the commission, but in any case shall be kept on file
20 for not less than two years.

21 121. Defendants have intentionally and willfully failed to keep accurate and complete
22 payroll records showing the hours worked daily and the wages paid, to Plaintiff and the other
23 class members.

24 122. As a result of Defendants' violation of California Labor Code section 1174(d),
25 Plaintiff and the other class members have suffered injury and damage to their statutorily-
26 protected rights.

27 ///

123. More specifically, Plaintiff and the other class members have been injured by Defendants' intentional and willful violation of California Labor Code section 1174(d) because they were denied both their legal right and protected interest, in having available, accurate and complete payroll records pursuant to California Labor Code section 1174(d).

NINTH CAUSE OF ACTION

(Violation of California Labor Code §§ 2800 and 2802)

(Against FRANK-LIN DISTILLERS PRODUCTS, LTD. and DOES 1 through 100)

124. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 123, and each and every part thereof with the same force and effect as though fully set forth herein.

125. Pursuant to California Labor Code sections 2800 and 2802, an employer must reimburse its employee for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her obedience to the directions of the employer.

126. Plaintiff and the other class members incurred necessary business-related expenses and costs that were not fully reimbursed by Defendants.

127. Defendants have intentionally and willfully failed to reimburse Plaintiff and the other class members for all necessary business-related expenses and costs.

128. Plaintiff and the other class members are entitled to recover from Defendants their business-related expenses and costs incurred during the course and scope of their employment, plus interest accrued from the date on which the employee incurred the necessary expenditures at the same rate as judgments in civil actions in the State of California.

TENTH CAUSE OF ACTION

(Violation of California Business & Professions Code §§ 17200, et seq.)

(Against FRANK-LIN DISTILLERS PRODUCTS, LTD. and DOES 1 through 100)

129. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 128, and each and every part thereof with the same force and effect as though fully set

1 forth herein.

2 130. Defendants' conduct, as alleged herein, has been, and continues to be, unfair,
3 unlawful and harmful to Plaintiff, other class members, to the general public, and Defendants'
4 competitors. Accordingly, Plaintiff seek to enforce important rights affecting the public
5 interest within the meaning of Code of Civil Procedure section 1021.5.

6 131. Defendants' activities as alleged herein are violations of California law, and
7 constitute unlawful business acts and practices in violation of California Business &
8 Professions Code section 17200, et seq.

9 132. A violation of California Business & Professions Code section 17200, et seq.
10 may be predicated on the violation of any state or federal law. In this instant case, Defendants'
11 policies and practices of requiring employees, including Plaintiff and the other class members,
12 to work overtime without paying them proper compensation violate California Labor Code
13 sections 510 and 1198. Additionally, Defendants' policies and practices of requiring
14 employees, including Plaintiff and the other class members, to work through their meal and
15 rest periods without paying them proper compensation violate California Labor Code sections
16 226.7 and 512(a). Defendants' policies and practices of failing to provide a day of rest violate
17 California Labor Code sections 551 and 552. Defendants' policies and practices of failing to
18 pay minimum, regular, and overtime wages violate California Labor Code sections 1194, 1197,
19 and 1197.1. Moreover, Defendants' policies and practices of failing to timely pay wages to
20 Plaintiff and the other class members violate California Labor Code sections 201, 202 and 204.
21 Defendants also violated California Labor Code sections 226(a), 1174(d), 2800 and 2802.

22 133. As a result of the herein described violations of California law, Defendants
23 unlawfully gained an unfair advantage over other businesses.

24 134. Plaintiff and the other class members have been personally injured by
25 Defendants' unlawful business acts and practices as alleged herein, including but not
26 necessarily limited to the loss of money and/or property.

27 ///

135. Pursuant to California Business & Professions Code sections 17200, et seq., Plaintiff and the other class members are entitled to restitution of the wages withheld and retained by Defendants during a period that commences August 13, 2016; an award of attorneys' fees pursuant to California Code of Civil procedure section 1021.5 and other applicable laws; and an award of costs.

ELEVENTH CAUSE OF ACTION

(Violation of California Labor Code § 2698, et seq.)

(Against FRANK-LIN DISTILLERS PRODUCTS, LTD. and DOES 1 through 100)

136. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 135, and each and every part thereof with the same force and effect as though fully set forth herein.

137. 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.

138. 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.

139. Plaintiff 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

140. Defendants' failure to pay overtime in violation of the Wage Orders and California Labor Code sections 510 and 1198, as alleged above, constitutes unlawful and/or

1 unfair activity prohibited by California Labor Code sections 510 and 1198.

2 **Failing to Provide Meal Periods**

3 141. Defendants' failure to provide legally required meal periods in violation of the
4 Wage Orders and California Labor Code sections 226.7 and 512(a), as alleged above,
5 constitutes unlawful and/or unfair activity prohibited by California Labor Code sections 226.7
6 and 512(a).

7 **Failure to Provide Rest Periods**

8 142. Defendants' failure to provide legally required rest periods in violation of the
9 Wage Orders and California Labor Code section 226.7, as alleged above, constitutes unlawful
10 and/or unfair activity prohibited by California Labor Code section 226.7.

11 **Failure to Pay Minimum Wages**

12 143. Defendants' failure to pay wages required by law in violation of the Wage
13 Orders and California Labor Code sections 1194, 1197 and 1197.1, as alleged above,
14 constitutes unlawful and/or unfair activity prohibited by California Labor Code sections 1194,
15 1197 and 1197.1.

16 **Failure to Provide a Day of Rest**

17 144. Defendants' failure to provide a day of rest in violation of the Wage Orders and
18 California Labor Code sections 551 and 552, as alleged above, constitutes unlawful and/or
19 unfair activity prohibited by California Labor Code sections 551 and 552.

20 **Failure to Timely Pay Wages Upon Termination**

21 145. Defendants' failure to timely pay wages upon termination in violation of
22 California Labor Code sections 201 and 202, as alleged above, constitutes unlawful and/or
23 unfair activity prohibited by California Labor Code sections 201 and 202.

24 **Failure to Timely Pay Wages During Employment**

25 146. Defendants' failure to timely pay wages during employment in violation of
26 California Labor Code section 204, as alleged above, constitutes unlawful and/or unfair
27 activity prohibited by California Labor Code section 204.

Failure to Provide Compliant Wage Statements

147. Defendants' failure to provide compliant wage statements in violation of California Labor Code section 226(a), as alleged above, constitutes unlawful and/or unfair activity prohibited by California Labor Code section 226(a).

Failure to Keep Complete or Accurate Payroll Records

148. Defendants' failure to keep complete or accurate payroll records in violation of California Labor Code section 1174(d), as alleged above, constitutes unlawful and/or unfair activity prohibited by California Labor Code section 1174(d).

Failure to Reimburse Necessary Business-Related Expenses and Costs

149. Defendants' failure to reimburse all necessary business-related expenses and costs in violation of California Labor Code sections 2800 and 2802, as alleged above, constitutes unlawful and/or unfair activity prohibited by California Labor Code sections 2800 and 2802.

150. Pursuant to California Labor Code section 2699, Plaintiff, individually, and on behalf of all aggrieved employees, requests and is entitled to recover from Defendants and each of them, business expenses, unpaid wages, and/or untimely wages according to proof, interest, attorneys' fees and costs pursuant to California Labor Code section 218.5, as well as all penalties 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.

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

152. Further, Plaintiff is entitled to seek and recover reasonable attorneys' fees and costs pursuant to California Labor Code sections 210, 218.5 and 2699 and any other applicable statute.

DEMAND FOR JURY TRIAL

Plaintiff, individually, and on behalf of other members of the general public similarly situated and on behalf of other aggrieved employees pursuant to PAGA, requests a trial by jury.

PRAYER FOR RELIEF

WHEREFORE, Plaintiff, individually, and on behalf of other members of the general public similarly situated and on behalf of other aggrieved employees pursuant to PAGA, prays for relief and judgment against Defendants, jointly and severally, as follows:

Class Certification

1. That this action be certified as a class action as to the first ten causes of action;
2. That Plaintiff be appointed as the representative of the Class as to the first ten causes of action;

1 3. That counsel for Plaintiff be appointed as Class Counsel; and

2 4. That Defendants provide to Class Counsel immediately the names and
3 most current/last known contact information (address, e-mail and telephone numbers)
4 of all class members.

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

6 5. That the Court declare, adjudge and decree that Defendants violated California
7 Labor Code sections 510 and 1198 and applicable IWC Wage Orders by willfully failing to pay
8 all overtime wages due to Plaintiff and the other class members;

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

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

13 8. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
14 California Labor Code section 1194; and

15 9. For such other and further relief as the Court may deem just and proper.

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

17 10. That the Court declare, adjudge and decree that Defendants violated California
18 Labor Code sections 226.7 and 512 and applicable IWC Wage Orders by willfully failing to
19 provide all meal periods (including second meal periods) to Plaintiff and the other class
20 members;

21 11. That the Court make an award to Plaintiff and the other class members of one
22 (1) hour of pay at each employee's regular rate of compensation for each workday that a meal
23 period was not provided;

24 12. For all actual, consequential, and incidental losses and damages, according to
25 proof;

26 13. For premium wages pursuant to California Labor Code section 226.7(c);

27 14. For pre-judgment interest on any unpaid wages from the date such amounts
28

1 were due;

2 15. For reasonable attorneys' fees and costs of suit incurred herein; and

3 16. For such other and further relief as the Court may deem just and proper.

4 **As to the Third Cause of Action**

5 17. That the Court declare, adjudge and decree that Defendants violated California
6 Labor Code section 226.7 and applicable IWC Wage Orders by willfully failing to provide all
7 rest periods to Plaintiff and the other class members;

8 18. That the Court make an award to Plaintiff and the other class members of one
9 (1) hour of pay at each employee's regular rate of compensation for each workday that a rest
10 period was not provided;

11 19. For all actual, consequential, and incidental losses and damages, according to
12 proof;

13 20. For premium wages pursuant to California Labor Code section 226.7(c);

14 21. For pre-judgment interest on any unpaid wages from the date such amounts
15 were due; and

16 22. For such other and further relief as the Court may deem just and proper.

17 **As to the Fourth Cause of Action**

18 23. That the Court declare, adjudge and decree that Defendants violated California
19 Labor Code sections 1194, 1197, and 1197.1 by willfully failing to pay minimum wages to
20 Plaintiff and the other class members;

21 24. For general unpaid wages and such general and special damages as may be
22 appropriate;

23 25. For statutory wage penalties pursuant to California Labor Code section 1197.1
24 for Plaintiff and the other class members in the amount as may be established according to
25 proof at trial;

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

27. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California Labor Code section 1194(a);

28. For liquidated damages pursuant to California Labor Code section 1194.2; and

29. For such other and further relief as the Court may deem just and proper.

As to the Fifth Cause of Action

30. That the Court declare, adjudge and decree that Defendants violated California Labor Code sections 201, 202, and 203 by willfully failing to pay all compensation owed at the time of termination of the employment of Plaintiff and the other class members no longer employed by Defendants;

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

32. For statutory wage penalties pursuant to California Labor Code section 203 for Plaintiff and the other class members who have left Defendants' employ;

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

34. For such other and further relief as the Court may deem just and proper.

As to the Sixth Cause of Action

35. That the Court declare, adjudge and decree that Defendants violated California Labor Code section 204 by willfully failing to pay all compensation owed at the time required by California Labor Code section 204 to Plaintiff and the other class members;

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

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

38. For such other and further relief as the Court may deem just and proper.

As to the Seventh Cause of Action

39. That the Court declare, adjudge and decree that Defendants violated the record

1 keeping provisions of California Labor Code section 226(a) and applicable IWC Wage Orders
2 as to Plaintiff and the other class members, and willfully failed to provide accurate itemized
3 wage statements thereto;

4 40. For actual, consequential and incidental losses and damages, according to proof;

5 41. For statutory penalties pursuant to California Labor Code section 226(e);

6 42. For injunctive relief to ensure compliance with this section, pursuant to
7 California Labor Code section 226(h); and

8 43. For such other and further relief as the Court may deem just and proper.

9 **As to the Eighth Cause of Action**

10 44. That the Court declare, adjudge and decree that Defendants violated California
11 Labor Code section 1174(d) by willfully failing to keep accurate and complete payroll records
12 for Plaintiff and the other class members as required by California Labor Code section
13 1174(d);

14 45. For actual, consequential and incidental losses and damages, according to proof;

15 46. For statutory penalties pursuant to California Labor Code section 1174.5; and

16 47. For such other and further relief as the Court may deem just and proper.

17 **As to the Ninth Cause of Action**

18 48. That the Court declare, adjudge and decree that Defendants violated California
19 Labor Code sections 2800 and 2802 by willfully failing to reimburse Plaintiff and the other
20 class members for all necessary business-related expenses as required by California Labor
21 Code sections 2800 and 2802;

22 49. For actual, consequential and incidental losses and damages, according to proof;

23 50. For the imposition of civil penalties and/or statutory penalties;

24 51. For reasonable attorneys' fees and costs of suit incurred herein; and

25 52. For such other and further relief as the Court may deem just and proper.

26 **As to the Tenth Cause of Action**

27 53. That the Court decree, adjudge and decree that Defendants violated California
28

Business and Professions Code sections 17200, et seq. by failing to provide Plaintiff and the other class members all overtime compensation due to them, failing to provide all meal and rest periods to Plaintiff and the other class members, failing to pay at least minimum wages to Plaintiff and the other class members, failing to pay Plaintiff's and the other class members' wages timely as required by California Labor Code section 201, 202 and 204 and by violating California Labor Code sections 226(a), 1174(d), 2800 and 2802.

54. For restitution of unpaid wages to Plaintiff and all the other class members and all pre-judgment interest from the day such amounts were due and payable;

55. For the appointment of a receiver to receive, manage and distribute any and all funds disgorged from Defendants and determined to have been wrongfully acquired by Defendants as a result of violation of California Business and Professions Code sections 17200, et seq.;

56. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California Code of Civil Procedure section 1021.5;

57. For injunctive relief to ensure compliance with this section, pursuant to California Business and Professions Code sections 17200, et seq.; and

58. For such other and further relief as the Court may deem just and proper.

As to the Eleventh Cause of Action

59. For civil penalties and wages pursuant to California Labor Code sections 2699(a), (f) and (g) plus costs and attorneys' fees for violation of California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802; and

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

Dated: April 19, 2022

LAWYERS for JUSTICE, PC

By: 

Edwin Aiwasian
Attorneys for Plaintiff

1
2
3
4
5
6
7
8
9
0
1
2
3
4
5
6
7
8
9
0
1
2
3
4
5
6
7
8

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action. My business address is 410 West Arden Avenue, Suite 203, Glendale, California 91203.

John F. Baum (jbaum@hkemploymentlaw.com)
 Felicia R. Reid (freid@hkemploymentlaw.com)
 Michelle C. Freeman (mfreeman@hkemploymentlaw.com)
HIRSCHFELD KRAEMER LLP
 456 Montgomery Street, Suite 2200
 San Francisco, CA 94104-1255

[X] BY ELECTRONIC SERVICE

[X] STATE

Executed on April 19, 2022, at Glendale, California.


Manuel Martinez