

Edwin Aiwazian (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 KERN**

JASON BILLINGTON, individually, and on
behalf of other aggrieved employees
pursuant to the California Private Attorneys
General Act;

Plaintiff,

vs.

PARKVIEW JULIAN, LLC, a California
limited liability company; and DOES 1
through 100, inclusive,

Defendants.

Case No.: BCV-21-102853

**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

COMES NOW, Plaintiff JASON BILLINGTON ("Plaintiff"), individually, and on behalf of other aggrieved employees pursuant to the California Private Attorneys General Act, and alleges 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 Plaintiff exceed 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 Kern.

PARTIES

5. Plaintiff JASON BILLINGTON is an individual residing in the State of California, County of Kern.

6. Defendant PARKVIEW JULIAN, LLC at all times herein mentioned, was and is, upon information and belief, a California limited liability company, and at all times herein mentioned, an employer whose employees are engaged throughout the State of California, including the County of Kern.

7. At all relevant times, PARKVIEW JULIAN, LLC was the "employer" of Plaintiff within the meaning of all applicable state laws and statutes.

9. The true names and capacities, whether corporate, associate, individual or otherwise, of defendants DOES 1 through 100, inclusive, are unknown to Plaintiff who sues 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 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. PARKVIEW JULIAN, LLC and DOES 1 through 100 will hereinafter collectively be referred to as “Defendants.”

11. Plaintiff further alleges 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 Plaintiff and the other aggrieved employees so as to make each of said Defendants employers and employers liable under the statutory provisions set forth herein.

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

13. 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

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 herself and other
3 current or former employees pursuant to procedures outlined in California Labor Code
4 section 2699.3.

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

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

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

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

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

3 17. On September 30, 2021, Plaintiff provided written notice by online submission
4 to the LWDA and by U.S. Certified Mail to Defendant PARKVIEW JULIAN, LLC of the
5 specific provisions of the California Labor Code alleged to have been violated, including the
6 facts and theories to support the alleged violations. Plaintiff has not received an LWDA
7 Notice within sixty-five (65) calendar days of the date of Plaintiff's notice.

8 18. Therefore, Plaintiff has satisfied the administrative prerequisites under
9 California Labor Code section 2699.3(a) to recover civil penalties against Defendants for
10 violations of California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a),
11 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802.

12 **GENERAL ALLEGATIONS**

13 19. At all relevant times set forth herein, Defendants employed Plaintiff and other
14 aggrieved hourly-paid or non-exempt employees who worked for any of the Defendants in
15 the State of California, including, but not limited to all current and former hourly-paid or
16 non-exempt employees who worked for any of the Defendants within the State of California
17 who earned shift differentials/non-discretionary bonuses/non-discretionary performance pay
18 which was not used to calculate the correct regular rate of pay used to calculate the overtime
19 rate. (hereinafter collectively referred to as the "other aggrieved employees").

20 20. Defendants, jointly and severally, employed Plaintiff as an hourly-paid, non-
21 exempt employee from approximately January 2021 to approximately May 2021 in the State
22 of California, County of Kern.

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

25 22. Defendants had the authority to hire and terminate Plaintiff and the other
26 aggrieved employees, to set work rules and conditions governing Plaintiff's and the other
27 aggrieved employees' employment, and to supervise their daily employment activities.

28 ///

1 23. Defendants exercised sufficient authority over the terms and conditions of
2 Plaintiff's and the other aggrieved employees' employment for them to be joint employers of
3 Plaintiff and the other aggrieved employees.

4 24. Defendants directly hired and paid wages and benefits to Plaintiff and the
5 other aggrieved employees.

6 25. Defendants continue to employ hourly-paid or non-exempt employees, within
7 the State of California.

8 26. Plaintiff and the other aggrieved employees worked over eight (8) hours in a
9 day, and/or forty (40) hours in a week during their employment with Defendants.

10 27. Plaintiff is informed and believes, and based thereon alleges, that Defendants
11 engaged in a uniform policy and systematic scheme of wage abuse against their hourly-paid
12 or non-exempt employees. This scheme involved, *inter alia*, failing to pay them for all hours
13 worked and for missed (short, late, interrupted, and altogether missed) meal periods and rest
14 breaks in violation of California law.

15 28. Plaintiff is informed and believes, and based thereon alleges, that Defendants
16 knew or should have known that Plaintiff and the other aggrieved employees were entitled to
17 receive certain wages for overtime compensation and that they were not receiving wages for
18 overtime compensation.

19 29. Plaintiff is informed and believes, and based thereon alleges, that Defendants
20 failed to provide Plaintiff and the other aggrieved employees the required rest and meal
21 periods during the relevant time period as required under the Industrial Welfare Commission
22 Wage Orders and thus they are entitled to any and all applicable penalties.

23 30. Plaintiff is informed and believes, and based thereon alleges, that Defendants
24 knew or should have known that Plaintiff and the other aggrieved employees were entitled to
25 receive all meal periods or payment of one additional hour of pay at Plaintiff's and the other
26 aggrieved employee's regular rate of pay when a meal period was missed, and they did not
27 receive all meal periods or payment of one additional hour of pay at Plaintiff's and the other
28 aggrieved employee's regular rate of pay when a meal period was missed.

1 31. Plaintiff is informed and believes, and based thereon alleges, that Defendants
2 knew or should have known that Plaintiff and the other aggrieved employees were entitled to
3 receive all rest periods or payment of one additional hour of pay at Plaintiff's and the other
4 aggrieved employees' regular rate of pay when a rest period was missed, and they did not
5 receive all rest periods or payment of one additional hour of pay at Plaintiff's and the other
6 aggrieved employees' regular rate of pay when a rest period was missed.

7 32. Plaintiff is informed and believes, and based thereon alleges, that Defendants
8 knew or should have known that Plaintiff and the other aggrieved employees were entitled to
9 receive at least minimum wages for compensation and that they were not receiving at least
10 minimum wages for all hours worked.

11 33. Plaintiff is informed and believes, and based thereon alleges, that Defendants
12 knew or should have known that Plaintiff and the other aggrieved employees were entitled to
13 receive all wages owed to them upon discharge or resignation, including overtime and
14 minimum wages and meal and rest period premiums, and they did not, in fact, receive all
15 such wages owed to them at the time of their discharge.

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

22 35. Plaintiff is informed and believes, and based thereon alleges, that Defendants
23 knew or should have known that Plaintiff and the other aggrieved employees were entitled to
24 receive complete and accurate wage statements in accordance with California law, but, in
25 fact, they did not receive complete and accurate wage statements from Defendants. The
26 deficiencies included, *inter alia*, the failure to include the total number of hours worked by
27 Plaintiff and the other aggrieved employees.

28 ///

1 36. Plaintiff is informed and believes, and based thereon alleges, that Defendants
2 knew or should have known that Defendants had to keep complete and accurate payroll
3 records for Plaintiff and the other aggrieved employees in accordance with California law,
4 but, in fact, did not keep complete and accurate payroll records.

5 37. Plaintiff is informed and believes, and based thereon alleges, that Defendants
6 knew or should have known that Plaintiff and the other aggrieved employees were entitled to
7 reimbursement for necessary business-related expenses and costs.

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

14 39. At all material times set forth herein, Defendants failed to pay overtime wages
15 to Plaintiff and the other aggrieved employees. Plaintiff and the other aggrieved employees
16 were required to work more than eight (8) hours per day and/or forty (40) hours per week
17 without overtime compensation.

18 40. At all material times set forth herein, Defendants failed to provide
19 uninterrupted meal and rest periods to Plaintiff and the other aggrieved employees.

20 41. At all material times set forth herein, Defendants failed to pay Plaintiff and the
21 other aggrieved employees at least minimum wages for all hours worked.

22 42. At all material times set forth herein, Defendants failed to pay Plaintiff and the
23 other aggrieved employees all wages owed to them upon discharge or resignation.

24 43. At all material times set forth herein, Defendants failed to pay Plaintiff and the
25 other aggrieved employees' wages within any time permissible under California law,
26 including, *inter alia*, California Labor Code section 204.

27 44. At all material times set forth herein, Defendants failed to provide complete
28 and accurate wage statements to Plaintiff and the other aggrieved employees.

FIRST CAUSE OF ACTION

Violation of California Labor Code § 2698, et seq.

(Against PARKVIEW JULIAN, LLC and DOES 1 through 100)

49. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 48, and each and every part thereof with the same force and effect as though fully set forth herein.

1 or former employees of Defendants, and one or more of the alleged violations was committed
2 against them.

3 **Failure to Pay Overtime**

4 53. Defendants' failure to pay legally required overtime wages to Plaintiff and the
5 other aggrieved employees is in violation of the Wage Orders and constitutes unlawful or
6 unfair activity prohibited by California Labor Code sections 510 and 1198.

7 **Failure to Provide Meal Periods**

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

11 **Failure to Provide Rest Periods**

12 55. Defendants' failure to provide legally required rest periods to Plaintiff and the
13 other aggrieved employees is in violation of the Wage Orders and constitutes unlawful or
14 unfair activity prohibited by California Labor Code section 226.7.

15 **Failure to Pay Minimum Wages**

16 56. Defendants' failure to pay legally required minimum wages to Plaintiff and
17 the other aggrieved employees is in violation of the Wage Orders and constitutes unlawful or
18 unfair activity prohibited by California Labor Code sections 1194, 1197 and 1197.1.

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

20 57. Defendants' failure to timely pay wages to Plaintiff and the other aggrieved
21 employees upon termination in accordance with Labor Code sections 201 and 202 constitutes
22 unlawful and/or unfair activity prohibited by California Labor Code sections 201 and 202.

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

24 58. Defendants' failure to timely pay wages to Plaintiff and the other aggrieved
25 employees during employment in accordance with Labor Code section 204 constitutes
26 unlawful and/or unfair activity prohibited by California Labor Code section 204.

27 ///

28 ///

Failure to Provide Complete and Accurate Wage Statements

59. Defendants' failure to provide complete and accurate wage statements to Plaintiff 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

60. Defendants' failure to keep complete and accurate payroll records relating to Plaintiff 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

61. Defendants' failure to reimburse Plaintiff 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.

62. 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, 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;

- 1 c. Penalties under California Labor Code section 210 in addition to, and
2 entirely independent and apart from, any other penalty provided in the
3 California Labor Code in the amount of a hundred dollars (\$100) for
4 each aggrieved employee per pay period for the initial violation, and two
5 hundred dollars (\$200) for each aggrieved employee per pay period for
6 each subsequent violation; and
7 d. Any and all additional penalties and sums as provided by the California
8 Labor Code and/or other statutes.

9 63. Pursuant to California Labor Code section 2699(i), civil penalties recovered
10 by aggrieved employees shall be distributed as follows: seventy-five percent (75%) to the
11 Labor and Workforce Development Agency for the enforcement of labor laws and education
12 of employers and employees about their rights and responsibilities and twenty-five percent
13 (25%) to the aggrieved employees.

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

17 **DEMAND FOR JURY TRIAL**

18 Plaintiff, individually, and on behalf of other aggrieved employees pursuant to the
19 California Private Attorneys General Act, requests a trial by jury.

20 **PRAYER FOR RELIEF**

21 WHEREFORE, Plaintiff, individually, and on behalf of other aggrieved employees
22 pursuant to the Private Attorneys General Act, prays for relief and judgment against
23 Defendants, jointly and severally, in excess of twenty-five thousand dollars (\$25,000):

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

25 1. For civil penalties pursuant to California Labor Code sections 2699(a), (f), (g)
26 and 558, costs/expenses, and attorneys' fees for violation of California Labor Code sections
27 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800 and
28 2802; and

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

3
4 DATED: December 6, 2021

LAWYERS for JUSTICE, PC

5 By: 
6 Edwin Aiwanian
7 Attorneys for Plaintiff
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28