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UNITED STATES DISTRICT COURT
CENTRAL DISTRICT OF CALIFORNIA

CRUZ PEREZ JR., individually, and
on behalf of other members of the
general public similarly situated;

Plaintiff,

vs.

BODYCOTE THERMAL
PROCESSING, INC., a Delaware
corporation; and DOES 1 through 100,
inclusive,

Defendants.

Case No.: 2:22-cv-00145-RAO

**FIRST AMENDED CLASS ACTION
COMPLAINT FOR DAMAGES**

- (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 15 U. S.C. § 1681b (Fair Credit Reporting Act);
- (12) Violation of California's Private Attorney General Act of 2004 (Cal. Labor code §§ 2698, et seq.)

DEMAND FOR JURY TRIAL

COMES NOW, Plaintiff CRUZ PEREZ JR. ("Plaintiff"), individually, and on behalf of other members of the general public similarly situated, and alleges as follows:

JURISDICTION AND VENUE

1. This class action was initially brought pursuant to the California Code of Civil Procedure section 382 in Los Angeles County Superior Court. Defendant removed this action on January 7, 2022, pursuant to 28 U.S.C. §§ 1331, 1332(d), 1441 and 1453. Dkt. 1. The parties stipulated to proceed before a United States Magistrate Judge on February 8, 2022. Dkt. 12. That stipulation was so ordered on February 9, 2022. Dkt. 13. Plaintiff reserves the right to contest this Court's jurisdiction pursuant to the Federal Rules of Civil Procedure.

2. 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 Los Angeles. 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 Los Angeles.

PARTIES

3. Plaintiff CRUZ PEREZ JR. is an individual residing in the State of California, County of Los Angeles.

4. Defendant BODYCOTE THERMAL PROCESSING, INC., at all

1 times herein mentioned, was and is, upon information and belief, an employer
 2 whose employees are engaged throughout the State of California, including the
 3 County of Los Angeles.

4 5. At all relevant times, Defendant BODYCOTE THERMAL
 5 PROCESSING, INC. was the “employer” of Plaintiff within the meaning of all
 6 applicable California laws and statutes.

7 6. At all times herein relevant, Defendants BODYCOTE THERMAL
 8 PROCESSING, INC., and DOES 1 through 100, and each of them, were the
 9 agents, partners, joint venturers, joint employers, representatives, servants,
 10 employees, successors-in-interest, co-conspirators and/or assigns, each of the
 11 other, and at all times relevant hereto were acting within the course and scope of
 12 their authority as such agents, partners, joint venturers, joint employers,
 13 representatives, servants, employees, successors, co-conspirators and/or assigns,
 14 and all acts or omissions alleged herein were duly committed with the
 15 ratification, knowledge, permission, encouragement, authorization and/or consent
 16 of each defendant designated as a DOE herein.

17 7. The true names and capacities, whether corporate, associate,
 18 individual or otherwise, of defendants DOES 1 through 100, inclusive, are
 19 unknown to Plaintiff who sue said defendants by such fictitious names. Plaintiff
 20 is informed and believes, and based on that information and belief alleges, that
 21 each of the defendants designated as a DOE is legally responsible for the events
 22 and happenings referred to in this Complaint, and unlawfully caused the injuries
 23 and damages to Plaintiff and the other class members as alleged in this
 24 Complaint. Plaintiff will seek leave of court to amend this Complaint to show the
 25 true names and capacities when the same have been ascertained.

26 8. Defendant BODYCOTE THERMAL PROCESSING, INC. and
 27 DOES 1 through 100 will hereinafter collectively be referred to as “Defendants.”

28 9. 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

10. Plaintiff bring this action on his own behalf and on behalf of all other members of the general public similarly situated, and, thus, seeks class certification under Federal Rule of Civil Procedure 23.

11. The proposed class is defined as follows:

Wage 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 four years preceding the filing of this Complaint to final judgment.

Subclass A: All class members who were required by Defendants to stay on Defendants' premises for rest breaks.

Subclass B: All class members who received overtime compensation at a rate lower than their respective regular rate of pay because Defendants failed to include all non-discretionary bonuses or other incentive-based compensation in the calculation of the regular rate of pay for overtime pay purposes.

Subclass C: All class members who earned non-discretionary bonuses or other incentive-based compensation, which was not used to calculate the amount of the meal break or rest break penalty/premium payment.

FCRA Class: All of Defendants' current and former employees and prospective applicants for employment in the United States who applied for a job with Defendants on whom a background check was performed at any time during the period from five years preceding

the filing of this Complaint to final judgment.

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

13. 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 unknown to Plaintiff at this time; however, the class is estimated to be greater than fifty (50) individuals and the identity of such membership is readily ascertainable by inspection of Defendants' employment records.
- b. Typicality: Plaintiff's claims are typical of all other class members' as demonstrated herein. Plaintiff will fairly and adequately protect the interests of the other class members with whom he has a well-defined community of interest.
- c. Adequacy: Plaintiff will fairly and adequately protect the interests of each class member, with whom he has a well-defined community of interest and typicality of claims, as demonstrated herein. Plaintiff has no interest that is antagonistic to the other class members. Plaintiff's attorneys, the proposed class counsel, are versed in the rules governing class action discovery, certification, and settlement. Plaintiff has incurred, and during the pendency of this action will continue to incur, costs and attorneys' fees, that have been, are, and will be necessarily expended for the prosecution of this action for the substantial benefit of each class member.
- d. Superiority: A class action is superior to other available methods for the fair and efficient adjudication of this litigation

because individual joinder of all class members is impractical.

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

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

- a. Whether Defendants' failure to pay wages, without abatement or reduction, in accordance with the California Labor Code, was willful;
- b. Whether Defendants' had a corporate policy and practice of failing to pay their hourly-paid or non-exempt employees within the State of California for all hours worked and missed (short, late, interrupted, and/or missed altogether) meal periods and rest breaks in violation of California law;
- c. Whether Defendants required Plaintiff and the other class members to work over eight (8) hours per day and/or over forty (40) hours per week and failed to pay the legally required overtime compensation to Plaintiff and the other class members;
- d. Whether Defendants deprived Plaintiff and the other class members of meal and/or rest periods or required Plaintiff and

- the other class members to work during meal and/or rest periods without compensation;
- e. Whether Defendants failed to pay minimum wages to Plaintiff and the other class members for all hours worked;
 - f. Whether Defendants failed to pay all wages due to Plaintiff and the other class members within the required time upon their discharge or resignation;
 - g. Whether Defendants failed to timely pay all wages due to Plaintiff and the other class members during their employment;
 - h. Whether Defendants complied with wage reporting as required by the California Labor Code; including, *inter alia*, section 226;
 - i. Whether Defendants kept complete and accurate payroll records as required by the California Labor Code, including, *inter alia*, section 1174(d);
 - j. Whether Defendants failed to reimburse Plaintiff and the other class members for necessary business-related expenses and costs;
 - k. Whether Defendants' conduct was willful or reckless;
 - l. Whether Defendants engaged in unfair business practices in violation of California Business & Professions Code section 17200, et seq.;
 - m. Whether Defendants failed to comply with the requirements of 15 U.S.C. § 7001 section 101(c)(l);
 - n. Whether Defendants willfully failed to provide the class with stand-alone written disclosures before obtaining a credit or background report in compliance with the statutory mandates;

- o. Whether Defendants willfully failed to identify the name, address, telephone number, and/or website of the investigative consumer reporting agency conducting the investigation;
- p. Whether Defendants willfully failed to comply with the FCRA;
- q. The appropriate amount of damages, restitution, and/or monetary penalties resulting from Defendants' violation of law; and
- r. Whether Plaintiff and the other class members are entitled to compensatory damages.

GENERAL ALLEGATIONS

15. 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 Los Angeles.

16. Defendants, jointly and severally, employed Plaintiff as an hourly-paid, non-exempt employee, from approximately September 2019 to approximately September 2020, in the State of California, County of Los Angeles.

17. 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 meal periods and/or rest breaks.

18. 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.

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

1 joint employers of Plaintiff and the other class members.

2 20. Defendants directly hired and paid wages and benefits to Plaintiff
3 and the other class members.

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

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

9 23. Plaintiff is informed and believes, and based thereon alleges, that
10 Defendants engaged in a pattern and practice of wage abuse against their hourly-
11 paid or non-exempt employees within the State of California. This pattern and
12 practice involved, *inter alia*, failing to pay them for all regular and/or overtime
13 wages earned including but not limited to work performed while persons were not
14 clocked in both before and after shifts and during off-duty meal breaks. This
15 pattern and practice also involved failing to pay them wages for missed first meal
16 periods, second meal periods that were systematically not provided, and rest
17 breaks in violation of California law.

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

23 25. Plaintiff is informed and believes, and based thereon alleges, that
24 Defendants failed to provide Plaintiff and the other class members all required
25 rest and first and second meal periods during the relevant time period as required
26 under the Industrial Welfare Commission Wage Orders and thus they are entitled
27 to any and all applicable penalties.

28 26. 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 all meal periods or payment of one additional hour of pay at Plaintiff's and the other class member's regular rate of pay when a first and second meal period was missed, and they did not receive all meal periods or payment of one additional hour of pay at Plaintiff's and the other class member's regular rate of pay when a meal period was missed.

27. 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 all rest periods or payment of one additional hour of pay at Plaintiff's and the other class member's regular rate of pay when a rest period was missed, and they did not receive all rest periods or payment of one additional hour of pay at Plaintiff's and the other class members' regular rate of pay when a rest period was missed.

28. 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 at least minimum wages for compensation and that they were not receiving at least minimum wages for all hours worked including but not limited to work performed while employees were off the clock.

29. 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 all wages owed to them upon discharge or resignation, including overtime and minimum wages and meal and rest period premiums, and they did not, in fact, receive all such wages owed to them at the time of their discharge or resignation.

30. 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 all wages owed to them during their employment. Plaintiff and the other class members did not receive payment of all

wages, including overtime and minimum wages and meal and rest period premiums, within any time permissible under California Labor Code section 204. This includes but is not limited to wages due and owed to them performed for work when Plaintiff and the putative class members were not clocked in.

31. 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 complete and accurate wage statements in accordance with California law, but, in fact, they did not receive complete and accurate wage statements from Defendants. The deficiencies included, *inter alia*, the failure to include the total number of hours worked by Plaintiff and the other class members and failure to state the accurate total time worked by Plaintiff and the putative class members for work performed while off the clock and during legally required breaks.

32. Plaintiff is informed and believes, and based thereon alleges, that Defendants knew or should have known that Defendants had to keep complete and accurate payroll records for Plaintiff and the other class members in accordance with California law, but, in fact, did not keep complete and accurate payroll records.

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 reimbursement for necessary business-related expenses. Plaintiff and the putative class members remain unreimbursed for necessary business related expenses for items, including but not limited to personal protective equipment Defendants required must be worn by Plaintiff and the putative class members during the performance of their work duties—the benefit of which inured to Defendants. Said personal protective equipment included but was not limited to, by way of example, uniforms, work boots, safety glasses, and/or ear plugs.

1 34. Plaintiff is informed and believes, and based thereon alleges, that
2 Defendants knew or should have known that they had a duty to compensate
3 Plaintiff and the other class members pursuant to California law, and that
4 Defendants had the financial ability to pay such compensation, but willfully,
5 knowingly, and intentionally failed to do so, and falsely represented to Plaintiff
6 and the other class members that they were properly denied wages, all in order to
7 increase Defendants' profits.

8 35. During the relevant time period, Defendants failed to pay overtime
9 wages to Plaintiff and the other class members for all overtime hours worked.
10 Plaintiff and the other class members were required to work more than eight (8)
11 hours per day and/or forty (40) hours per week without overtime compensation
12 for all overtime hours worked. This includes but is not limited to the nonpayment
13 of wages to Plaintiff and the putative class for missed first and second meal
14 breaks and rest breaks which were not provided to Plaintiff and the putative class
15 on a systematic basis. By way of example, Plaintiff was systematically and
16 uniformly denied the opportunity to take a second meal break as required by law
17 on at least 21 different occasions for shifts he worked between and September
18 and November 2019. By way of further example, Defendants implemented a
19 facially illegal rest break policy that applied uniformly to Plaintiff and the
20 putative class that forbid them from leaving Defendants' premises during legally
21 required rest breaks during, on information and belief, every work week during
22 the relevant time period.

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

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

28 38. During the relevant time period, Defendants failed to pay Plaintiff

1 and the other class members all wages owed to them upon discharge or
 2 resignation.

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

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

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

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

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

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

19 **PAGA ALLEGATIONS**

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

22 46. At all times herein set forth, PAGA provides that any provision of
 23 law under the California Labor Code that provides for a civil penalty to be
 24 assessed and collected by the LWDA for violations of the California Labor Code
 25 may, as an alternative, be recovered through a civil action brought by an
 26 aggrieved employee on behalf of herself and other current or former employees
 27 pursuant to procedures outlined in California Labor Code section 2699.3.

28 47. Pursuant to PAGA, a civil action under PAGA may be brought by an

“aggrieved employee,” who is any person that was employed by the alleged violator and against whom one or more of the alleged violations was committed.

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

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

a. The aggrieved employee shall give written notice by online submission (hereinafter “Employee’s Notice”) to the Labor & Workforce Development Agency (hereinafter “LWDA”) and by U.S. Certified Mail to the employer of the specific provisions of the California Labor Code alleged to have been violated, including the facts and theories to support the alleged violations.

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

50. On September 29, 2021, Plaintiff provided written notice by online submission to the LWDA and by U.S. Certified Mail to Defendant BODYCOTE THERMAL PROCESSING, INC. of the specific provisions of the California

1 Labor Code alleged to have been violated, including the facts and theories to
2 support the alleged violations. Plaintiff has not received an LWDA Notice within
3 sixty-five (65) calendar days of the date of Plaintiff's notice.

4 Therefore, Plaintiff has satisfied the administrative prerequisites under
5 California Labor Code section 2699.3(a) to recover civil penalties against
6 Defendants for violations of California Labor Code sections 201, 202, 203, 204,
7 226(a), 226.7, 510, 512(a), 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and
8 2802.

9 10 **FIRST CAUSE OF ACTION**

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

12 **(Against BODYCOTE THERMAL PROCESSING, INC. and DOES 1** 13 **through 100)**

14 51. Plaintiff incorporates by reference the allegations contained in
15 Paragraphs 1 through 50, and each and every part thereof with the same force and
16 effect as though fully set forth herein.

17 52. California Labor Code section 1198 and the applicable Industrial
18 Welfare Commission ("IWC") Wage Order provide that it is unlawful to employ
19 persons without compensating them at a rate of pay either time-and-one-half or
20 two-times that person's regular rate of pay, depending on the number of hours
21 worked by the person on a daily or weekly basis.

22 53. Specifically, the applicable IWC Wage Order provides that
23 Defendants are and were required to pay Plaintiff and the other class members
24 employed by Defendants, and working more than eight (8) hours in a day or more
25 than forty (40) hours in a workweek, at the rate of time-and-one-half for all hours
26 worked in excess of eight (8) hours in a day or more than forty (40) hours in a
27 workweek.

28 54. The applicable IWC Wage Order further provides that Defendants

are and were required to pay Plaintiff and the other class members overtime compensation at a rate of two times their regular rate of pay for all hours worked in excess of twelve (12) hours in a day.

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

56. During the relevant time period, Plaintiff and the other class members worked in excess of eight (8) hours in a day, and/or in excess of forty (40) hours in a week.

57. During the relevant time period, Defendants intentionally and willfully failed to pay overtime wages owed to Plaintiff and the other class members.

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

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

SECOND CAUSE OF ACTION

(Violation of California Labor Code §§ 226.7 and 512(a)) (Against BODYCOTE THERMAL PROCESSING, INC. and DOES 1 through 100)

60. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 59, and each and every part thereof with the same force and

1 effect as though fully set forth herein.

2 61. At all relevant times, the IWC Order and California Labor Code
3 sections 226.7 and 512(a) were applicable to Plaintiff's and the other class
4 members' employment by Defendants.

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

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

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

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

28 66. During the relevant time period, Plaintiff and the other class

members who were scheduled to work for a period of time in excess of six (6) hours were required to work for periods longer than five (5) hours without an uninterrupted meal period of not less than thirty (30) minutes and/or rest period.

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

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

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

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

THIRD CAUSE OF ACTION

(Violation of California Labor Code § 226.7)

(Against BODYCOTE THERMAL PROCESSING, INC. and DOES 1 through 100)

71. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 70, and each and every part thereof with the same force and effect as though fully set forth herein.

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

73. At all relevant times, California Labor Code section 226.7 provides that no employer shall require an employee to work during any rest period

mandated by an applicable order of the California IWC.

74. At all relevant times, the applicable IWC Wage Order provides that “[e]very employer shall authorize and permit all employees to take rest periods, which insofar as practicable shall be in the middle of each work period” and that the “rest period time shall be based on the total hours worked daily at the rate of ten (10) minutes net rest time per four (4) hours or major fraction thereof” unless the total daily work time is less than three and one-half (3 ½) hours.

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

76. During the relevant time period, Defendants willfully required Plaintiff and the other class members to work during rest periods and failed to pay Plaintiff and the other class members the full rest period premium for work performed during rest periods.

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

78. Defendants’ conduct violates applicable IWC Wage Orders and California Labor Code section 226.7.

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

FOURTH CAUSE OF ACTION

**(Violation of California Labor Code §§ 1194, 1197, and 1197.1)
 (Against BODYCOTE THERMAL PROCESSING, INC. and DOES 1
 through 100)**

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

81. 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.

82. During the relevant time period, Defendants failed to pay minimum wage to Plaintiff and the other class members as required, pursuant to California Labor Code sections 1194, 1197, and 1197.1.

83. Defendants' failure to pay Plaintiff and the other class members the minimum wage 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 minimum 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.

84. 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.

85. 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 BODYCOTE THERMAL PROCESSING, INC. and DOES 1 through 100)

86. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 85, and each and every part thereof with the same force and

effect as though fully set forth herein.

87. 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.

88. 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.

89. 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.

90. 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.

91. 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 BODYCOTE THERMAL PROCESSING, INC. and DOES 1 through 100)

92. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 91, and each and every part thereof with the same force and effect as though fully set forth herein.

93. 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.

94. 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.

95. 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.

96. 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.

97. 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 BODYCOTE THERMAL PROCESSING, INC. and DOES 1 through 100)

98. Plaintiff incorporates by reference the allegations contained in

paragraphs 1 through 97, and each and every part thereof with the same force and effect as though fully set forth herein.

99. 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.

100. 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.

101. 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.

102. More specifically, Plaintiff and the other class members have been injured by Defendants' intentional and willful violation of California Labor Code section 226(a) because they were denied both their legal right to receive, and their

protected interest in receiving, accurate and itemized wage statements pursuant to California Labor Code section 226(a).

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

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

EIGHTH CAUSE OF ACTION

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

(Against BODYCOTE THERMAL PROCESSING, INC. and DOES 1 through 100)

105. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 104, and each and every part thereof with the same force and effect as though fully set forth herein.

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

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

108. As a result of Defendants' violation of California Labor Code section

1174(d), Plaintiff and the other class members have suffered injury and damage to their statutorily-protected rights.

109. 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 BODYCOTE THERMAL PROCESSING, INC. and DOES 1 through 100)

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

111. 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.

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

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

114. 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 BODYCOTE THERMAL PROCESSING, INC. and DOES 1
through 100)**

115. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 114, and each and every part thereof with the same force and effect as though fully set forth herein.

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

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

118. A violation of California Business & Professions Code section 17200, et seq. may be predicated on the violation of any state or federal law. In this instant case, Defendants' policies and practices of requiring employees, including Plaintiff and the other class members, to work overtime without paying them proper compensation violate California Labor Code sections 510 and 1198. Additionally, Defendants' policies and practices of requiring employees, including Plaintiff and the other class members, to work through their meal and rest periods without paying them proper compensation violate California Labor Code sections 226.7 and 512(a). Defendants' policies and practices of failing to pay minimum wages violate California Labor Code sections 1194, 1197, and 1197.1. Moreover, Defendants' policies and practices of failing to timely pay wages to Plaintiff and the other class members violate California Labor Code sections 201, 202 and 204. Defendants also violated

California Labor Code sections 226(a), 1174(d), 2800 and 2802.

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

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

121. 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 four years preceding the filing of this Complaint; 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 15 U.S.C. § 1681)

(Against BODYCOTE THERMAL PROCESSING, INC. and DOES 1 through 100)

122. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 121, and each and every part thereof with the same force and effect as though fully set forth herein.

123. Defendants are "persons" as defined by section 1681a(b) of the FCRA.

124. Plaintiff and the other class members are "consumers" within the meaning of section 1681a(c) of the FCRA because they are "individuals."

125. A credit and background report qualifies as a "consumer report" within the meaning of Section 1681a(d)(1).

126. Further, a credit and background report qualifies as an "investigative consumer report" within the meaning of Section 1681a(e).

127. Section 1681(b)(2)(A) requires that a clear and conspicuous disclosure

be made in writing:

Conditions for furnishing and using consumer reports for employment purposes

Except as provided in subparagraph (B), a person may not procure a consumer report, or cause a consumer report to be procured, for employment purposes with respect to any consumer, unless—

- (i) A clear and conspicuous disclosure has been made in writing to the consumer before the report is procured or cause to be procured, in a document that consists solely of the disclosure, that a consumer report may be obtained for employment purposes; and
- (ii) The consumer has authorized in writing (which authorization may be made on the document referred to in clause (i)) the procurement of the report by that person.

128. Plaintiff is informed and believes, and based thereon alleges, that in evaluating Plaintiff and the other class members for employment, Defendants procured, or caused to be procured, consumer reports or investigative consumer reports.

129. Defendants failed to provide the necessary disclosures to Plaintiff and the other class members prior to procuring consumer reports or investigative consumer reports regarding Plaintiff and the other class members.

130. Defendants failed to obtain authorization in writing from Plaintiff and the other class members prior to procuring consumer reports or investigative consumer reports regarding Plaintiff and the other class members.

131. Under the FCRA, it is unlawful to procure, or cause to be procured, a consumer report or investigative consumer report for employment purposes unless the disclosure is made in a document that consists solely of the disclosure and the consumer has authorized, in writing, the procurement of the report.

132. Defendants' failure to provide a disclosure and to obtain written

1 authorization prior to procuring a consumer report or investigative report was a
 2 willful violation section 1681b(b)(2)(A) of the FCRA.

3 133. Plaintiff is informed and believes, and based thereon alleges, that
 4 Defendants have a policy and practice of procuring, or causing to be procured,
 5 consumer or investigative consumer reports for applicants and employees,
 6 including Plaintiff and the other class members, without informing them of their
 7 right to request a summary of their rights under the FCRA at the same time as the
 8 disclosure explaining that a report may be made.

9 134. Accordingly, Defendants willfully violated and continue to violate
 10 sections 1681b and 1681d of the FCRA.

11 135. As a result of Defendants' unlawful procurement of consumer and/or
 12 investigative consumer reports by way of their inadequate disclosures, as set forth
 13 above, Plaintiff and the other class members have been injured, including but not
 14 limited to, having their privacy and statutory rights invaded in violation of the
 15 FCRA.

16 136. Plaintiff and the other class members are entitled to all remedies
 17 available under 15 U.S.C. section 1681n, including statutory damages and/or actual
 18 damages, punitive damages, injunctive and equitable relief, and attorneys' fees and
 19 costs.

20 137. In the alternative to Plaintiff's allegation that these violations were
 21 willful, Plaintiff alleges that the violations were negligent and seeks the
 22 appropriate remedy, if any, under 15 U.S.C. 1681o, including statutory damages
 23 and attorneys' fees and costs.

24 **TWELFTH CAUSE OF ACTION**

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

26 **(Against BODYCOTE THERMAL PROCESSING, INC. and DOES 1** 27 **through 100)**

28 138. 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.

139. 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.

140. 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.

141. 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

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

Failure to Provide Meal Periods

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

Failure to Provide Rest Periods

144. Defendants’ failure to provide legally required rest periods to

1 Plaintiff and the other aggrieved employees is in violation of the Wage Orders
2 and constitutes unlawful or unfair activity prohibited by California Labor Code
3 section 226.7.

4 **Failure to Pay Minimum Wages**

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

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

10 146. Defendants' failure to timely pay wages to Plaintiff and the other
11 aggrieved employees upon termination in accordance with Labor Code sections
12 201 and 202 constitutes unlawful and/or unfair activity prohibited by California
13 Labor Code sections 201 and 202.

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

15 147. Defendants' failure to timely pay wages to Plaintiff and the other
16 aggrieved employees during employment in accordance with Labor Code section
17 204 constitutes unlawful and/or unfair activity prohibited by California Labor
18 Code section 204.

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

20 148. Defendants' failure to provide complete and accurate wage
21 statements to Plaintiff and the other aggrieved employees in accordance with
22 Labor Code section 226(a) constitutes unlawful and/or unfair activity prohibited
23 by California Labor Code section 226(a).

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

25 149. Defendants' failure to keep complete and accurate payroll records
26 relating to Plaintiff and the other aggrieved employees in accordance with
27 California Labor Code section 1174(d) constitutes unlawful and/or unfair activity
28 prohibited by California Labor Code section 1174(d).

Failure to Reimburse Necessary Business-Related Expenses and Costs

150. 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.

151. 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;

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.

152. 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

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

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

7 **DEMAND FOR JURY TRIAL**

8 Plaintiff, individually, and on behalf of other members of the general
9 public similarly situated, requests a trial by jury.

10 **PRAYER FOR RELIEF**

11 WHEREFORE, Plaintiff, individually, and on behalf of other members of
12 the general public similarly situated, prays for relief and judgment against
13 Defendants, jointly and severally, as follows:

14 **Class Certification**

15 1. That this action be certified as a class action;
16 2. That Plaintiff be appointed as the representative of the Class;
17 3. That counsel for Plaintiff be appointed as Class Counsel; and
18 4. That Defendants provide to Class Counsel immediately the names
19 and most current/last known contact information (address, e-mail and telephone
20 numbers) of all class members.

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

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

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

28 7. For pre-judgment interest on any unpaid overtime compensation

commencing from the date such amounts were due;

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

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

As to the Second Cause of Action

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

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

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

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

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

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

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

As to the Third Cause of Action

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

18. That the Court make an award to Plaintiff and the other class

members of one (1) hour of pay at each employee's regular rate of compensation for each workday that a rest period was not provided;

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

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

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

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

As to the Fourth Cause of Action

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

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

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

26. For pre-judgment interest on any unpaid compensation from the date such 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 keeping provisions of California Labor Code section 226(a) and applicable IWC Wage Orders as to Plaintiff and the other class members, and

willfully failed to provide accurate itemized wage statements thereto;

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

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

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

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

As to the Eighth Cause of Action

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

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

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

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

As to the Ninth Cause of Action

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

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

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

51. For reasonable attorneys' fees and costs of suit incurred herein; and
 52. For such other and further relief as the Court may deem just and proper.

As to the Tenth Cause of Action

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

Eleventh Cause of Action

59. That the Court declare, adjudge and decree that Defendants willfully

violated California 15 U.S.C. § 1681b by failing to provide the required disclosure and/or by failing to obtain authorization prior to procuring, or causing to be procured, consumer reports regarding Plaintiff and the other class members;

60. For actual damages and/or statutory damages pursuant to 15 U.S.C. § 1681n;

61. For punitive damages pursuant to 15 U.S.C. § 1681n;

62. For actual damages pursuant to 15 U.S.C. § 1681o;

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

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

Twelfth Cause of Action

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

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

Dated: February 18, 2022

LAWYERS for JUSTICE, PC

By: /s/ Edwin Aiwarzian

Edwin Aiwarzian

Attorneys for Plaintiff