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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN FRANCISCO

WILLIAM SAGE, individually, and on behalf of
all others similarly situated,

Plaintiff,

vs.

BIGHAM SERVICES, INC., a California
corporation dba ONE HOUR HEATING & AIR
CONDITIONING dba MISTER SPARKY dba
MISTER SPARKY ELECTRIC; and DOES 1
through 10, inclusive,

Defendants

Case No.: CGC-22-598082

**FIRST AMENDED CLASS AND
REPRESENTATIVE ACTION
COMPLAINT:**

1. Failure to Pay Minimum Wages [Cal. Lab. Code §§ 204, 1194, 1194.2, and 1197];
2. Failure to Pay Overtime Compensation [Cal. Lab. Code §§ 1194 and 1198];
3. Failure to Provide Meal Periods [Cal. Lab. Code §§ 226.7, 512];
4. Failure to Authorize and Permit Rest Breaks [Cal. Lab. Code §§ 226.7];
5. Failure to Indemnify Necessary Business Expenses [Cal. Lab. Code § 2802];
6. Failure to Timely Pay Final Wages at Termination [Cal. Lab. Code §§ 201-203];
7. Failure to Provide Accurate Itemized Wage Statements [Cal. Lab. Code § 226]; and
8. Unfair Business Practices [Cal. Bus. & Prof. Code §§ 17200, et seq.];
9. Civil Penalties Under PAGA [Cal. Lab. Code § 2699, et seq.].

DEMAND FOR JURY TRIAL

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1 Plaintiff William Sage (“Plaintiff”), based upon facts that either have evidentiary support
2 or are likely to have evidentiary support after a reasonable opportunity for further investigation
3 and discovery, alleges as follows:

4 **INTRODUCTION & PRELIMINARY STATEMENT**

5 1. Plaintiff brings this action against Defendants Bigham Services, Inc. dba One
6 Hour Heating & Air Conditioning dba Mister Sparky dba Mister Sparky Electric, and Does 1
7 through 10 (collectively referred to as “Defendants”) for California Labor Code violations and
8 unfair business practices stemming from Defendants’ failure to pay minimum wages, failure to
9 pay overtime wages, failure to provide meal periods, failure to authorize and permit rest periods,
10 failure to maintain accurate records of hours worked and meal periods, failure to timely pay all
11 wages to terminated employees, failure to indemnify necessary business expenses, and failure to
12 furnish accurate wage statements.

13 2. Plaintiff brings the First through Eighth Causes of Action individually and as a
14 class action on behalf of himself and certain current and former employees of Defendants
15 (hereinafter collectively referred to as the “Class” or “Class Members” and defined more fully
16 below). The Class consists of Plaintiff and all other persons who have been employed by any
17 Defendants in California as an hourly-paid, non-exempt employee during the statute of limitations
18 period applicable to the claims pleaded here.

19 3. Plaintiff brings the Ninth Cause of Action as a representative action under the
20 California Private Attorney General Act (“PAGA”) to recover civil penalties that are owed to
21 Plaintiff, the State of California, and past and present employees of Defendants (hereinafter
22 referred to as the “Aggrieved Employees”).

23 4. Defendants own/owned and operate/operated an industry, business, and
24 establishment within the State of California, including San Francisco County. As such, and based
25 upon all the facts and circumstances incident to Defendants’ business in California, Defendants
26 are subject to the California Labor Code, Wage Orders issued by the Industrial Welfare
27 Commission (“IWC”), and the California Business & Professions Code.

28 5. Despite these requirements, throughout the statutory period Defendants

maintained a systematic, company-wide policy and practice of:

- (a) Failing to pay employees for all hours worked, including all minimum wages, and overtime wages in compliance with the California Labor Code and IWC Wage Orders;
- (b) Failing to provide employees with timely and duty-free meal periods in compliance with the California Labor Code and IWC Wage Orders, failing to maintain accurate records of all meal periods taken or missed, and failing to pay an additional hour's pay for each workday a meal period violation occurred;
- (c) Failing to authorize and permit employees to take timely and duty-free rest periods in compliance with the California Labor Code and IWC Wage Orders, and failing to pay an additional hour's pay for each workday a rest period violation occurred;
- (d) Failing to indemnify employees for necessary business expenses incurred;
- (e) Willfully failing to pay employees all minimum wages, overtime wages, meal period premium wages, and rest period premium wages due within the time period specified by California law when employment terminates; and
- (f) Failing to maintain accurate records of the hours that employees worked.
- (g) Failing to provide employees with accurate, itemized wage statements containing all the information required by the California Labor Code and IWC Wage Orders.

6. On information and belief, Defendants, and each of them were on actual and constructive notice of the improprieties alleged herein and intentionally refused to rectify their unlawful policies. Defendants' violations, as alleged above, during all relevant times herein were willful and deliberate.

7. At all relevant times, Defendants were and are legally responsible for all of the unlawful conduct, policies, practices, acts and omissions as described in each and all of the

1 foregoing paragraphs as the employer of Plaintiff and the Class. Further, Defendants are
2 responsible for each of the unlawful acts or omissions complained of herein under the doctrine of
3 “respondeat superior”.

4 **THE PARTIES**

5 **A. Plaintiff**

6 8. Plaintiff is a California resident that worked for Defendants in the County of San
7 Francisco, State of California, as a service technician and driver from approximately May 2018
8 to May 2021.

9 9. Plaintiff reserves the right to seek leave to amend this complaint to add new
10 plaintiffs, if necessary, in order to establish suitable representative(s) pursuant to *La Sala v.*
11 *American Savings and Loan Association* (1971) 5 Cal.3d 864, 872, and other applicable law.

12 **B. Defendants**

13 10. Plaintiff is informed and believes, and based upon that information and belief
14 alleges, that Defendant Bigham Services, Inc. is:

- 15 (a) A California corporation with its principal place of business in San
16 Francisco, California.
- 17 (b) A business entity conducting business in numerous counties throughout the
18 State of California, including in San Francisco County;
- 19 (c) The former employer of Plaintiff, and the current and/or former employer
20 of the putative Class. Bigham Services, Inc. suffered and permitted
21 Plaintiff and the Class to work, and/or controlled their wages, hours, or
22 working conditions;
- 23 (d) At all times relevant herein was and is doing business as the following: (1)
24 One Hour Heating & Air Conditioning; (2) Mister Sparky, and (3) Mister
25 Sparky Electric.

26 11. Plaintiff does not currently know the true names or capacities of the persons or
27 entities sued herein as Does 1-10, inclusive, and therefore sues said Defendants by such fictitious
28 names. Each of the Doe Defendants was in some manner legally responsible for the damages

suffered by Plaintiff and the Class as alleged herein. Plaintiff will amend this complaint to set forth the true names and capacities of these Defendants when they have been ascertained, together with appropriate charging allegations, as may be necessary.

12. At all times mentioned herein, the Defendants named as Does 1-10, inclusive, and each of them, were residents of, doing business in, availed themselves of the jurisdiction of, and/or injured a significant number of the Plaintiff and the Class in the State of California.

13. Plaintiff is informed and believes and thereon alleges that at all relevant times each Defendant, directly or indirectly, or through agents or other persons, employed Plaintiff and the other employees described in the class definitions below, and exercised control over their wages, hours, and working conditions. Plaintiff is informed and believes and thereon alleges that, at all relevant times, each Defendant was the principal, agent, partner, joint venturer, officer, director, controlling shareholder, subsidiary, affiliate, parent corporation, successor in interest and/or predecessor in interest of some or all of the other Defendants, and was engaged with some or all of the other Defendants in a joint enterprise for profit, and bore such other relationships to some or all of the other Defendants so as to be liable for their conduct with respect to the matters alleged below. Plaintiff is informed and believes and thereon alleges that each Defendant acted pursuant to and within the scope of the relationships alleged above, that each Defendant knew or should have known about, and authorized, ratified, adopted, approved, controlled, aided and abetted the conduct of all other Defendants.

ALLEGATIONS COMMON TO ALL CAUSES OF ACTION

14. Plaintiff is a California resident who worked for Defendants in the County of San Francisco, State of California, as a service technician and driver from approximately May 2018 to May 2021. During the statutory period, Defendants classified Plaintiff as non-exempt from California's overtime requirements, and paid Plaintiff an hourly wage.

15. Throughout the statutory period, Defendants failed to pay Plaintiff for all hours worked (including minimum wages and overtime wages), failed to provide Plaintiff with uninterrupted meal periods, failed to authorize and permit Plaintiff to take uninterrupted rest periods, failed to indemnify Plaintiff for necessary business expenses, failed to timely pay all

1 final wages to Plaintiff when Defendants terminated Plaintiff's employment, and failed to furnish
2 accurate wage statements to Plaintiff. As discussed below, Plaintiff's experience working for
3 Defendants was typical and illustrative.

4 16. Throughout the statutory period, Defendants maintained a policy and practice of
5 not paying Plaintiff and the Class for all hours worked, including all overtime wages. Defendants
6 regularly use a system of time rounding in a manner that resulted, over a period of time, in failing
7 to compensate Plaintiff and the Class properly for all the time they have actually worked, even
8 though the realities of Defendants' operations are such that it is possible, practical, and feasible
9 to count and pay for work time to the minute. Also throughout the statutory period, Plaintiff and
10 the Class earned non-discretionary bonuses (such as gift cards and monthly bonuses) and
11 commissions, sales incentives (or spiffs). However, Defendants failed to incorporate all
12 remuneration when determining the correct overtime rate of pay, double-time rate of pay, sick
13 pay, and meal/rest penalties, all of which led to underpayment of wages to Plaintiff and the Class.
14 Also throughout the statutory period, Plaintiff and the Class were required to work "off the
15 clock", without compensation. For example, Plaintiff and the Class were often required to work
16 during their vacation time, selling products to customers. Commissions were paid for these sales,
17 but the work time was off the clock and otherwise uncompensated. Also, Plaintiff and the Class
18 were required to perform pre-clock-in activities, off the clock and uncompensated. This
19 included, without limitation, spending each morning at home preparing the work truck, emptying
20 out garbage, checking the vehicle, and making sure it was fully equipped for the day's work.
21 Plaintiff and the Class were also required to perform work activities after clocking out, which
22 included speaking to clients on the telephone, and doing work from home. Additionally, Plaintiff
23 and the Class occasionally were required to take their work vehicles home, but were not
24 compensated for the drive time to and from work, despite still being under Defendant's control.
25 Further, Plaintiff and the Class were required to carry work cellular telephones and tablets/ipads
26 with them during meal periods and rest periods (and on vacations), and were required to keep the
27 phones on and answer the phones. This on-duty time was not compensated. In maintaining a
28 practice of not paying all wages owed, Defendants failed to maintain accurate records of the

1 hours Plaintiff and the Class worked.

2 17. Throughout the statutory period, Defendants have wrongfully failed to provide
3 Plaintiff and the Class with legally compliant meal periods. Defendants sometimes, but not
4 always, required Plaintiff and the Class to work in excess of five consecutive hours a day without
5 providing 30-minute, continuous and uninterrupted, duty-free meal period for every five hours of
6 work, or without compensating Plaintiff and the Class for meal periods that were not provided by
7 the end of the fifth hour of work or tenth hour of work. Defendants also did not adequately
8 inform Plaintiff and the Class of their right to take a meal period by the end of the fifth hour of
9 work, or, for shifts greater than 10 hours, by the end of the tenth hour of work. Further,
10 Defendants auto-deducted meal periods, regardless of whether Plaintiff and the Class took
11 uninterrupted meal periods, and Defendants failed to accurately record the meal periods.
12 Accordingly, Defendants' policy and practice was to not provide meal periods to Plaintiff and the
13 Class in compliance with California law.

14 18. Throughout the statutory period, Defendants have wrongfully failed to authorize
15 and permit Plaintiff and the Class to take timely and duty-free rest periods. Defendants
16 sometimes, but not always, required Plaintiff and the Class to work in excess of four consecutive
17 hours a day without Defendants authorizing and permitting them to take a 10-minute, continuous
18 and uninterrupted, rest period for every four hours of work (or major fraction of four hours), or
19 without compensating Plaintiff and the Class for rest periods that were not authorized or
20 permitted. Defendants also did not adequately inform Plaintiff and the Class of their right to take
21 a rest period. Moreover, Defendants did not have adequate policies or practices permitting or
22 authorizing rest periods for Plaintiff and the Class, nor did Defendants have adequate policies or
23 practices regarding the timing of rest periods. Defendants also did not have adequate policies or
24 practices to verify whether Plaintiff and the Class were taking their required rest periods.
25 Further, Defendants did not maintain accurate records of employee work periods, and therefore
26 Defendants cannot demonstrate that Plaintiff and the Class took rest periods during the middle of
27 each work period. Also, Defendants prohibited Plaintiff and the Class from leaving the premises
28 during their rest breaks. Accordingly, Defendants' policy and practice was to not authorize and

1 permit Plaintiff and the Class to take rest periods in compliance with California law.

2 19. Throughout the statutory period, Defendants wrongfully required Plaintiff and the
3 Class to pay expenses that they incurred in direct discharge of their duties for Defendants without
4 reimbursement. For example, Plaintiff and the Class were required to work from home, and use
5 their personal computers, home internet, and basic supplies. However, Defendants failed to
6 reimburse these expenses.

7 20. Throughout the statutory period, Defendants willfully failed and refused to timely
8 pay Plaintiff and the Class at the conclusion of their employment all wages for all minimum
9 wages, overtime wages, meal period premium wages, and rest period premium wages. Further,
10 Defendants did not pay Plaintiff and the Class their final paychecks immediately upon
11 termination.

12 21. Throughout the statutory period, Defendants failed to furnish Plaintiff and the
13 Class with accurate, itemized wage statements showing all applicable hourly rates, and all gross
14 and net wages earned (including correct hours worked, correct wages earned for hours worked,
15 correct overtime hours worked, correct wages for meal periods that were not provided in
16 accordance with California law, correct wages for rest periods that were not authorized and
17 permitted to take in accordance with California law, and Defendant's address). Further, the wage
18 statements do not show Defendant's address as required by California law. As a result of these
19 violations of California Labor Code § 226(a), the Plaintiff and the Class suffered injury because,
20 among other things:

- 21 (a) the violations led them to believe that they were not entitled to be paid
22 minimum wages, overtime wages, meal period premium wages, and rest
23 period premium wages to which they were entitled, even though they were
24 entitled;
- 25 (b) the violations led them to believe that they had been paid the minimum,
26 overtime, meal period premium, and rest period premium wages, even
27 though they had not been;
- 28

- 1 (c) the violations led them to believe they were not entitled to be paid
2 minimum, overtime, meal period premium, and rest period premium wages
3 at the correct California rate even though they were;
- 4 (d) the violations led them to believe they had been paid minimum, overtime,
5 meal period premium, and rest period premium wages at the correct
6 California rate even though they had not been;
- 7 (e) the violations hindered them from determining the amounts of minimum,
8 overtime, meal period premium, and rest period premium owed to them;
- 9 (f) in connection with their employment before and during this action, and in
10 connection with prosecuting this action, the violations caused them to have
11 to perform mathematical computations to determine the amounts of wages
12 owed to them, computations they would not have to make if the wage
13 statements contained the required accurate information;
- 14 (g) by understating the wages truly due them, the violations caused them to
15 lose entitlement and/or accrual of the full amount of Social Security,
16 disability, unemployment, and other governmental benefits;
- 17 (h) the wage statements inaccurately understated the wages, hours, and wages
18 rates to which Plaintiff and the Class were entitled, and Plaintiff and the
19 Class were paid less than the wages and wage rates to which they were
20 entitled.

21 Thus, Plaintiff and the Class are owed the amounts provided for in California Labor Code §
22 226(e), including actual damages.

23 **CLASS ACTION ALLEGATIONS**

24 22. Plaintiff brings certain claims individually, as well as on behalf of each and all
25 other persons similarly situated, and thus, seek class certification under California Code of Civil
26 Procedure § 382.

27 23. All claims alleged herein arise under California law for which Plaintiff seeks relief
28 authorized by California law.

1 24. The proposed Class consists of and is defined as:

2 All persons who worked for any Defendant in California as an hourly, non-
3 exempt employee at any time during the period beginning four years before the
4 filing of the initial complaint in this action and ending when notice to the Class
 is sent.

5 25. At all material times, Plaintiff was a member of the Class.

6 26. Plaintiff undertakes this concerted activity to improve the wages and working
7 conditions of all Class Members.

8 27. There is a well-defined community of interest in the litigation and the Class is
9 readily ascertainable:

10 (a) Numerosity: The members of the Class (and each subclass, if any) are so
11 numerous that joinder of all members would be unfeasible and impractical.
12 The membership of the entire Class is unknown to Plaintiff at this time,
13 however, the Class is estimated to be greater than 100 individuals and the
14 identity of such membership is readily ascertainable by inspection of
15 Defendants' records.

16 (b) Typicality: Plaintiff is qualified to, and will, fairly and adequately protect
17 the interests of each Class Member with whom there is a shared, well-
18 defined community of interest, and Plaintiff's claims (or defenses, if any)
19 are typical of all Class Members' claims as demonstrated herein.

20 (c) Adequacy: Plaintiff is qualified to, and will, fairly and adequately protect
21 the interests of each Class Member with whom there is a shared, well-
22 defined community of interest and typicality of claims, as demonstrated
23 herein. Plaintiff has no conflicts with or interests antagonistic to any Class
24 Member. Plaintiff's attorneys, the proposed class counsel, are versed in
25 the rules governing class action discovery, certification, and settlement.
26 Plaintiff has incurred, and throughout the duration of this action, will
27 continue to incur costs and attorneys' fees that have been, are, and will be
28

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 the controversy, including consideration of:

- 1) The interests of the members of the Class in individually controlling the prosecution or defense of separate actions;
- 2) The extent and nature of any litigation concerning the controversy already commenced by or against members of the Class;
- 3) The desirability or undesirability of concentrating the litigation of the claims in the particular forum; and
- 4) The difficulties likely to be encountered in the management of a class action.

(e) Public Policy Considerations: The public policy of the State of California is to resolve the California Labor Code claims of many employees through a class action. Indeed, current employees are often afraid to assert their rights out of fear of direct or indirect retaliation. Former employees are also fearful of bringing actions because they believe their former employers might damage their future endeavors through negative references and/or other means. Class actions provide the class members who are not named in the complaint with a type of anonymity that allows for the vindication of their rights at the same time as their privacy is protected.

28. There are common questions of law and fact as to the Class (and each subclass, if any) that predominate over questions affecting only individual members, including without limitation, whether, as alleged herein, Defendants have:

- (a) Failed to pay Class Members for all hours worked, including minimum wages, and overtime wages;

- (b) Failed to provide meal periods and pay meal period premium wages to Class Members;
- (c) Failed to authorize and permit rest periods and pay rest period premium wages to Class Members;
- (d) Failed to promptly pay all wages due to Class Members upon their discharge or resignation;
- (e) Failed to maintain accurate records of all hours Class Members worked, and all meal periods Class Members took or missed;
- (f) Failed to reimburse Class Members for all necessary business expenses; and
- (g) Violated California Business & Professions Code §§ 17200 *et. seq.* as a result of their illegal conduct as described above.

29. This Court should permit this action to be maintained as a class action pursuant to California Code of Civil Procedure § 382 because:

- (a) The questions of law and fact common to the Class predominate over any question affecting only individual members;
- (b) A class action is superior to any other available method for the fair and efficient adjudication of the claims of the members of the Class;
- (c) The members of the Class are so numerous that it is impractical to bring all members of the class before the Court;
- (d) Plaintiff, and the other members of the Class, will not be able to obtain effective and economic legal redress unless the action is maintained as a class action;
- (e) There is a community of interest in obtaining appropriate legal and equitable relief for the statutory violations, and in obtaining adequate compensation for the damages and injuries for which Defendants are responsible in an amount sufficient to adequately compensate the members of the Class for the injuries sustained;

- 1 (f) Without class certification, the prosecution of separate actions by
2 individual members of the class would create a risk of:
- 3 1) Inconsistent or varying adjudications with respect to individual
4 members of the Class which would establish incompatible standards
5 of conduct for Defendants; and/or
- 6 2) Adjudications with respect to the individual members which would,
7 as a practical matter, be dispositive of the interests of other
8 members not parties to the adjudications, or would substantially
9 impair or impede their ability to protect their interests, including but
10 not limited to the potential for exhausting the funds available from
11 those parties who are, or may be, responsible Defendants; and,
- 12 (g) Defendants have acted or refused to act on grounds generally applicable to
13 the Class, thereby making final injunctive relief appropriate with respect to
14 the class as a whole.

15 30. Plaintiff contemplates the eventual issuance of notice to the proposed members of
16 the Class that would set forth the subject and nature of the instant action. The Defendants' own
17 business records may be utilized for assistance in the preparation and issuance of the
18 contemplated notices. To the extent that any further notices may be required, Plaintiff would
19 contemplate the use of additional techniques and forms commonly used in class actions, such as
20 published notice, e-mail notice, website notice, first-class mail, or combinations thereof, or by
21 other methods suitable to the Class and deemed necessary and/or appropriate by the Court.

22 **FIRST CAUSE OF ACTION**

23 **(Against all Defendants for Failure to Pay Minimum Wages for All Hours Worked)**

24 31. Plaintiff incorporates by reference and re-alleges as if fully stated herein
25 paragraphs 1 through 21 in this First Amended Complaint.

26 32. "Hours worked" is the time during which an employee is subject to the control of
27 an employer, and includes all the time the employee is suffered or permitted to work, whether or
28 not required to do so.

1 33. At all relevant times herein mentioned, Defendants knowingly failed to pay to
2 Plaintiff and the Class compensation for all hours they worked. By their failure to pay
3 compensation for each hour worked as alleged above, Defendants willfully violated the
4 provisions of Section 1194 of the California Labor Code, and any additional applicable Wage
5 Orders, which require such compensation to non-exempt employees.

6 34. Accordingly, Plaintiff and the Class are entitled to recover minimum wages for all
7 non-overtime hours worked for Defendants.

8 35. By and through the conduct described above, Plaintiff and the Class have been
9 deprived of their rights to be paid wages earned by virtue of their employment with Defendants.

10 36. By virtue of the Defendants' unlawful failure to pay additional compensation to
11 Plaintiff and the Class for their non-overtime hours worked without pay, Plaintiff and the Class
12 suffered, and will continue to suffer, damages in amounts which are presently unknown to
13 Plaintiff and the Class, but which exceed the jurisdictional minimum of this Court, and which
14 will be ascertained according to proof at trial.

15 37. By failing to keep adequate time records required by California Labor Code §
16 1174(d), Defendants have made it difficult to calculate the full extent of minimum wage
17 compensation due Plaintiff and the Class.

18 38. Pursuant to California Labor Code section 1194.2, Plaintiff and the Class are
19 entitled to recover liquidated damages (double damages) for Defendants' failure to pay minimum
20 wages.

21 39. California Labor Code section 204 requires employers to provide employees with
22 all wages due and payable twice a month. Throughout the statute of limitations period applicable
23 to this cause of action, Plaintiff and the Class were entitled to be paid twice a month at rates
24 required by law, including minimum wages. However, during all such times, Defendants
25 systematically failed and refused to pay Plaintiff and the Class all such wages due, and failed to
26 pay those wages twice a month.

40. Plaintiff and the Class are also entitled to seek recovery of all unpaid minimum wages, interest, and reasonable attorneys' fees and costs pursuant to California Labor Code §§ 218.5, 218.6, and 1194(a).

SECOND CAUSE OF ACTION

(Against all Defendants for Failure to Pay Overtime Wages)

41. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 21 in this First Amended Complaint.

42. California Labor Code § 510 provides that employees in California shall not be employed more than eight (8) hours in any workday or forty (40) hours in a workweek unless they receive additional compensation beyond their regular wages in amounts specified by law.

43. California Labor Code §§ 1194 and 1198 provide that employees in California shall not be employed more than eight hours in any workday unless they receive additional compensation beyond their regular wages in amounts specified by law. Additionally, California Labor Code § 1198 states that the employment of an employee for longer hours than those fixed by the Industrial Welfare Commission is unlawful.

44. At all times relevant hereto, Plaintiff and the Class have worked more than eight hours in a workday, as employees of Defendants.

45. At all times relevant hereto, Defendants failed to pay Plaintiff and the Class overtime compensation for the hours they have worked in excess of the maximum hours permissible by law as required by California Labor Code § 510 and 1198. Plaintiff and the Class are regularly required to work overtime hours.

46. By virtue of Defendants' unlawful failure to pay additional premium rate compensation to the Plaintiff and the Class for their overtime hours worked, Plaintiff and the Class have suffered, and will continue to suffer, damages in amounts which are presently unknown to them but which exceed the jurisdictional minimum of this Court and which will be ascertained according to proof at trial.

47. By failing to keep adequate time records required by Labor Code § 1174(d), Defendants have made it difficult to calculate the full extent of overtime compensation due to

1 Plaintiff and the Class.

2 48. Plaintiff and the Class also request recovery of overtime compensation according
3 to proof, interest, attorneys' fees and costs pursuant to California Labor Code § 1194(a), as well
4 as the assessment of any statutory penalties against Defendants, in a sum as provided by the
5 California Labor Code and/or other statutes.

6 49. California Labor Code § 204 requires employers to provide employees with all
7 wages due and payable twice a month. The Wage Orders also provide that every employer shall
8 pay to each employee, on the established payday for the period involved, overtime wages for all
9 overtime hours worked in the payroll period. Defendants failed to provide Plaintiff and the Class
10 with all compensation due, in violation of California Labor Code § 204.

11 **THIRD CAUSE OF ACTION**

12 **(Against All Defendants for Failure to Provide Meal Periods)**

13 50. Plaintiff incorporates by reference and re-alleges as if fully stated herein
14 paragraphs 1 through 21 in this First Amended Complaint.

15 51. Under California law, Defendants have an affirmative obligation to relieve the
16 Plaintiff and the Class of all duty in order to take their first daily meal periods no later than the
17 start of Plaintiff and the Class' sixth hour of work in a workday, and to take their second meal
18 periods no later than the start of the eleventh hour of work in the workday. Section 512 of the
19 California Labor Code, and Section 11 of the applicable Wage Orders require that an employer
20 provide unpaid meal periods of at least 30 minutes for each five-hour period worked. It is a
21 violation of Section 226.7 of the California Labor Code for an employer to require any employee
22 to work during any meal period mandated under any Wage Order.

23 52. Despite these legal requirements, Defendants regularly failed to provide Plaintiff
24 and the Class with both meal periods as required by California law. By their failure to permit
25 and authorize Plaintiff and the Class to take all meal periods as alleged above (or due to the fact
26 that Defendants made it impossible or impracticable to take these uninterrupted meal periods),
27 Defendants willfully violated the provisions of Section 226.7 of the California Labor Code and
28 the applicable Wage Orders.

53. Under California law, Plaintiff and the Class are entitled to be paid one hour of additional wages for each workday he or she was not provided with all required meal period(s), plus interest thereon.

FOURTH CAUSE OF ACTION

(Against All Defendants for Failure to Authorize and Permit Rest Periods)

54. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 21 in this First Amended Complaint.

55. Defendants are required by California law to authorize and permit breaks of 10 uninterrupted minutes for each four hours of work or major fraction of four hours (i.e. more than two hours). Section 512 of the California Labor Code, the applicable Wage Orders require that the employer permit and authorize all employees to take paid rest periods of 10 minutes each for each 4-hour period worked. Thus, for example, if an employee's work time is 6 hours and ten minutes, the employee is entitled to two rest breaks. Each failure to authorize rest breaks as so required is itself a violation of California's rest break laws. It is a violation of Section 226.7 of the California Labor Code for an employer to require any employee to work during any rest period mandated under any Wage Order.

56. Despite these legal requirements, Defendants failed to authorize Plaintiff and the Class to take rest breaks, regardless of whether employees worked more than 4 hours in a workday. By their failure to permit and authorize Plaintiff and the Class to take rest periods as alleged above (or due to the fact that Defendants made it impossible or impracticable to take these uninterrupted rest periods), Defendants willfully violated the provisions of Section 226.7 of the California Labor Code and the applicable Wage Orders.

57. Under California law, Plaintiff and the Class are entitled to be paid one hour of premium wages rate for each workday he or she was not provided with all required rest break(s), plus interest thereon.

FIFTH CAUSE OF ACTION

(Against All Defendants for Failure to Indemnify Necessary Business Expenses)

58. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 21 in this First Amended Complaint.

59. Defendants violated Labor Code section 2802 and the IWC Wage Orders, by failing to pay and indemnify the Plaintiff and the Class for their necessary expenditures and losses incurred in direct consequence of the discharge of their duties or of their obedience to directions of Defendants.

60. As a result, Plaintiff and the Class were damaged at least in the amounts of the expenses they paid, or which were deducted by Defendants from their wages.

61. Plaintiff and the class they represent are entitled to attorney's fees, expenses, and costs of suit pursuant to Labor Code section 2802(c) and interest pursuant to Labor Code section 2802(b).

SIXTH CAUSE OF ACTION

(Against all Defendants for Failure to Pay Wages of Discharged Employees – Waiting Time Penalties)

62. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 21 in this First Amended Complaint.

63. At all times herein set forth, California Labor Code §§ 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 that if an employee voluntarily leaves 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 previous 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.

64. Within the applicable statute of limitations, the employment of Plaintiff and many other members of the Class ended, i.e. was terminated by quitting or discharge, and the employment of others will be. However, during the relevant time period, Defendants failed, and continue to fail to pay terminated Class Members, without abatement, all wages required to be paid by California Labor Code sections 201 and 202 either at the time of discharge, or within seventy-two (72) hours of their leaving Defendants' employ.

65. Defendants' failure to pay Plaintiff and those Class members who are no longer employed by Defendants their wages earned and unpaid at the time of discharge, or within seventy-two (72) hours of their leaving Defendants' employ, is in violation of California Labor Code §§ 201 and 202.

66. California Labor Code § 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 wage from the due date, and at the same rate until paid or until an action is commenced; but the wages shall not continue for more than thirty (30) days.

67. Plaintiff and the Class are entitled to recover from Defendants their additionally accruing wages for each day they were not paid, at their regular hourly rate of pay, up to 30 days maximum pursuant to California Labor Code § 203.

68. Pursuant to California Labor Code §§ 218.5, 218.6 and 1194, Plaintiff and the Class are also entitled to an award of reasonable attorneys' fees, interest, expenses, and costs incurred in this action.

SEVENTH CAUSE OF ACTION

(Against all Defendants for Failure to Provide and Maintain Accurate and Compliant Wage Records)

69. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 21 in this First Amended Complaint. At all material times set forth herein, California Labor Code § 226(a) provides that every employer shall furnish each of his or her employees an accurate itemized wage statement in writing showing nine pieces of information, including: (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 the last four digits of his or her social security number or an employee identification number other than a social security number, (8) the name and address of the legal entity that is the employer, and (9) all applicable hourly

1 rates in effect during the pay period and the corresponding number of hours worked at each
2 hourly rate by the employee.

3 70. Defendants have intentionally and willfully failed to provide employees with
4 complete and accurate wage statements. The deficiencies include, among other things, the
5 failure to correctly identify the gross wages earned by Plaintiff and the Class, the failure to list
6 the true “total hours worked by the employee,” and the failure to list the true net wages earned.

7 71. As a result of Defendants’ violation of California Labor Code § 226(a), Plaintiff
8 and the Class have suffered injury and damage to their statutorily-protected rights.

9 72. Specifically, Plaintiff and the members of the Class have been injured by
10 Defendants’ intentional violation of California Labor Code § 226(a) because they were denied
11 both their legal right to receive, and their protected interest in receiving, accurate, itemized wage
12 statements under California Labor Code § 226(a).

13 73. Calculation of the true wage entitlement for Plaintiff and the Class is difficult and
14 time consuming. As a result of this unlawful burden, Plaintiff and the Class were also injured as
15 a result of having to bring this action to attempt to obtain correct wage information following
16 Defendants’ refusal to comply with many of the mandates of California’s Labor Code and related
17 laws and regulations.

18 74. Plaintiff and the Class are entitled to recover from Defendants their actual
19 damages caused by Defendants’ failure to comply with California Labor Code § 226(a).

20 75. Plaintiff and the Class are also entitled to injunctive relief, as well as an award of
21 attorney’s fees and costs to ensure compliance with this section, pursuant to California Labor
22 Code § 226(h).

23 **EIGHTH CAUSE OF ACTION**

24 **(Against all Defendants for Violation of California Business & Professions Code §§ 17200,**
25 **et seq.)**

26 76. Plaintiff incorporates by reference and re-alleges as if fully stated herein
27 paragraphs 1 through 21 in this First Amended Complaint.

28 77. Defendants, and each of them, are “persons” as defined under California Business

1 & Professions Code § 17201.

2 78. Defendants' conduct, as alleged herein, has been, and continues to be, unfair,
3 unlawful, and harmful to Plaintiff, other Class members, and to the general public. Plaintiff
4 seeks to enforce important rights affecting the public interest within the meaning of Code of Civil
5 Procedure § 1021.5.

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

9 80. A violation of California Business & Professions Code §§ 17200, *et seq.* may be
10 predicated on the violation of any state or federal law. All of the acts described herein as
11 violations of, among other things, the California Labor Code, are unlawful and in violation of
12 public policy; and in addition are immoral, unethical, oppressive, fraudulent and unscrupulous,
13 and thereby constitute unfair, unlawful and/or fraudulent business practices in violation of
14 California Business & Professions Code §§ 17200, *et seq.*

15 **Failure to Pay Minimum Wages**

16 81. Defendants' failure to pay minimum wages, and other benefits in violation of the
17 California Labor Code constitutes unlawful and/or unfair activity prohibited by California
18 Business & Professions Code §§ 17200, *et seq.*

19 **Failure to Pay Overtime Wages**

20 82. Defendants' failure to pay overtime compensation and other benefits in violation
21 of California Labor Code §§ 510, 1194, and 1198 constitutes unlawful and/or unfair activity
22 prohibited by California Business & Professions Code §§ 17200, *et seq.*

23 **Failure to Maintain Accurate Records of All Hours Worked**

24 83. Defendants' failure to maintain accurate records of all hours worked in accordance
25 with California Labor Code § 1174.5 and the IWC Wage Orders constitutes unlawful and/or
26 unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

27 **Failure to Provide Meal Periods**

28 84. Defendants' failure to provide meal periods in accordance with California Labor

Code §§ 226.7 and 512, and the IWC Wage Orders, as alleged above, constitutes unlawful and/or unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

Failure to Authorize and Permit Rest Periods

85. Defendants' failure to authorize and permit rest periods in accordance with California Labor Code § 226.7 and the IWC Wage Orders, as alleged above, constitutes unlawful and/or unfair activity prohibited by Business and Professions Code §§ 17200, *et seq.*

Failure to Indemnify Necessary Business Expenses

86. Defendants' failure to indemnify employees for necessary business expenses in accordance with California Labor Code § 2802 and the IWC Wage Orders, as alleged above, constitutes unlawful and/or unfair activity prohibited by Business and Professions Code §§ 17200, *et seq.*

Failure to Provide Accurate Itemized Wage Statements

87. Defendants' failure to provide accurate itemized wage statements in accordance with California Labor Code § 226, as alleged above, constitutes unlawful and/or unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

88. By and through their unfair, unlawful and/or fraudulent business practices described herein, the Defendants, have obtained valuable property, money and services from Plaintiff, and all persons similarly situated, and have deprived Plaintiff, and all persons similarly situated, of valuable rights and benefits guaranteed by law, all to their detriment.

89. Plaintiff and the Class Members suffered monetary injury as a direct result of Defendants' wrongful conduct.

90. Plaintiff, individually, and on behalf of members of the putative Class, is entitled to, and do, seek such relief as may be necessary to disgorge money and/or property which the Defendants have wrongfully acquired, or of which Plaintiff and the Class have been deprived, by means of the above-described unfair, unlawful and/or fraudulent business practices. Plaintiff and the Class are not obligated to establish individual knowledge of the wrongful practices of Defendants in order to recover restitution.

91. Plaintiff, individually, and on behalf of members of the putative class, are further

1 entitled to and do seek a declaration that the above described business practices are unfair,
2 unlawful and/or fraudulent, and injunctive relief restraining the Defendants, and each of them,
3 from engaging in any of the above-described unfair, unlawful and/or fraudulent business
4 practices in the future.

5 92. Plaintiff, individually, and on behalf of members of the putative class, have no
6 plain, speedy, and/or adequate remedy at law to redress the injuries which the Class Members
7 suffered as a consequence of the Defendants' unfair, unlawful and/or fraudulent business
8 practices. As a result of the unfair, unlawful and/or fraudulent business practices described
9 above, Plaintiff, individually, and on behalf of members of the putative Class, has suffered and
10 will continue to suffer irreparable harm unless the Defendants, and each of them, are restrained
11 from continuing to engage in said unfair, unlawful and/or fraudulent business practices.

12 93. Plaintiff also alleges that if Defendants are not enjoined from the conduct set forth
13 herein above, they will continue to avoid paying the appropriate taxes, insurance and other
14 withholdings.

15 94. Pursuant to California Business & Professions Code §§ 17200, *et seq.*, Plaintiff
16 and putative Class Members are entitled to restitution of the wages withheld and retained by
17 Defendants during a period that commences four years prior to the filing of this complaint; a
18 permanent injunction requiring Defendants to pay all outstanding wages due to Plaintiff and
19 Class Members; an award of attorneys' fees pursuant to California Code of Civil Procedure §
20 1021.5 and other applicable laws; and an award of costs.

21 **NINTH CAUSE OF ACTION**

22 **(Against all Defendants for Civil Penalties Under the Private Attorneys General Act of** 23 **2004, Cal. Lab. Code § 2698 et seq.)**

24 95. Plaintiff incorporates by reference and re-alleges as if fully stated herein
25 paragraphs 1 through 21 in this First Amended Complaint.

26 96. At all times herein mentioned, Defendants were subject to the Labor Code of the
27 State of California and the applicable Industrial Welfare Commission Orders.

28 97. California Labor Code § 2699(a) specifically provides for a private right of action

1 to recover penalties for violations of the Labor Code: “Notwithstanding any other provision of
2 law, any provision of this code that provides for a civil penalty to be assessed and collected by
3 the Labor and Workforce Development Agency or any of its departments, divisions,
4 commissions, boards, agencies, or employees, for a violation of this code, may, as an alternative,
5 be recovered through a civil action brought by an aggrieved employee on behalf of himself or
6 herself and other current or former employees pursuant to the procedures specified in Section
7 2699.3.”

8 98. Plaintiff has exhausted his administrative remedies pursuant to California Labor
9 Code § 2699.3. On February 9, 2022, Plaintiff gave written notice by online filing to the Labor
10 and Workforce Development Agency and by certified mail to Defendants of the specific
11 provisions of the Labor Code that Defendants have violated against Plaintiff and current and
12 former Aggrieved Employees, including the facts and theories to support the violations. At the
13 time of this filing, 65 days has elapsed since Plaintiff provided notice, but the Labor and
14 Workforce Development Agency has not indicated that it intends to investigate Defendants’
15 Labor Code violations discussed in the notice. Accordingly, Plaintiff may commence a civil
16 action to recover penalties under Labor Code § 2699 pursuant to § 2699.3 for the violations of
17 the Labor Code described in this Complaint. These penalties include, but are not limited to,
18 penalties under California Labor Code §§ 210, 226.3, 558, 1197.1, and 2699(f)(2).

19 99. In addition, Plaintiff seeks penalties for Defendants’ violation of California
20 Labor Code § 1174(d). Pursuant to California Labor Code § 1174.5, any person, including any
21 entity, employing labor who willfully fails to maintain accurate and complete records required by
22 California Labor Code § 1174 is subject to a penalty under § 1174.5. Pursuant to the applicable
23 IWC Order § 7(A)(3), every employer shall keep time records showing when the employee
24 begins and ends each work period. Meal periods, and total hours worked daily shall also be
25 recorded. Additionally, pursuant to the applicable IWC Order § 7(A)(5), every employer shall
26 keep total hours worked in the payroll period and applicable rates of pay.

27 100. During the time period of employment for Plaintiff and the Aggrieved Employees,
28 Defendants failed to maintain records pursuant to the Labor Code and IWC Orders by failing to

1 maintain accurate records showing meal periods, and accurate records showing when employees
2 begin and end each work period. Defendants' failure to provide and maintain records required by
3 the Labor Code IWC Wage Orders deprived Plaintiff and the Aggrieved Employees the ability to
4 know, understand and question the accuracy and frequency of meal periods, and the accuracy of
5 their hours worked stated in Defendants' records. Therefore, Plaintiff and the Aggrieved
6 Employees had no way to dispute the resulting failure to pay wages, all of which resulted in an
7 unjustified economic enrichment to Defendants. As a direct result, Plaintiff and the Aggrieved
8 Employees have suffered and continue to suffer, substantial losses related to the use and
9 enjoyment of such wages, lost interest on such wages and expenses and attorney's fees in seeking
10 to compel Defendants to fully perform its obligation under state law, all to their respective
11 damage in amounts according to proof at trial. Because of Defendants' knowing failure to
12 comply with the Labor Code and applicable IWC Wage Orders, Plaintiff and the Aggrieved
13 Employees have also suffered an injury in that they were prevented from knowing,
14 understanding, and disputing the wage payments paid to them.

15 101. Based on the conduct described in this First Amended Complaint, Plaintiff is
16 entitled to an award of civil penalties on behalf of himself, the State of California, and similarly
17 Aggrieved Employees of Defendants. The exact amount of the applicable penalties, in all, is in
18 an amount to be shown according to proof at trial. These penalties are in addition to all other
19 remedies permitted by law.

20 102. In addition, Plaintiff seeks an award of reasonable attorney's fees and costs
21 pursuant to California Labor Code § 2699(g)(1), which states, "Any employee who prevails in
22 any action shall be entitled to an award of reasonable attorney's fees and costs."
23

24 **PRAYER FOR RELIEF**

25 Plaintiff, individually, and on behalf of all others similarly situated only with respect to
26 the class claims, prays for relief and judgment against Defendants, jointly and severally, as
27 follows:

28 Class Certification

1 1. That this action be certified as a class action with respect to the First, Second,
2 Third, Fourth, Fifth, Sixth, Seventh, and Eighth Causes of Action;

3 2. That Plaintiff be appointed as the representative of the Class; and

4 3. That counsel for Plaintiff be appointed as Class Counsel.

5 As to the First Cause of Action

6 4. That the Court declare, adjudge and decree that Defendants violated California
7 Labor Code §§ 204 and 1194 and applicable IWC Wage Orders by willfully failing to pay all
8 minimum wages due;

9 5. For general unpaid wages as may be appropriate;

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

12 7. For liquidated damages;

13 8. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to
14 California Labor Code § 1194(a); and,

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

16 As to the Second Cause of Action

17 10. That the Court declare, adjudge and decree that Defendants violated California
18 Labor Code §§ 510 and 1198 and applicable IWC Wage Orders by willfully failing to pay all
19 overtime wages due;

20 11. For general unpaid wages at overtime wage rates as may be appropriate;

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

23 13. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to
24 California Labor Code § 1194(a); and,

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

26 As to the Third Cause of Action

27 15. That the Court declare, adjudge and decree that Defendants violated California
28 Labor Code §§ 226.7 and 512, and the IWC Wage Orders;

- 1 16. For unpaid meal period premium wages as may be appropriate;
- 2 17. For pre-judgment interest on any unpaid compensation commencing from the date
- 3 such amounts were due;
- 4 18. For reasonable attorneys' fees under California Code of Civil Procedure § 1021.5,
- 5 and for costs of suit incurred herein; and
- 6 19. For such other and further relief as the Court may deem equitable and appropriate.

7 As to the Fourth Cause of Action

- 8 20. That the Court declare, adjudge and decree that Defendants violated California
- 9 Labor Code §§ 226.7 and 512, and the IWC Wage Orders;
- 10 21. For unpaid rest period premium wages as may be appropriate;
- 11 22. For pre-judgment interest on any unpaid compensation commencing from the date
- 12 such amounts were due;
- 13 23. For reasonable attorneys' fees under California Code of Civil Procedure § 1021.5,
- 14 and for costs of suit incurred herein; and
- 15 24. For such other and further relief as the Court may deem equitable and appropriate.

16 As to the Fifth Cause of Action

- 17 25. That the Court declare, adjudge and decree that Defendants violated Labor Code §
- 18 2802 and the IWC Wage Orders;
- 19 26. For general unpaid wages and reimbursement of business expenses as may be
- 20 appropriate;
- 21 27. For pre-judgment interest on any unpaid compensation commencing from the date
- 22 such amounts were due;
- 23 28. For reasonable attorneys' fees and for costs of suit incurred herein; and
- 24 29. For such other and further relief as the Court may deem equitable and appropriate.

25 As to the Sixth Cause of Action

- 26 30. That the Court declare, adjudge and decree that Defendants violated California
- 27 Labor Code §§ 201, 202, and 203 by willfully failing to pay all compensation owed at the time of
- 28 termination of the employment;

1 31. For statutory wage penalties pursuant to California Labor Code § 203 for former
2 employees who have left Defendants' employ;

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

5 33. For reasonable attorneys' fees and for costs of suit incurred herein; and

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

7 As to the Seventh Cause of Action

8 35. That the Court declare, adjudge and decree that Defendants violated the record
9 keeping provisions of California Labor Code § 226(a) and applicable IWC Wage Orders, and
10 willfully failed to provide accurate itemized wage statements thereto;

11 36. For penalties and actual damages pursuant to California Labor Code § 226(e);

12 37. For injunctive relief to ensure compliance with this section, pursuant to California
13 Labor Code § 226(h);

14 38. For reasonable attorneys' fees and for costs of suit incurred herein; and

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

16 As to the Eighth Cause of Action

17 40. That the Court declare, adjudge and decree that Defendants violated California
18 Business & Professions Code §§ 17200, *et seq.* by failing to pay wages for all hours worked
19 (including minimum and overtime wages), failing to provide meal periods, failing to maintain
20 accurate records of meal periods, failing to authorize and permit rest periods, and failing to
21 maintain accurate records of all hours worked and meal periods, failing to furnish accurate wage
22 statements, and failing to indemnify necessary business expenses;

23 41. For restitution of unpaid wages to Plaintiff and all Class Members and
24 prejudgment interest from the day such amounts were due and payable;

25 42. For the appointment of a receiver to receive, manage and distribute any and all
26 funds disgorged from Defendants and determined to have been wrongfully acquired by
27 Defendants as a result of violations of California Business & Professions Code §§ 17200 *et seq.*;

1 43. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
2 California Code of Civil Procedure § 1021.5;

3 44. For injunctive relief to ensure compliance with this section, pursuant to California
4 Business & Professions Code §§ 17200, *et seq.*; and,

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

6 As to the Ninth Cause of Action

7 46. That the Court declare, adjudge and decree that Defendants violated the California
8 Labor Code by failing to pay wages for all hours worked (including minimum, straight time, and
9 overtime wages), failing to provide meal periods, failing to maintain accurate records of meal
10 periods, failing to authorize and permit rest periods, failing to maintain accurate records of all
11 hours worked and meal periods, failing to indemnify necessary business expenses, failing to pay
12 final wages at termination, and failing to furnish accurate wage statements;

13 47. For all actual, consequential and incidental losses and damages, according to
14 proof. For all civil penalties pursuant to California Labor Code § 2699, *et seq.*, and all
15 other applicable Labor Code provisions;

16 48. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
17 California Labor Code § 2699;

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

19 As to all Causes of Action

20 50. For any additional relief that the Court deems just and proper.

21 ///

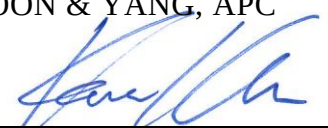
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Respectfully submitted,

Dated: April 27, 2022

MOON & YANG, APC

By: 

Kane Moon

Lilit Ter-Astvatsatryan

Attorneys for Plaintiff

DEMAND FOR JURY TRIAL

Plaintiff demands a trial by jury as to all causes of action triable by jury.

Dated: April 27, 2022

MOON & YANG, APC

By: 

Kane Moon

Lilit Ter-Astvatsatryan

Attorneys for Plaintiff