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7 SEPTEMBER DOUGLAS, individually and
on behalf of other persons similarly situated

8 SUPERIOR COURT OF THE STATE OF CALIFORNIA
9 FOR THE COUNTY OF FRESNO

10 SEPTEMBER DOUGLAS, an individual, on
11 behalf of herself and others similarly situated,

12 Plaintiff,

13 vs.

14 EAST COAST ASSEMBLERS INC., d/b/a
15 NATIONAL ASSEMBLERS INC.; and DOES
1 through 50, inclusive,

16 Defendants.
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Superior Court of California
County of Fresno
By: E. Meyer, Deputy

CASE NO.: **21CECG03783**

CLASS ACTION COMPLAINT:

1. Failure to Provide Required Meal Periods;
2. Failure to Provide Required Rest Periods;
3. Failure to Pay Overtime Wages;
4. Failure to Pay Minimum Wages;
5. Failure to Pay All Wages Due to Discharged and Quitting Employees;
6. Failure to Maintain Required Records;
7. Failure to Furnish Accurate Itemized Wage Statements;
8. Failure to Indemnify Employees for Necessary Expenditures Incurred in Discharge of Duties;
9. Unfair and Unlawful Business Practices.

REPRESENTATIVE ACTION:

10. Penalties under the Labor Code Private Attorneys General Act, as Representative Action

DEMAND FOR JURY TRIAL

1 Plaintiff SEPTEMBER DOUGLAS (“PLAINTIFF”), an individual, demanding a jury
2 trial, on behalf of herself and other persons similarly situated and aggrieved, hereby alleges as
3 follows:

4 **INTRODUCTION**

5 1. PLAINTIFF brings this action on behalf of herself and all other similarly-situated
6 current and former non-exempt employees of Defendants EAST COAST ASSEMBLERS, INC.,
7 d/b/a NATIONAL ASSEMBLERS, INC. (“NATIONAL ASSEMBLERS”), and DOES 1 through
8 50 inclusive (collectively, “DEFENDANTS”) in the State of California during the relevant
9 statutory period to recover penalties arising from DEFENDANTS’ failure to provide employees
10 meal and rest periods (or compensation therefore) as required under California law, failure to
11 provide minimum and overtimes wages for all hours worked, failure to timely pay wages during
12 employment, failure to pay wages due upon separation, failure to maintain required records,
13 failure to provide accurate itemized wage statements, and failure to indemnify employees for
14 necessary expenditures and/or losses incurred the discharge of their duties. PLAINTIFF also
15 seeks penalties, interest, attorneys’ fees, costs and expenses, and equitable, restitutionary and
16 injunctive relief.

17 **JURISDICTION AND VENUE**

18 2. The Superior Court of the State of California has jurisdiction in this matter because
19 PLAINTIFF was a citizen and resident of the State of California at all times relevant to this
20 complaint, and DEFENDANTS are citizens and residents of, and/or regularly conduct business in
21 California. Further, no federal question is at issue because the claims are based solely on California
22 law.

23 3. Venue is proper in this judicial district and the County of Fresno, California
24 because DEFENDANTS maintain offices and facilities and transact business in the County of
25 Fresno, and DEFENDANTS’ illegal policies and practices which are the subject of this action
26 were applied, at least in part, to PLAINTIFF and other persons similarly situated in the County of
27 Fresno.

1 **PLAINTIFF**

2 4. PLAINTIFF was a citizen and resident of the State of California at all times
3 relevant to this complaint. In August 2021, PLAINTIFF began working for NATIONAL
4 ASSEMBLERS as a traveling merchandiser in Fresno, California. PLAINTIFF was terminated on
5 or around September 16, 2021, but at all times material to this complaint was employed by
6 DEFENDANTS in the State of California as a non-exempt employee.

7 5. PLAINTIFF brings this action on behalf of herself and the following similarly
8 situated class of individuals ("CLASS MEMBERS"): all current and former non-exempt
9 employees of DEFENDANTS in the State of California at any time within the period beginning
10 four (4) years prior to the filing of this action and ending at the time this action settles or proceeds
11 to final judgment (the "CLASS PERIOD"). PLAINTIFF reserves the right to name additional
12 class representatives.

13 **DEFENDANTS**

14 6. PLAINTIFF is informed and believes, and thereon alleges, that DEFENDANT
15 NATIONAL ASSEMBLERS is, and at all times relevant hereto was, a Florida corporation.
16 PLAINTIFF is further informed and believes, and thereon alleges, that NATIONAL
17 ASSEMBLERS is authorized to and does conduct business in the State of California.
18 Specifically, NATIONAL ASSEMBLERS maintains offices and facilities and conducts business
19 in, and engages in illegal payroll practices or policies in the County of Fresno, State of California.

20 7. The true names and capacities of DOES 1 through 50, inclusive, are unknown to
21 PLAINTIFF at this time, and PLAINTIFF therefore sues such DOE Defendants under fictitious
22 names. PLAINTIFF is informed and believes, and thereon alleges, that each Defendant
23 designated as a DOE is in some manner highly responsible for the occurrences alleged herein, and
24 that PLAINTIFF and other CLASS MEMBERS' injuries and damages, as alleged herein, were
25 proximately caused by the conduct of such DOE Defendants. PLAINTIFF will seek leave of the
26 court to amend this Complaint to allege their true names and capacities of such DOE Defendants
27 when ascertained.

28 8. At all relevant times herein, DEFENDANTS were the joint employers of

1 PLAINTIFF and other CLASS MEMBERS. PLAINTIFF is informed and believes, and thereon
2 alleges, that at all times material to this Complaint DEFENDANTS were the alter egos, divisions,
3 affiliates, integrated enterprises, joint employers, subsidiaries, parents, principals, related entities,
4 co-conspirators, authorized agents, partners, joint venturers, and/or guarantors, actual or
5 ostensible, of each other. Each Defendant was completely dominated by his, her or its co-
6 Defendant, and each was the alter ego of the other.

7 9. At all relevant times herein, PLAINTIFF and CLASS MEMBERS were employed
8 by DEFENDANTS under employment agreements that were partly written, partly oral, and partly
9 implied. In perpetrating the acts and omissions alleged herein, DEFENDANTS, and each of them,
10 acted pursuant to, and in furtherance of, their policies and practices of not paying PLAINTIFF
11 and other CLASS MEMBERS all wages earned and due, through methods and schemes which
12 include, but are not limited to, failing to pay overtime premiums; failing to provide rest and meal
13 periods; failing to properly maintain records; failing to provide accurate itemized statements for
14 each pay period; failing to properly compensate PLAINTIFF and CLASS MEMBERS for
15 necessary expenditures; and requiring, permitting or suffering the employees to work off the
16 clock, in violation of the California Labor Code and the applicable Welfare Commission ("IWC")
17 Orders.

18 10. PLAINTIFF is informed and believes, and thereon alleges, that each and every one
19 of the acts and omissions alleged herein were performed by, and/or attributable to, all
20 DEFENDANTS, each acting as agents and/or employees, and/or under the direction and control
21 of, each of the other DEFENDANTS, and that said acts and failures to act were within the course
22 and scope of said agency, employment and/or direction and control.

23 11. Pursuant to California Labor Code § 558.1, DEFENDANTS and any person acting
24 on behalf of any of the DEFENDANTS, are liable for violating, or causing to violate, any
25 provision regulating minimum wages or hours and days of work in any order of the Industrial
26 Welfare Commission, or Labor Code §§ 203, 226, 226.7, 1193.6, 1994, or 2802.

27 12. As a direct and proximate result of the unlawful actions of DEFENDANTS,
28 PLAINTIFF and CLASS MEMBERS have suffered, and continue to suffer, from loss of earnings

1 in amounts as yet unascertained, but subject to proof at trial, and within the jurisdiction of this
2 Court.

3 **FACTUAL ALLEGATIONS**

4 13. Throughout PLAINTIFF's employment, PLAINTIFF and other similarly situated
5 and aggrieved employees were denied off-duty, uninterrupted meal and rest breaks. PLAINTIFF
6 and other similarly situated aggrieved employees were given short meal breaks, provided meal
7 breaks late (after the fifth hour of work for the first meal period and/or after the tenth hour of
8 work for the second meal period), had their meal breaks interrupted, and/or were denied their
9 meal breaks entirely.

10 14. Similarly, DEFENDANTS consistently failed to authorize and permit PLAINTIFF
11 and other similarly situated and aggrieved employees off-duty rest breaks, including failing to
12 authorize and permit PLAINTIFF and other similarly situated aggrieved employees to take rest
13 breaks in the middle of each work period insofar as practicable.

14 15. DEFENDANTS did not compensate PLAINTIFF and other similarly situated and
15 aggrieved employees for their missed meal and rest breaks.

16 16. Further, PLAINTIFF and other similarly situated and aggrieved employees often
17 worked either more than 8 hours per day and/or more than 40 hours per week, but
18 DEFENDANTS did not compensate them for their overtime work.

19 17. PLAINTIFF is informed and believes, and thereon alleges, that DEFENDANTS'
20 frequently provided non-compliant, inaccurate wage statements and failed to properly maintain
21 records for PLAINTIFF and other similarly situated and aggrieved employees as a result of these
22 unlawful practices. Moreover, DEFENDANTS did not timely pay PLAINTIFF and other
23 similarly situated and aggrieved employees for all hours worked when it failed to pay for the
24 missed meal and rest break periods, overtime wages, and/or for forcing PLAINTIFF and other
25 similarly situated and aggrieved employees to work off-the-clock without pay.

26 18. Additionally, PLAINTIFF and other similarly situated and aggrieved employees
27 were forced to pay out of pocket for business expenses such as cell phones, gas, and other
28 employment-related expenses. DEFENDANTS did not indemnify PLAINTIFF and other

1 similarly situated and aggrieved employees for these expenses.

2 **CLASS ACTION ALLEGATIONS**

3 19. This action is appropriately suited for a Class Action because:

4 a. The potential class is a significant number. Joinder of all current and
5 former employees individually would be impractical.

6 b. This action involves common questions of law and fact to the potential
7 class because the action focuses on DEFENDANTS' systematic course of illegal payroll practices
8 and policies, which was applied to all non-exempt employees in violation of the Labor Code, the
9 applicable IWC Wage Order, and the Business and Professions Code which prohibits unfair
10 business practices arising from such violations.

11 c. PLAINTIFF's claims are typical of the class because DEFENDANTS
12 subjected all non-exempt employees to identical violations of the Labor Code, the applicable
13 IWC wage order, and the Business and Professions Code.

14 d. PLAINTIFF will fairly and adequately protect the interest of all CLASS
15 MEMBERS because it is in his best interest to prosecute the claims alleged herein to obtain full
16 compensation due to them for all services rendered and hours worked.

17 e. A class action is superior to other available methods for fairly and
18 efficiently adjudicating the controversy.

19 **FIRST CAUSE OF ACTION**

20 **Failure to Provide Required Meal Periods**

21 **[Cal. Labor Code §§ 226.7, 510, 512, 1194, 1197; IWC Wage Order No. 7-2001, § 11]**

22 **(Against all DEFENDANTS)**

23 20. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
24 factual allegations in the foregoing paragraphs.

25 21. During the CLASS PERIOD, as part of DEFENDANTS' illegal policies and
26 practices to deprive their current and former non-exempt employees all wages earned and due,
27 DEFENDANTS required, suffered or permitted PLAINTIFF and CLASS MEMBERS to take less
28 than the 30-minute meal period, or to work through them, and have failed to otherwise provide

1 the required meal periods to PLAINTIFF and CLASS MEMBERS pursuant to Labor Code §§
2 226.7 and 512 and IWC Order No. 7-2001, § 11.

3 22. DEFENDANTS further violated Labor Code §§ 226.7 and 512 and IWC Wage
4 Order No. 7-2001, §11 by failing to compensate PLAINTIFF and CLASS MEMBERS who were
5 not provided with a meal period, in accordance with the applicable IWC Wage Order, one
6 additional hour of compensation at each employee's regular rate of pay for each workday that a
7 meal period was not provided.

8 23. DEFENDANTS further violated California Labor Code §§ 226.7, 510, 1194,
9 1197, and IWC Wage Order No. 7-2001 by failing to compensate PLAINTIFF and CLASS
10 MEMBERS for all hours worked during their meal periods.

11 24. As a proximate result of the aforementioned violations, PLAINTIFF and CLASS
12 MEMBERS have been damaged in an amount according to proof at trial, and seek all wages
13 earned and due, interest, penalties, expenses, and costs of suit.

14 **SECOND CAUSE OF ACTION**

15 **Failure to Provide Required Rest Periods**

16 **[Cal. Labor Code §§ 226.7, 512; IWC Wage Order No. 7-2001, § 12]**

17 **(Against all DEFENDANTS)**

18 25. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
19 factual allegations in the foregoing paragraphs.

20 26. At all times relevant herein, as part of DEFENDANTS' illegal policies and
21 practices to deprive their current and former non-exempt employees all wages earned and due,
22 DEFENDANTS failed to provide rest periods to PLAINTIFF and CLASS MEMBERS as
23 required under Labor Code § 226.7 and 512, and IWC Wage Order No. 7-2001, § 12.

24 27. DEFENDANTS further violated Labor Code § 226.7 and IWC Wage Order No. 7-
25 2001, § 12 by failing to pay PLAINTIFF and CLASS MEMBERS who were not provided with a
26 rest period, in accordance with the applicable IWC Wage Order, one additional hour of
27 compensation at each employee's regular rate of pay for each workday that a rest period was not
28 provided.

1 28. As a proximate result of the aforementioned violations, PLAINTIFF and CLASS
2 MEMBERS have been damaged in an amount according to proof at trial, and seek all wages
3 earned and due, interest, penalties, expenses, and costs of suit.

4 **THIRD CAUSE OF ACTION**

5 **Failure to Pay Overtime Wages**

6 **[Cal. Labor Code §§ 510, 1194, 1198; IWC Wage Order No. 7-2001, § 3]**

7 **(Against all DEFENDANTS)**

8 29. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
9 factual allegations in the foregoing paragraphs.

10 30. Pursuant to Labor Code §§ 510 and 1194 and IWC Wage Order No. 7-2001, § 3,
11 DEFENDANTS are required to compensate PLAINTIFF and CLASS MEMBERS for all
12 overtime, which is calculated at one and one-half (1 ½) times the regular rate of pay for all hours
13 worked in excess of eight (8) hours per day and/or forty (40) hours per week, and for the first
14 eight (8) hours on the seventh consecutive workday, with double time for all hours worked in
15 excess of twelve (12) hours in any workday and for all hours worked in excess of eight (8) hours
16 on the seventh consecutive day of work in any workweek.

17 31. PLAINTIFF and CLASS MEMBERS are current and former non-exempt
18 employees entitled to the protections of California Labor Code §§ 510 and 1194 and IWC Wage
19 Order No. 7-2001. During the CLASS PERIOD, DEFENDANTS failed to compensate
20 PLAINTIFF and CLASS MEMBERS for all overtime hours worked as required under the
21 foregoing provisions of the Labor Code and IWC Wage Order by, among other things: failing to
22 pay overtime at one and one-half (1 ½) or double the regular rate of pay as provided by Labor
23 Code §§ 510, 1194, and IWC Wage Order No. 7-2001, § 3; requiring, suffering or permitting
24 PLAINTIFF and CLASS MEMBERS to work off the clock; requiring, permitting or suffering
25 PLAINTIFF and CLASS MEMBERS to work through meal breaks; illegally and inaccurately
26 recording time in which PLAINTIFF and CLASS MEMBERS worked; failing to properly
27 maintain PLAINTIFF's and CLASS MEMBERS' records; failing to provide accurate itemized
28 wage statements to PLAINTIFF for each pay period; and other methods to be discovered.

1 32. In violation of California law, DEFENDANTS have knowingly and willfully
2 refused to perform their obligations to compensate PLAINTIFF and CLASS MEMBERS for all
3 wages earned and all hours worked. As a proximate result, PLAINTIFF and CLASS MEMBERS
4 have suffered, and continue to suffer, substantial losses related to the use and enjoyment of such
5 wages, lost interest on such wages, and expenses and attorneys' fees in seeking to compel
6 DEFENDANTS to fully perform their obligations under state law, all to their respective damages
7 in amounts according to proof at time of trial, and within the jurisdiction of this Court.

8 33. DEFENDANTS' conduct described herein violates California Labor Code §§ 510,
9 1194, 1198 and IWC Wage Order No. 7-2001, § 3. Therefore, pursuant to California Labor Code
10 §§ 200, 226, 558, 1194, 1197.1, and other applicable provisions under the California Labor Code
11 and IWC Wage Orders, PLAINTIFF and CLASS MEMBERS are entitled to recover the unpaid
12 balance of wages owed to them by DEFENDANTS, plus interest, penalties, attorneys' fees,
13 expenses, and costs of suit.

14 **FOURTH CAUSE OF ACTION**

15 **Failure to Pay Minimum Wages**

16 **[Cal Labor Code §§ 1194, 1197; IWC Wage Order No. 7-2001, § 4]**

17 **(Against all DEFENDANTS)**

18 34. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
19 factual allegations in the foregoing paragraphs.

20 35. Pursuant to California Labor Code §§ 1194 and 1197 and IWC Wage Order No. 7-
21 2001, § 4, payment to an employee of less than the applicable minimum wage for all hours
22 worked in a payroll period is unlawful.

23 36. During the CLASS PERIOD and in violation of California Labor Code §§ 1194
24 and 1197 and IWC Wage Order No. 7-2001, § 4, DEFENDANTS failed to pay PLAINTIFF and
25 CLASS MEMBERS the applicable minimum wages for all hours worked in a payroll period by,
26 among other things: requiring, suffering or permitting PLAINTIFF and CLASS MEMBERS to
27 work off the clock; requiring, suffering or permitting PLAINTIFF and CLASS MEMBERS to
28 work through meal and rest breaks; illegally and inaccurately recording time in which

1 PLAINTIFF and CLASS MEMBERS worked; failing to properly maintain PLAINTIFF's and
2 CLASS MEMBERS' records; failing to provide accurate itemized wage statements to
3 PLAINTIFF and CLASS MEMBERS for each pay period; and other methods to be discovered.

4 37. DEFENDANTS' conduct described herein violates California Labor Code §§
5 1194, 1197, and IWC Wage Order No. 7-2001, § 4. As a proximate result of the aforementioned
6 violations, PLAINTIFF and CLASS MEMBERS have been damaged in an amount according to
7 proof at trial. Therefore, pursuant to California Labor Code §§ 200, 226, 558, 1194, 1197.1, and
8 other applicable provisions under the Labor Code and IWC Wage Orders, PLAINTIFF and
9 CLASS MEMBERS are entitled to recover the unpaid balance of wages owed to them by
10 DEFENDANTS, plus interest, penalties, attorneys' fees, expenses, and costs of suit.

11 **FIFTH CAUSE OF ACTION**

12 **Failure to Pay All Wages Due to Discharged and Quitting Employees**

13 **[Cal. Labor Code § 201, 202, 203]**

14 **(Against all DEFENDANTS)**

15 38. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
16 factual allegations in the foregoing paragraphs.

17 39. Pursuant to California Labor Code § 201, 202, and 203, DEFENDANTS are
18 required to pay all earned and unpaid wages to an employee who is discharged. California Labor
19 Code § 201 mandates that if an employer discharges an employee, the employee's wages accrued
20 and unpaid at the time of discharge are due and payable immediately.

21 40. Furthermore, pursuant to California Labor Code § 202, DEFENDANTS are
22 required to pay all accrued wages due to an employee no later than 72 hours after the employee
23 quits his or her employment, unless the employee provided 72 hours previous notice of his or her
24 intention to quit, in which case the employee is entitled to his or her wages at the time of quitting.

25 41. California Labor Code § 203 provides that if an employer willfully fails to pay, in
26 accordance with California Labor Code §§ 201 and 202, any wages of an employee who is
27 discharged or who quits, the employer is liable for waiting time penalties in the form of continued
28 compensation to the employee at the same rate for up to 30 workdays.

1 42. During the CLASS PERIOD, DEFENDANTS have willfully failed to pay accrued
2 wages and other compensation to PLAINTIFF and CLASS MEMBERS in accordance with
3 California Labor Code §§ 201 and 202.

4 43. As a result, PLAINTIFF and CLASS MEMBERS are entitled to all available
5 statutory penalties, including the waiting time penalties provided in California Labor Code § 203,
6 together with interest thereon, as well as other available remedies.

7 44. As a proximate result of DEFENDANTS' unlawful actions and omissions,
8 PLAINTIFF and CLASS MEMBERS have been deprived of compensation in an amount
9 according to proof at the time of trial, but in excess of the jurisdiction of this Court, and are
10 entitled to recovery of such amounts, plus interest thereon, and attorneys' fees and costs, pursuant
11 to California Labor Code §§ 1194 and 2699.

12 **SIXTH CAUSE OF ACTION**

13 **Failure to Maintain Required Records**

14 **[Cal. Labor Code §§ 226(a), 1174(d); IWC Wage Order No. 7-2001, § 7]**

15 **(Against all DEFENDANTS)**

16 45. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
17 factual allegations in the foregoing paragraphs.

18 46. During the CLASS PERIOD, as part of DEFENDANTS' illegal payroll policies
19 and practices to deprive PLAINTIFF and CLASS MEMBERS of all wages earned and due,
20 DEFENDANTS knowingly and intentionally failed to maintain records as required under Labor
21 Code §§ 226(a) and 1174(d) and IWC Wage Order No. 7-2001, § 7, including but not limited to
22 the following records: total daily hours worked by each employee; applicable rates of pay; all
23 deductions; meal periods; time records showing when each employee begins and ends each work
24 period; and accurate itemized statements.

25 47. As a proximate result of DEFENDANTS' unlawful actions and omissions,
26 PLAINTIFF and CLASS MEMBERS have been damaged in an amount according to proof at
27 trial, and are entitled to all wages earned and due, plus interest thereon. Additionally,
28 PLAINTIFF and CLASS MEMBERS are entitled to all available statutory penalties, including

1 but not limited to civil penalties pursuant to California Labor Code §§ 226(e), 226.3, and 1174.5,
2 and an award of costs, expenses, and reasonable attorneys' fees, including but not limited to those
3 provided in California Labor Code § 226(e), as well as other available remedies.

4 **SEVENTH CAUSE OF ACTION**

5 **Failure to Furnish Accurate Itemized Wage Statements**

6 **[Cal. Labor Code § 226(a), 1174; IWC Wage Order No. 7-2001, § 7]**

7 **(Against all DEFENDANTS)**

8 48. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
9 factual allegations in the foregoing paragraphs.

10 49. During the CLASS PERIOD, DEFENDANTS routinely failed and continue to fail
11 to provide PLAINTIFF and CLASS MEMBERS with timely and accurate itemized wage
12 statements in writing showing each employee's gross wages earned, total hours worked, the
13 number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-
14 rate basis, all deductions made, net wages earned, the inclusive dates of the period for which the
15 employee is paid, the name of the employee and only the last four digits of his or her social
16 security number or employee identification number, the name and address of the legal entity or
17 entities employing PLAINTIFF and CLASS MEMBERS, and all applicable hourly rates in effect
18 during each pay period and the corresponding number of hours worked at each hourly rate, in
19 violation of California Labor Code § 226(a) and IWC Wage Order No. 7-2001, § 7.

20 50. During the CLASS PERIOD, DEFENDANTS knowingly and intentionally failed
21 to provide PLAINTIFF and CLASS MEMBERS with timely and accurate itemized wage
22 statements in accordance with Labor Code § 226(a).

23 51. As a proximate result of DEFENDANTS' unlawful actions and omissions,
24 PLAINTIFF and CLASS MEMBERS have been damaged in an amount according to proof at
25 trial, and seek all wages earned and due, plus interest thereon. Additionally, PLAINTIFF and
26 CLASS MEMBERS are entitled to all available statutory penalties, including but not limited to
27 civil penalties pursuant to California Labor Code §§ 226(e), 226.3, and 1174.5, and an award of
28 costs, expenses, and reasonable attorneys' fees, including but not limited to those provided in

1 California Labor Code § 226(e), as well as other available remedies.

2 **EIGHTH CAUSE OF ACTION**

3 **Failure to Indemnify Employees for Necessary Expenditures**

4 **Incurred in Discharge of Duties**

5 **[Cal. Labor Code § 2802]**

6 **(Against all DEFENDANTS)**

7 52. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
8 factual allegations in the foregoing paragraphs.

9 53. California Labor Code § 2802(a) requires an employer to indemnify an employee
10 for all necessary expenditures or losses incurred by the employee in direct consequence of the
11 discharge of her his or her duties, or of his or her obedience to the directions of the employer.

12 54. During the CLASS PERIOD, DEFENDANTS knowingly and willfully failed to
13 indemnify PLAINTIFF and CLASS MEMBERS for all business expenses and/or losses incurred
14 in direct consequence of the discharge of their duties while working under the direction of
15 DEFENDANTS, including but not limited to expenses for cell phone usage, and other
16 employment-related expenses, in violation of California Labor Code § 2802.

17 55. As a proximate result of DEFENDANTS' unlawful actions and omissions,
18 PLAINTIFF and CLASS MEMBERS have been damaged in an amount according to proof at
19 trial, and seek reimbursement of all necessary expenditures, plus interest thereon pursuant to
20 California Labor Code § 2802(b). Additionally, PLAINTIFF and CLASS MEMBERS are
21 entitled to all available statutory penalties and an award of costs, expenses, and reasonable
22 attorneys' fees, including those provided in California Labor Code § 2802(c), as well as other
23 available remedies.

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1 **NINTH CAUSE OF ACTION**

2 **Unfair and Unlawful Business Practices**

3 **[Cal. Bus. & Prof. Code §§ 17200 *et seq.*]**

4 **(Against all DEFENDANTS)**

5 56. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
6 factual allegations in the foregoing paragraphs.

7 57. Each and every one of DEFENDANTS' acts and omissions in violation of the
8 California Labor Code and/or the applicable IWC Wage Order as alleged herein, including but
9 not limited to DEFENDANTS' failure and refusal to provide required meal periods,
10 DEFENDANTS' failure and refusal to provide required rest periods, DEFENDANTS' failure and
11 refusal to pay overtime compensation, DEFENDANTS' failure and refusal to pay minimum
12 wages, DEFENDANTS' failure and refusal to pay all wages due to discharged or quitting
13 employees, DEFENDANTS' failure and refusal to furnish accurate itemized wage statements;
14 DEFENDANTS' failure and refusal to maintain required records, DEFENDANTS' failure and
15 refusal to indemnify PLAINTIFF and CLASS MEMBERS for necessary expenditures and/or
16 losses incurring in discharging their duties, constitutes an unfair and unlawful business practice
17 under California Business and Professions Code § 17200 *et seq.*

18 58. DEFENDANTS' violations of California wage and hour laws constitute a business
19 practice because DEFENDANTS' aforementioned acts and omissions were done repeatedly over
20 a significant period of time, and in a systematic manner, to the detriment of PLAINTIFF and
21 CLASS MEMBERS.

22 59. DEFENDANTS have avoided payment of wages, overtime wages, meal periods,
23 rest periods, and other benefits as required by the California Labor Code, the California Code of
24 Regulations, and the applicable IWC Wage Order. Further, DEFENDANTS have failed to
25 record, report, and pay the correct sums of assessment to the state authorities under the California
26 Labor Code and other applicable regulations.

27 60. As a result of DEFENDANTS' unfair and unlawful business practices,
28 DEFENDANTS have reaped unfair and illegal profits during the CLASS PERIOD at the expense

1 of PLAINTIFF, CLASS MEMBERS, and members of the public. DEFENDANTS should be
2 made to disgorge their ill-gotten gains and to restore them to PLAINTIFF and CLASS
3 MEMBERS.

4 61. DEFENDANTS' unfair and unlawful business practices entitle PLAINTIFF and
5 CLASS MEMBERS to seek preliminary and permanent injunctive relief, including but not
6 limited to orders that DEFENDANTS account for, disgorge, and restore to PLAINTIFF and
7 CLASS MEMBERS the wages and other compensation unlawfully withheld from them.
8 PLAINTIFF and CLASS MEMBERS are entitled to restitution of all monies to be disgorged
9 from DEFENDANTS in an amount according to proof at the time of trial, but in excess of the
10 jurisdiction of this Court.

11 **TENTH CAUSE OF ACTION**

12 **Representative Action for Civil Penalties**

13 **[Cal. Labor Code §§ 2698–2699.5]**

14 **(Against All DEFENDANTS)**

15
16 62. PLAINTIFF incorporates herein by specific reference as though fully set forth the
17 allegations in all preceding paragraphs.

18 63. PLAINTIFF is an “aggrieved employee” within the meaning of California Labor
19 Code § 2699(c), and a proper representative to bring a civil action on behalf of herself and other
20 current and former employees of DEFENDANTS pursuant to the procedures specified in
21 California Labor Code § 2699.3, because PLAINTIFF and CLASS MEMBERS were employed
22 by DEFENDANTS and the alleged violations of the California Labor Code were committed
23 against PLAINTIFF and CLASS MEMBERS.

24 64. Pursuant to the California Private Attorneys General Act of 2004 (“PAGA”),
25 Labor Code §§ 2698–2699.5, PLAINTIFF and CLASS MEMBERS seek to recover civil
26 penalties, including but not limited to penalties under California Labor Code §§ 2699, 210,
27 226.3, 558, 1174.5, 1197.1, and IWC Wage Order No. 7-2001, § 20, from DEFENDANTS in a
28 representative action for the violations set forth above, including but not limited to violations of

1 California Labor Code §§ 201, 202, 203, 204, 226, 226.7, 510, 512, 1174, 1194, 1197, 1198, and
2 2802. PLAINTIFF and CLASS MEMBERS are also entitled to an award of reasonable attorneys’
3 fees and costs pursuant to California Labor Code § 2699(g)(1).

4 65. Pursuant to California Labor Code §§ 2699.3, PLAINTIFF gave written notice on
5 September 29, 2021 by online filing to the California Labor and Workforce Development Agency
6 (“LWDA”) and by certified mail to DEFENDANTS of the specific provisions of the California
7 Labor Code and IWC Wage Orders alleged to have been violated, including the facts and theories
8 to support the alleged violations. More than sixty-five (65) days have passed and the LWDA has
9 not provided notice to PLAINTIFF that it intends to investigate the alleged violations.

10 66. Pursuant to California Labor Code §§ 2699.3, PLAINTIFF gave written notice on
11 September 29, 2021 by online filing to the California Labor and Workforce Development Agency
12 (“LWDA”) and by certified mail to DEFENDANTS of the specific provisions of the California
13 Labor Code and IWC Wage Orders alleged to have been violated, including the facts and theories
14 to support the alleged violations. More than sixty-five (65) days have passed and the LWDA has
15 not provided notice to PLAINTIFF that it intends to investigate the alleged violations.

16 **PRAYER FOR RELIEF**

17 **WHEREFORE**, PLAINTIFF, individually and on behalf of all other persons similarly
18 situated, respectfully prays for relief against DEFENDANTS as follows:

- 19 1. For compensatory damages in an amount to be ascertained at trial;
- 20 2. For restitution of all monies due to PLAINTIFF and CLASS MEMBERS, as well
21 as disgorged profits from DEFENDANTS’ unfair and unlawful business practices;
- 22 3. For meal and rest period compensation pursuant to California Labor Code § 226.7
23 and IWC Wage Order No. 7-2001;
- 24 4. For liquidated damages pursuant to California Labor Code §§ 1194.2 and 1197.1;
- 25 5. For preliminary and permanent injunctive relief enjoining DEFENDANTS from
26 violating the relevant provisions of the California Labor Code and the IWC Wage Orders, and
27 from engaging in the unlawful business practices complained of herein;
- 28 6. For waiting time penalties pursuant to California Labor Code § 203;

1 7. For statutory and civil penalties according to proof, including but not limited to all
2 penalties authorized by the California Labor Code §§ 226(e) and §§ 2698–2699.5;

3 8. For interest on the unpaid wages at 10% per annum pursuant to California Labor
4 Code §§ 218.6, 1194, 2802, California Civil Code §§ 3287, 3288, and/or any other applicable
5 provision providing for pre-judgment interest;

6 9. For reasonable attorneys’ fees and costs pursuant to California Labor Code
7 §§ 1194, 2699, 2802, California Civil Code § 1021.5, and any other applicable provisions
8 providing for attorneys’ fees and costs;

9 10. For declaratory relief;

10 11. For an order requiring and certifying the First, Second, Third, Fourth, Fifth, Sixth,
11 Seventh, Eighth, and Ninth Causes of Action as a class action;

12 12. For an order appointing PLAINTIFF as class representative, and PLAINTIFF’s
13 counsel as class counsel; and

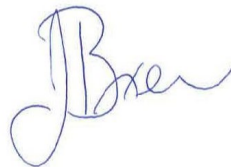
14 13. For such further relief that the Court may deem just and proper.

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16 DATED: December 22, 2021

Respectfully submitted,

17 **MATERN LAW GROUP, PC**

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19 By:



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21 Matthew J. Matern
22 Joshua D. Boxer
23 Attorneys for Plaintiff
24 SEPTEMBER DOUGLAS, individually and
25 on behalf of other persons similarly situated
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1 **DEMAND FOR JURY TRIAL**

2 PLAINTIFF hereby demands a jury trial with respect to all issues triable of right by jury.

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4
5 DATED: December 22, 2021

Respectfully submitted,

6 **MATERN LAW GROUP, PC**

7 By:

8 

9
10 _____
11 Matthew J. Matern
12 Joshua D. Boxer
13 Attorneys for Plaintiff
14 SEPTEMBER DOUGLAS, individually and
15 on behalf of others similarly situated
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