

Edwin Aiwazian (SBN 232943)
Arby Aiwazian (SBN 269827)
Joanna Ghosh (SBN 272479)
Annabel Blanchard (SBN 258135)
LAWYERS for JUSTICE, PC
410 West Arden Avenue, Suite 203
Glendale, California 91203
Tel: (818) 265-1020 / Fax: (818) 265-1021

Attorneys for Plaintiff

VENTURA
SUPERIOR COURT
FILED

NOV 07 2022

BRENDA L. McCORMICK
Executive Officer and Clerk

BY: _____, Deputy

SUSANNE LEON

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

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

Plaintiff,

vs.

MAJCO, INC., a California corporation;
MAJCO, LLC, a California limited liability
company; BIG BRAND TIRES &
SERVICES, an unknown business entity; and
DOES 1 through 100, inclusive,

Defendants.

Case No.: 56-2021-00551487-CU-OE-VTA

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

- (1) Violation of California Labor Code §§ 510 and 1198 (Unpaid Overtime);
- (2) Violation of California Labor Code §§ 226.7 and 512(a) (Unpaid Meal Period Premiums);
- (3) Violation of California Labor Code § 226.7 (Unpaid Rest Period Premiums);
- (4) Violation of California Labor Code §§ 1194, 1197, and 1197.1 (Unpaid Minimum Wages);
- (5) Violation of California Labor Code §§ 201 and 202 (Final Wages Not Timely Paid);
- (6) Violation of California Labor Code § 204 (Wages Not Timely Paid During Employment);
- (7) Violation of California Labor Code § 226(a) (Non-Compliant Wage Statements);
- (8) Violation of California Labor Code § 1174(d) (Failure To Keep Requisite Payroll Records);
- (9) Violation of California Labor Code §§ 2800 and 2802 (Unreimbursed Business Expenses);
- (10) Violation of California Business & Professions Code §§ 17200, et seq.
- (11) Violation of California Labor Code § 2698, et seq. (California Labor Code Private Attorneys General Act of 2004)

DEMAND FOR JURY TRIAL

COMES NOW, Plaintiff MANUEL SALCEDO (“Plaintiff”), individually, and on behalf of other members of the general public similarly situated, and on behalf of other aggrieved employees pursuant to the California Private Attorneys General Act (“PAGA”), and alleges as follows:

JURISDICTION AND VENUE

1. This class action is brought pursuant to the California Code of Civil Procedure section 382. The monetary damages and restitution sought by Plaintiff exceeds the minimal jurisdiction limits of the Superior Court and will be established according to proof at trial. The “amount in controversy” for the named Plaintiff, including but not limited to claims for compensatory damages, restitution, penalties, wages, premium pay, and pro rata share of attorneys’ fees, is less than seventy-five thousand dollars (\$75,000).

2. This Court has jurisdiction over this action pursuant to the California Constitution, Article VI, Section 10, which grants the superior court “original jurisdiction in all other causes” except those given by statute to other courts. The statutes under which this action is brought do not specify any other basis for jurisdiction.

3. This Court has jurisdiction over Defendants because, upon information and belief, Defendants are citizens of California, have sufficient minimum contacts in California, or otherwise intentionally avail themselves of the California market so as to render the exercise of jurisdiction over them by California courts consistent with traditional notions of fair play and substantial justice.

4. Venue is proper in this Court because, upon information and belief, Defendants maintain offices, have agents, employ individuals, and/or transact business in the State of California, County of Ventura. The majority of acts and omissions alleged herein relating to Plaintiff and the other class members took place in the State of California, including the County of Ventura. At all relevant times, Defendants maintained their headquarters/“nerve center” within the State of California, County of Ventura.

PARTIES

5. Plaintiff MANUEL SALCEDO is an individual residing in the State of California.

6. Defendant MAJCO, INC., at all times herein mentioned, was and is, upon information and belief, a California corporation and, at all times herein mentioned, an employer whose employees are engaged throughout the State of California, including the County of Ventura.

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

8. Defendant BIG BRAND TIRES & SERVICES, at all times herein mentioned, was and is, upon information and belief, an employer whose employees are engaged throughout the State of California, including the County of Ventura.

9. At all relevant times, Defendants MAJCO, INC., MAJCO, LLC, and BIG BRAND TIRES & SERVICES were the “employer” of Plaintiff within the meaning of all applicable California laws and statutes.

10. At all times herein relevant, Defendants MAJCO, INC., MAJCO, LLC, and BIG BRAND TIRES & SERVICES, and DOES 1 through 100, and each of them, were the agents, partners, joint venturers, joint employers, representatives, servants, employees, successors-in-interest, co-conspirators and/or assigns, each of the other, and at all times relevant hereto were acting within the course and scope of their authority as such agents, partners, joint venturers, joint employers, representatives, servants, employees, successors, co-conspirators and/or assigns, and all acts or omissions alleged herein were duly committed with the ratification, knowledge, permission, encouragement, authorization and/or consent of each defendant designated as a DOE herein.

11. The true names and capacities, whether corporate, associate, individual or otherwise, of defendants DOES 1 through 100, inclusive, are unknown to Plaintiff who sues said defendants by such fictitious names. Plaintiff is informed and believes, and based on that information and belief alleges, that each of the defendants designated as a DOE is legally responsible for the events and happenings referred to in this Complaint, and unlawfully caused

1 the injuries and damages to Plaintiff and the other class members as alleged in this Complaint.
2 Plaintiff will seek leave of the Court to amend this Complaint to show the true names and
3 capacities when the same have been ascertained.

4 12. Defendants MAJCO, INC., MAJCO, LLC, and BIG BRAND TIRES &
5 SERVICES, and DOES 1 through 100 will hereinafter collectively be referred to as
6 “Defendants.”

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

11 **CLASS ACTION ALLEGATIONS**

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

15 15. The proposed class is defined as follows: all current and former hourly-paid or
16 non-exempt employees who worked for any of the Defendants within the State of California at
17 any time during the period from March 3, 2017 to final judgement.

18 16. Plaintiff reserves the right to establish other subclasses as appropriate.

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

21 a. Numerosity: The class members are so numerous that joinder of all class
22 members is impracticable. The membership of the entire class is
23 unknown to Plaintiff at this time; however, the class is estimated to be
24 greater than fifty (50) individuals and the identity of such membership is
25 readily ascertainable by inspection of Defendants’ employment records.

26 b. Typicality: Plaintiff’s claims are typical of all other class members’ as
27 demonstrated herein. Plaintiff will fairly and adequately protect the
28 interests of the other class members with whom he has a well-defined

community of interest.

- c. Adequacy: Plaintiff will fairly and adequately protect the interests of each class member, with whom he has a well-defined community of interest and typicality of claims, as demonstrated herein. Plaintiff has no interest that is antagonistic to the other class members. Plaintiff's attorneys, the proposed class counsel, are versed in the rules governing class action discovery, certification, and settlement. Plaintiff has incurred, and during the pendency of this action will continue to incur, costs and attorneys' fees, that have been, are, and will be necessarily expended for the prosecution of this action for the substantial benefit of each class member.
- d. Superiority: A class action is superior to other available methods for the fair and efficient adjudication of this litigation because individual joinder of all class members is impractical.
- e. Public Policy Considerations: Certification of this lawsuit as a class action will advance public policy objectives. Employers of this great state violate employment and labor laws every day. Current employees are often afraid to assert their rights out of fear of direct or indirect retaliation. However, class actions provide the class members who are not named in the complaint anonymity that allows for the vindication of their rights.

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

- a. Whether Defendants' failure to pay wages, without abatement or reduction, in accordance with the California Labor Code, was willful;
- b. Whether Defendants had a corporate policy and practice of failing to pay their hourly-paid or non-exempt employees within the State of California

- 1 for all hours worked and missed (short, late, interrupted, and/or missed
2 altogether) meal periods and rest breaks in violation of California law;
- 3 c. Whether Defendants required Plaintiff and the other class members to
4 work over eight (8) hours per day, over forty (40) hours per week, and/or
5 over six (6) days in a workweek, and failed to pay the legally required
6 overtime compensation to Plaintiff and the other class members;
- 7 d. Whether Defendants deprived Plaintiff and the other class members of
8 meal and/or rest periods or required Plaintiff and the other class
9 members to work during meal and/or rest periods without compensation;
- 10 e. Whether Defendants failed to pay minimum wages to Plaintiff and the
11 other class members for all hours worked;
- 12 f. Whether Defendants failed to pay all wages due to Plaintiff and the other
13 class members within the required time upon their discharge or
14 resignation;
- 15 g. Whether Defendants failed to timely pay all wages due to Plaintiff and
16 the other class members during their employment;
- 17 h. Whether Defendants complied with wage reporting as required by the
18 California Labor Code; including, *inter alia*, section 226;
- 19 i. Whether Defendants kept complete and accurate payroll records as
20 required by the California Labor Code, including, *inter alia*, section
21 1174(d);
- 22 j. Whether Defendants failed to reimburse Plaintiff and the other class
23 members for necessary business-related expenses and costs;
- 24 k. Whether Defendants' conduct was willful or reckless;
- 25 l. Whether Defendants engaged in unfair business practices in violation of
26 California Business & Professions Code section 17200, et seq.;
- 27 m. The appropriate amount of damages, restitution, and/or monetary
28 penalties resulting from Defendants' violation of California law; and

n. Whether Plaintiff and the other class members are entitled to compensatory damages pursuant to the California Labor Code.

PAGA ALLEGATIONS

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

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

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

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

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

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

b. The LWDA shall provide notice (hereinafter "LWDA Notice") to the employer and the aggrieved employee by certified mail that it does not

1 intend to investigate the alleged violation within sixty (60) calendar days
2 of the postmark date of the Employee's Notice. Upon receipt of the
3 LWDA Notice, or if the LWDA Notice is not provided within sixty-five
4 (65) calendar days of the postmark date of the Employee's Notice, the
5 aggrieved employee may commence a civil action pursuant to California
6 Labor Code section 2699 to recover civil penalties in addition to any
7 other penalties to which the employee may be entitled.

8 24. On November 9, 2021, Plaintiff provided written notice by online submission to
9 the LWDA and by certified mail to Defendants MAJCO, INC., MAJCO, LLC, and BIG
10 BRAND TIRES & SERVICES of the specific provisions of the California Labor Code alleged
11 to have been violated, including the facts and theories to support the alleged violations.
12 Plaintiff did not receive an LWDA Notice within sixty-five (65) days of the date of the
13 submission of Plaintiff's notices.

14 25. Therefore, the administrative prerequisites under California Labor Code section
15 2699.3(a) to recover civil penalties, against Defendants, in addition to other remedies, for
16 violations of California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a),
17 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802 and applicable Industrial
18 Welfare Commission Wage Orders.

19 **GENERAL ALLEGATIONS**

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

23 27. Defendants, jointly and severally, employed Plaintiff as an hourly-paid, non-
24 exempt employee, from approximately May 2018 through approximately May 2019, in the
25 State of California, County of Ventura.

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

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

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

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

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

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

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

35. Plaintiff is informed and believes, and based thereon alleges, that Defendants knew or should have known that Plaintiff and the other class members were entitled to receive certain wages for overtime compensation and that they were not receiving accurate overtime compensation for all overtime hours worked. The deficiencies include, *inter alia*, requiring Plaintiff and the other class members to perform work overtime off-the-clock, the failure to include earned commissions, non-discretionary bonuses, monetary incentives, non-discretionary production and/or performance pay, an/or shift differentials to calculate the regular rate of pay used to calculate the overtime rate.

36. Plaintiff is informed and believes, and based thereon alleges, that Defendants failed to use the commissions/non-discretionary bonuses/non-discretionary performance pay to

1 calculate the regular rate of pay, such as the regular rate of pay used to calculate the overtime
2 rate for the payment of overtime wages and for the meal break and rest break premiums, where
3 Plaintiff and the other class members earned commissions/non-discretionary bonuses/non-
4 discretionary performance pay and overtime wages in the same workweek.

5 37. Plaintiff is informed and believes, and based thereon alleges, that Defendants
6 failed to provide Plaintiff and the other class members all required rest and meal periods during
7 the relevant time period as required under the Industrial Welfare Commission Wage Orders
8 and thus they are entitled to any and all applicable premium wages. Defendants' failure
9 included, *inter alia*, failing to provide uninterrupted ten (10) minute rest periods and timely,
10 uninterrupted thirty (30) minute meal periods to Plaintiff and the other class members. Plaintiff
11 and the other class members were required to perform work during meal periods and rest
12 periods, and Defendants incentivized Plaintiff and the other class members to forego statutorily
13 required meal periods and rest periods.

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

21 39. Plaintiff is informed and believes, and based thereon alleges, that Defendants
22 knew or should have known that Plaintiff and the other class members were entitled to receive
23 all meal periods or payment of one additional hour of pay at Plaintiff's and the other class
24 members' regular rate of pay when a meal period was missed, short, late, or interrupted, and
25 they did not receive all meal periods or payment of one additional hour of pay at Plaintiff's and
26 the other class members' regular rate of pay when a meal period was missed, short, late, or
27 interrupted and Defendants failed to include earned commissions, non-discretionary bonuses,
28 monetary incentives, non-discretionary production and/or performance pay, an/or shift

1 differentials to calculate the regular rate of pay used when the meal period was missed, short,
2 late and/or interrupted.

3 40. Plaintiff is informed and believes, and based thereon alleges, that Defendants
4 knew or should have known that Plaintiff and the other class members were entitled to receive
5 all rest periods or payment of one additional hour of pay at Plaintiff's and the other class
6 member's regular rate of pay when a rest period was missed, short, late, or interrupted and they
7 did not receive all rest periods or payment of one additional hour of pay at Plaintiff's and the
8 other class members' regular rate of pay when a rest period was missed, short, late, or
9 interrupted and Defendants failed to include earned commissions, non-discretionary bonuses,
10 monetary incentives, non-discretionary production and/or performance pay, an/or shift
11 differentials to calculate the regular rate of pay used when the rest period was missed, short,
12 late and/or interrupted.

13 41. Plaintiff is informed and believes, and based thereon alleges, that Defendants
14 knew or should have known that Plaintiff and the other class members were entitled to receive
15 at least minimum wages for compensation and that they were not receiving at least minimum
16 wages for all hours worked.

17 42. Plaintiff is informed and believes, and based thereon alleges, that Defendants
18 knew or should have known that Plaintiff and the other class members were entitled to receive
19 all wages owed to them upon discharge or resignation, including overtime and minimum wages
20 and meal and rest period premiums, and they did not, in fact, receive all such wages owed to
21 them at the time of their discharge or resignation.

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

27 44. Plaintiff is informed and believes, and based thereon alleges, that Defendants
28 knew or should have known that Plaintiff and the other class members were entitled to receive

1 complete and accurate wage statements in accordance with California law, but, in fact, they did
2 not receive complete and accurate wage statements from Defendants. The deficiencies
3 included, *inter alia*, the failure to include the total number of hours worked by Plaintiff and the
4 other class members.

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

9 46. Plaintiff is informed and believes, and based thereon alleges, that Defendants
10 knew or should have known that Plaintiff and the other class members were entitled to
11 reimbursement for necessary business-related expenses. The deficiencies include, *inter alia*,
12 failing to reimburse Plaintiff and class members for the costs of complying with Defendants'
13 dress code, the cost of non-slip resistant shoes that employees were required to purchase to
14 perform work duties, the costs of use of personal vehicles for the performance of work duties,
15 and the costs of use of personal cell phones for the performance of work duties.

16 47. Plaintiff is informed and believes, and based thereon alleges, that Defendants
17 knew or should have known that they had a duty to compensate Plaintiff and the other class
18 members pursuant to California law, and that Defendants had the financial ability to pay such
19 compensation, but willfully, knowingly, and intentionally failed to do so, and falsely
20 represented to Plaintiff and the other class members that they were properly denied wages, all
21 in order to increase Defendants' profits.

22 48. During the relevant time period, Defendants failed to pay all Plaintiff and other
23 class members for all hours worked, including overtime wages to Plaintiff and the other class
24 members for all overtime hours worked. Plaintiff and the other class members were required
25 to work more than eight (8) hours per day, forty (40) hours per week, and/or more than six (6)
26 consecutive days in a workweek, without being paid overtime compensation for all overtime
27 hours worked. Defendant also required that Plaintiff and the other class members work off-the-
28 clock and did not properly compensate them for that time.

1 49. During the relevant time period, Defendants failed to use the commissions/non-
2 discretionary bonuses/non-discretionary performance pay to calculate the regular rate of pay
3 used to calculate the overtime rate for the payment of overtime wages where Plaintiff and the
4 other class members earned shift differential pay/commissions/non-discretionary bonuses/non-
5 discretionary performance pay and overtime wages in the same workweek.

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

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

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

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

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

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

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

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

24 58. California Labor Code section 218 states that nothing in Article 1 of the Labor
25 Code shall limit the right of any wage claimant to "sue directly . . . for any wages or penalty
26 due to him [or her] under this article."
27
28

FIRST CAUSE OF ACTION

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

**(Against MAJCO, INC., MAJCO, LLC, and BIG BRAND TIRES & SERVICES,
and DOES 1 through 100)**

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

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

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

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

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

64. During the relevant time period, Plaintiff and the other class members worked in

1 excess of eight (8) hours in a day, in excess of forty (40) hours in a week, or for a seventh day
2 of work in a workweek.

3 65. During the relevant time period, Defendants intentionally and willfully failed to
4 pay overtime wages owed to Plaintiff and the other class members and failed to include earned
5 commissions, non-discretionary bonuses, monetary incentives, non-discretionary production
6 and/or performance pay, an/or shift differentials to calculate the regular rate of pay used when
7 calculating the overtime wage rate.

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

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

14 **SECOND CAUSE OF ACTION**

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

16 **(Against MAJCO, INC., MAJCO, LLC, and BIG BRAND TIRES & SERVICES,**
17 **and DOES 1 through 100)**

18 68. Plaintiff incorporates by reference the allegations contained in paragraphs 1
19 through 67, and each and every part thereof with the same force and effect as though fully set
20 forth herein.

21 69. At all relevant times, the IWC Order and California Labor Code sections 226.7
22 and 512(a) were applicable to Plaintiff's and the other class members' employment by
23 Defendants.

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

27 71. At all relevant times, the applicable IWC Wage Order and California Labor
28 Code section 512(a) provide that an employer may not require, cause or permit an employee to

1 work for a work period of more than five (5) hours per day without providing the employee
2 with a meal period of not less than thirty (30) minutes, except that if the total work period per
3 day of the employee is no more than six (6) hours, the meal period may be waived by mutual
4 consent of both the employer and employee.

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

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

17 74. During the relevant time period, Plaintiff's and other class members' meal
18 periods were missed, shortened, late, and/or were interrupted because Defendants required
19 them to perform and complete work duties, even when it resulted in missed, shortened, late, or
20 interrupted meal periods. Defendants interrupted Plaintiff and the other class members during
21 purported meal periods with business-related inquiries, instructions for tasks, and/or to require
22 them to return to work before a full thirty (30) minutes elapsed to complete or begin tasks.
23 Defendants automatically deducted meal periods from Plaintiff's and putative class members'
24 time records regardless of whether a compliant meal period was taken. Defendant required
25 employees to work for more than ten (10) hours per day without providing the employee with a
26 second uninterrupted meal period of not less than thirty (30) minutes.

27 75. Defendants failed to relieve Plaintiff and the other class members of all duties,
28 failed to relinquish control over Plaintiff's and the other class members' activities, failed to

1 permit Plaintiff and the other class members a reasonable opportunity to take, and impeded or
2 discouraged them from taking, thirty (30) minute uninterrupted meal periods no later than the
3 end of their fifth hour of work for shifts lasting at least six (6) hours, and/or to take second
4 thirty (30) minute uninterrupted meal periods no later than their tenth hour of work for shifts
5 lasting more than ten (10) hours.

6 76. As a result, during the relevant time period, Plaintiff and the other class
7 members who were scheduled to work for a period of time in excess of six (6) hours were
8 required to work for periods longer than five (5) hours without an uninterrupted meal period of
9 not less than thirty (30) minutes and/or rest period.

10 77. During the relevant time period, Defendants intentionally and willfully required
11 Plaintiff and the other class members to work during meal periods and failed to compensate
12 Plaintiff and the other class members the full meal period premium for work performed during
13 meal periods and failed to include earned commissions, non-discretionary bonuses, monetary
14 incentives, non-discretionary production and/or performance pay, an/or shift differentials to
15 calculate the regular rate of pay used when calculating the meal period premium.

16 78. During the relevant time period, Defendants failed to pay Plaintiff and the other
17 class members the full meal period premium due pursuant to California Labor Code section
18 226.7.

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

21 80. Pursuant to applicable IWC Wage Order and California Labor Code section
22 226.7(c), Plaintiff and the other class members are entitled to recover from Defendants one
23 additional hour of pay at the employee's regular rate of compensation for each work day that
24 the meal or rest period is not provided.

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THIRD CAUSE OF ACTION

(Violation of California Labor Code § 226.7)

**(Against MAJCO, INC., MAJCO, LLC, and BIG BRAND TIRES & SERVICES,
and DOES 1 through 100)**

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

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

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

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

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

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

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

226.7 and failed to include earned commissions, non-discretionary bonuses, monetary incentives, non-discretionary production and/or performance pay, an/or shift differentials to calculate the regular rate of pay used when calculating the rest period premium.

88. Defendants' conduct violates applicable IWC Wage Orders and California Labor Code section 226.7.

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

FOURTH CAUSE OF ACTION

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

**(Against MAJCO, INC., MAJCO, LLC, and BIG BRAND TIRES & SERVICES,
and DOES 1 through 100)**

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

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

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

93. Defendants' failure to pay Plaintiff and the other class members the minimum wage as required violates California Labor Code sections 1194, 1197, 1197.1. Pursuant to those sections Plaintiff and the other class members are entitled to recover the unpaid balance of their minimum wage compensation as well as interest, costs, and attorney's fees, and

1 liquidated damages in an amount equal to the wages unlawfully unpaid and interest thereon.

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

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

9 **FIFTH CAUSE OF ACTION**

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

11 **(Against MAJCO, INC., MAJCO, LLC, and BIG BRAND TIRES & SERVICES,**
12 **and DOES 1 through 100)**

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

16 97. At all relevant times herein set forth, California Labor Code sections 201 and
17 202 provide that if an employer discharges an employee, the wages earned and unpaid at the
18 time of discharge are due and payable immediately, and if an employee quits his or her
19 employment, his or her wages shall become due and payable not later than seventy-two (72)
20 hours thereafter, unless the employee has given seventy-two (72) hours' notice of his or her
21 intention to quit, in which case the employee is entitled to his or her wages at the time of
22 quitting.

23 98. During the relevant time period, Defendants intentionally and willfully failed to
24 pay Plaintiff and the other class members who are no longer employed by Defendants their
25 wages, earned and unpaid, within seventy-two (72) hours of their leaving Defendants' employ.
26 Plaintiff and other class members were not paid at the time of their discharge wages earned and
27 unpaid throughout their employment, including but not limited to, minimum wages for time
28 worked off-the-clock to perform work duties, for meal and rest period premium payments.

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

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

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

SIXTH CAUSE OF ACTION

(Violation of California Labor Code § 204)

(Against MAJCO, INC., MAJCO, LLC, and BIG BRAND TIRES & SERVICES, and DOES 1 through 100)

102. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 101, and each and every part thereof with the same force and effect as though fully set forth herein.

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

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

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

1 payday for the next regular payroll period.

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

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

7 **SEVENTH CAUSE OF ACTION**

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

9 **(Against MAJCO, INC., MAJCO, LLC, and BIG BRAND TIRES & SERVICES,**
10 **and DOES 1 through 100)**

11 108. Plaintiff incorporates by reference the allegations contained in paragraphs 1
12 through 107, and each and every part thereof with the same force and effect as though fully set
13 forth herein.

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

28 110. Defendants have intentionally and willfully failed to provide Plaintiff and the

1 other class members with complete and accurate wage statements. The deficiencies include,
2 but are not limited to: the failure to state the correct name of the employer and the failure to
3 include the total number of hours worked by Plaintiff and the other class members, including
4 work performed off-the-clock.

5 111. As a result of Defendants' violation of California Labor Code section 226(a),
6 Plaintiff and the other class members have suffered injury and damage to their statutorily-
7 protected rights.

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

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

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

18 **EIGHTH CAUSE OF ACTION**

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

20 **(Against MAJCO, INC., MAJCO, LLC, and BIG BRAND TIRES & SERVICES,**
21 **and DOES 1 through 100)**

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

25 116. Pursuant to California Labor Code section 1174(d), an employer shall keep, at a
26 central location in the state or at the plants or establishments at which employees are
27 employed, payroll records showing the hours worked daily by and the wages paid to, and the
28 number of piece-rate units earned by and any applicable piece rate paid to, employees

1 employed at the respective plants or establishments. These records shall be kept in accordance
2 with rules established for this purpose by the commission, but in any case shall be kept on file
3 for not less than two years.

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

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

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

14 **NINTH CAUSE OF ACTION**

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

16 **(Against MAJCO, INC., MAJCO, LLC, and BIG BRAND TIRES & SERVICES,**
17 **and DOES 1 through 100)**

18 120. Plaintiff incorporates by reference the allegations contained in paragraphs 1
19 through 119, and each and every part thereof with the same force and effect as though fully set
20 forth herein.

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

25 122. IWC Wage Order 7-2001 § 9(B) provides that "[w]hen tools or equipment are
26 required by the employer or are necessary to the performance of a job, such tools and equipment
27 shall be provided and maintained by the employer," except in cases where an employee's wages
28 are at least two (2) times the minimum wage.

1 123. Plaintiff and the other class members incurred necessary business-related
2 expenses and costs that were not fully reimbursed by Defendants, including, but not limited to,
3 use of personal cell phones for work-related purposes, the use of personal vehicles for work-
4 related purposes, the costs of complying with Defendants' dress code, purchasing non-slip
5 resistant shoes required for work, and purchasing and/or maintaining tools and equipment that
6 were required for work.

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

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

13 **TENTH CAUSE OF ACTION**

14 **(Violation of California Business & Professions Code §§ 17200, et seq.)**
15 **(Against MAJCO, INC., MAJCO, LLC, and BIG BRAND TIRES & SERVICES,**
16 **and DOES 1 through 100)**

17 126. Plaintiff incorporates by reference the allegations contained in paragraphs 1
18 through 125, and each and every part thereof with the same force and effect as though fully set
19 forth herein.

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

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

27 129. A violation of California Business & Professions Code section 17200, et seq.
28 may be predicated on the violation of any state or federal law. In this instant case, Defendants'

1 policies and practices of requiring employees, including Plaintiff and the other class members,
2 to work overtime without paying them proper compensation violate California Labor Code
3 sections 510 and 1198. Additionally, Defendants' policies and practices of requiring
4 employees, including Plaintiff and the other class members, to work through their meal and
5 rest periods without paying them proper compensation violate California Labor Code sections
6 226.7 and 512(a). Defendants' policies and practices of failing to pay all required wages
7 violate California Labor Code sections 1194, 1197, 1197.1, 1198. Moreover, Defendants'
8 policies and practices of failing to timely pay wages to Plaintiff and the other class members
9 violate California Labor Code sections 201, 202 and 204. Defendants also violated California
10 Labor Code sections 226(a), 1174(d), 2800 and 2802.

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

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

16 132. Pursuant to California Business & Professions Code sections 17200, et seq.,
17 Plaintiff and the other class members are entitled to restitution of the wages withheld and
18 retained by Defendants during a period that commences March 3, 2017; an award of attorneys'
19 fees pursuant to California Code of Civil procedure section 1021.5 and other applicable laws;
20 and an award of costs.

21 **ELEVENTH CAUSE OF ACTION**

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

23 **(Against MAJCO, INC., MAJCO, LLC, AND BIG BRAND TIRES & SERVICES,**
24 **and DOES 1 through 100)**

25 133. Plaintiff incorporates by reference the allegations contained in paragraphs 1
26 through 132, and each and every part thereof with the same force and effect as though fully set
27 forth herein.

28 134. PAGA expressly establishes that any provision of the California Labor Code

1 which provides for a civil penalty to be assessed and collected by the LWDA, or any of its
2 departments, divisions, commissions, boards, agencies or employees for a violation of the
3 California Labor Code, may be recovered through a civil action brought by an aggrieved
4 employee on behalf of himself or herself, and other current or former employees.

5 135. Whenever the LWDA, or any of its departments, divisions, commissions,
6 boards, agencies, or employees has discretion to assess a civil penalty, a court in a civil action
7 is authorized to exercise the same discretion, subject to the same limitations and conditions, to
8 assess a civil penalty.

9 136. Plaintiff and the other hourly-paid or non-exempt employees are “aggrieved
10 employees” as defined by California Labor Code section 2699(c) in that they are all current or
11 former employees of Defendants, and one or more of the alleged violations was committed
12 against them.

13 **Failure to Pay Overtime**

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

17 **Failure to Provide Meal Periods**

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

21 **Failure to Provide Rest Periods**

22 139. Defendants’ failure to provide legally required rest periods to Plaintiff and the
23 other aggrieved employees is in violation of the Wage Orders and constitutes unlawful or
24 unfair activity prohibited by California Labor Code section 226.7.

25 **Failure to Pay Minimum Wages**

26 140. Defendants’ failure to pay legally required wages to Plaintiff and the other
27 aggrieved employees is in violation of the Wage Orders and constitutes unlawful or unfair
28 activity prohibited by California Labor Code sections 1194, 1197, 1197.1.

Failure to Timely Pay Wages Upon Termination

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

Failure to Timely Pay Wages During Employment

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

Failure to Provide Complete and Accurate Wage Statements

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

Failure to Keep Complete and Accurate Payroll Records

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

Failure to Reimburse Necessary Business-Related Expenses and Costs

145. Defendants' failure to reimburse Plaintiff and the other aggrieved employees for necessary business-related expenses and costs in accordance with California Labor Code sections 2800 and 2802 and applicable IWC Wage Orders constitutes unlawful and/or unfair activity prohibited by California Labor Code sections 2800 and 2802 and applicable IWC Wage Orders.

146. Pursuant to California Labor Code section 2699, Plaintiff, individually, and on behalf of all aggrieved employees, requests and is entitled to recover from Defendants and each of them, all civil penalties against Defendants, and each of them, including but not limited to:

a. Penalties under California Labor Code section 2699 in the amount of a

hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation, and two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent violation;

b. Penalties under California Code of Regulations Title 8 section 11010, et seq. in the amount of fifty dollars (\$50) for each aggrieved employee per pay period for the initial violation, and one hundred dollars (\$100) for each aggrieved employee per pay period for each subsequent violation;

c. Penalties under California Labor Code section 210 in addition to, and entirely independent and apart from, any other penalty provided in the California Labor Code in the amount of a hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation, and two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent violation; and

d. Any and all additional penalties and sums as provided by the California Labor Code and/or other statutes.

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

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

DEMAND FOR JURY TRIAL

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

///

PRAYER FOR RELIEF

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

Class Certification

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

As to the First Cause of Action

5. That the Court declare, adjudge and decree that Defendants violated California Labor Code sections 510 and 1198 and applicable IWC Wage Orders by willfully failing to pay all overtime wages due to Plaintiff and the other class members;
6. For general unpaid wages at overtime wage rates and such general and special damages as may be appropriate;
7. For pre-judgment interest on any unpaid overtime compensation commencing from the date such amounts were due;
8. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California Labor Code section 1194; and
9. For such other and further relief as the Court may deem just and proper.

As to the Second Cause of Action

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

members;

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

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

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

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

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

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

As to the Third Cause of Action

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

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

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

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

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

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

As to the Fourth Cause of Action

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

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

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

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

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

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

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

As to the Fifth Cause of Action

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

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

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

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

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

As to the Sixth Cause of Action

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

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

1 proof;

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

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

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

6 39. That the Court declare, adjudge and decree that Defendants violated the record
7 keeping provisions of California Labor Code section 226(a) and applicable IWC Wage Orders
8 as to Plaintiff and the other class members, and willfully failed to provide accurate itemized
9 wage statements thereto;

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

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

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

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

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

16 44. That the Court declare, adjudge and decree that Defendants violated California
17 Labor Code section 1174(d) by willfully failing to keep accurate and complete payroll records
18 for Plaintiff and the other class members as required by California Labor Code section
19 1174(d);

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

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

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

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

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

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

- 1 50. For the imposition of civil penalties and/or statutory penalties;
2 51. For reasonable attorneys' fees and costs of suit incurred herein; and
3 52. For such other and further relief as the Court may deem just and proper.

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

5 53. That the Court decree, adjudge and decree that Defendants violated California
6 Business and Professions Code sections 17200, et seq. by failing to provide Plaintiff and the
7 other class members all overtime compensation due to them, failing to provide all meal and
8 rest periods to Plaintiff and the other class members, failing to pay at least minimum wages to
9 Plaintiff and the other class members, failing to pay Plaintiff's and the other class members'
10 wages timely as required by California Labor Code section 201, 202 and 204 and by violating
11 California Labor Code sections 226(a), 1174(d), 2800 and 2802.

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

14 55. For the appointment of a receiver to receive, manage and distribute any and all
15 funds disgorged from Defendants and determined to have been wrongfully acquired by
16 Defendants as a result of violation of California Business and Professions Code sections
17 17200, et seq.;

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

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

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

23 **As to the Eleventh Cause of Action**

24 59. For civil penalties and wages pursuant to California Labor Code sections
25 2699(a), (f) and (g) plus costs and attorneys' fees for violation of California Labor Code
26 sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197,
27 1197.1, 1198, 2800 and 2802; and

28 ///

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

Dated: November 7, 2022

LAWYERS for JUSTICE, PC

By: 
Edwin Aiwanian
Attorneys for Plaintiff

PROOF OF SERVICE

STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

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

On November 7, 2022, I served the foregoing document(s) described as: **FIRST AMENDED CLASS ACTION COMPLAINT FOR DAMAGES & ENFORCEMENT UNDER THE PRIVATE ATTORNEYS GENERAL ACT, CALIFORNIA LABOR CODE §2698 ET SEQ.** on interested parties in this action as follows:

Jonathan Fraser Light (jlight@lightgablerlaw.com)
Michael H. Brody (mbrody@lightgablerlaw.com)
Brier Miron Setlur (bsetlur@lightgablerlaw.com)
LightGabler
760 Paseo Camarillo, Suite 300
Camarillo, CA 93010

Attorneys for Defendants **MAJCO, Inc., MAJCO, LLC, and BIG BRAND TIRES & SERVICES**

[X] BY E-MAIL

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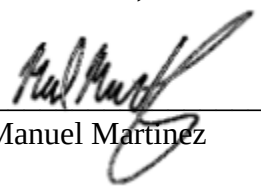
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I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on November 7, 2022, at Glendale, California.


Manuel Martinez