

FILED
Superior Court Of California
Sacramento
04/07/2022
amocanu
By _____, Deputy
Case Number:
34-2022-00318053

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

PATRICIA A. CHAPMAN, as an individual
and on behalf of all others similarly situated,

Plaintiff,

vs.

NATURA MANAGEMENT LLC, a
California Limited Liability Company; and
DOES 1 through 50, inclusive,

Defendants.

Case No.:

**PAGA REPRESENTATIVE ACTION
COMPLAINT FOR:**

**(1) VIOLATION OF CAL. LABOR CODE §
2698, ET SEQ., THE PRIVATE
ATTORNEYS GENERAL ACT**

DEMAND OVER \$25,000.00

Plaintiff Patricia A. Chapman ("Plaintiff") hereby submits this PAGA Representative
Action Complaint ("Complaint") against Defendant Natura Management LLC ("Defendant") and
Does 1 through 50 (hereinafter collectively referred to as "Defendants"), on behalf of herself and
all other aggrieved employees of Defendants, for penalties pursuant to the Private Attorneys

BY FAX

1 General Act, Labor Code § 2698, et seq. (“PAGA”), for Defendant’s violations of the California
2 Labor Code, as follows:

3 **INTRODUCTION**

4 1. This class action is within the Court’s jurisdiction under California Labor Code
5 sections 201, 202, 203, 204, 226, 510, 558, 1194, 1197, 1197.1, **and 2698, et seq., and** the
6 applicable Wage Orders of the California Industrial Welfare Commission (“IWC”).

7 2. This complaint challenges systemic illegal employment practices resulting in
8 violations of the California Labor Code against individuals who worked for Defendants.

9 3. Plaintiff is informed and believes, and based thereon alleges, that Defendants,
10 jointly and severally, have acted intentionally and with deliberate indifference and conscious
11 disregard to the rights of all employees by failing to pay all minimum, regular, and overtime
12 wages and failing to provide accurate itemized wage statements.

13 4. Plaintiff is informed and believes, and based thereon alleges, that Defendants
14 have engaged in, among other things a system of willful violations of the California Labor Code
15 by creating and maintaining policies, practices and customs that knowingly deny employees the
16 above stated rights and benefits.

17 **JURISDICTION AND VENUE**

18 5. The Court has jurisdiction over the violations of the California Labor Code
19 sections 201, 202, 203, 204, 226, 510, 558, 1194, 1197, 1197.1, ,and 2698, *et seq.*, the applicable
20 Wage Orders of the IWC, and the UCL.

21 6. Venue is proper because Defendant does business in Sacramento County and
22 maintains a business location in Sacramento County.

23 **PARTIES**

24 7. Plaintiff was employed by Defendant as a non-exempt employee from in or
25 around November 30, 2020 to on or about September 23, 2021.

26 8. Plaintiff was and is the victim of the policies, practices, and customs of Defendant
27 complained of in this action in ways that have deprived her of the rights guaranteed by California
28 Labor Code sections 201, 202, 203, 204, 226, 510, 558, 1194, 1197 and 1197.1, the applicable

1 Wage Orders of the IWC, and the UCL.

2 9. Plaintiff is informed and believes, and based thereon alleges, that Defendant
3 Natura Management LLC is a California Limited Liability Company, which maintains operations
4 in the State of California, including the County of Sacramento.

5 11. Plaintiff is informed and believes, and based thereon alleges, that at all times
6 herein mentioned Defendant and Does 1 through 50, are and were corporations, business entities,
7 individuals, and partnerships, licensed to do business and actually doing business in the State of
8 California. As such, and based upon all the facts and circumstances incident to Defendants'
9 business, Defendants are subject to California Labor Code sections 201, 202, 203, 204, 226, 510,
10 558, 1194, 1197 1197.1, and 2698, *et seq.*

11 12. Plaintiff does not know the true names or capacities, whether individual, partner
12 or corporate, of the defendants sued herein as Does 1 through 50, inclusive, and for that reason,
13 said defendants are sued under such fictitious names, and Plaintiff prays for leave to amend this
14 complaint when the true names and capacities are known. Plaintiff is informed and believes and
15 based thereon alleges that each of said fictitious defendants was responsible in some way for the
16 matters alleged herein and proximately caused Plaintiff, the class and members of the general
17 public to be subject to the illegal employment practices, wrongs and injuries complained of
18 herein.

19 13. At all times herein mentioned, each of said Defendants participated in the doing
20 of the acts hereinafter alleged to have been done by the named Defendants; and furthermore, the
21 Defendants, and each of them, were the agents, servants and employees of each of the other
22 Defendants, as well as the agents of all Defendants, and at all times herein mentioned, were
23 acting within the course and scope of said agency and employment.

24 14. Plaintiff is informed and believes, and based thereon alleges, that at all times
25 material hereto, each of the Defendants named herein was the agent, employee, alter ego and/or
26 joint venturer of, or working in concert with each of the other co-Defendants and was acting
27 within the course and scope of such agency, employment, joint venture, or concerted activity.
28 To the extent said acts, conduct, and omissions were perpetrated by certain Defendants, each of

1 the remaining Defendants confirmed and ratified said acts, conduct, and omissions of the acting
2 Defendants.

3 15. At all times herein mentioned, Defendants, and each of them, were members of,
4 and engaged in, a joint venture, partnership and common enterprise, and acting within the course
5 and scope of, and in pursuance of, said joint venture, partnership and common enterprise.

6 16. At all times herein mentioned, the acts and omissions of various Defendants, and
7 each of them, concurred and contributed to the various acts and omissions of each and all of the
8 other Defendants in proximately causing the injuries and damages as herein alleged. At all times
9 herein mentioned, Defendants, and each of them, ratified each and every act or omission
10 complained of herein. At all times herein mentioned, Defendants, and each of them, aided and
11 abetted the acts and omissions of each and all of the other Defendants in proximately causing the
12 damages as herein alleged.

13 **FIRST CAUSE OF ACTION**

14 **VIOLATION OF LABOR CODE § 2698, *ET SEQ.***

15 **(BY PLAINTIFF AND AGGRIEVED EMPLOYEES AGAINST ALL DEFENDANTS)**

16 17. Plaintiff re-alleges and incorporates by reference the preceding paragraphs as
17 though fully set forth herein.

18 18. On or about January 28, 2022, Plaintiff sent written notice to the California Labor
19 & Workforce Development Agency (“LWDA”) of Defendants’ violations of Labor Code §§ 201-
20 204, 226, 510, 558, 1194, 1197, and 1197.1, pursuant to the PAGA. In addition to the LWDA,
21 Plaintiff also sent her notice to Defendants via certified mail pursuant to Labor Code § 2699.3.

22 19. As of the date of the filing of this Complaint, the LWDA has not responded to
23 Plaintiff’s written notice nor indicated that it intends to investigate the Labor Code violations
24 provided for in the written notice.

25 20. As such, pursuant to Labor Code § 2699(a), Plaintiff seeks recovery of any and all
26 applicable civil penalties for Defendants’ violations of Labor Code §§ 201-204, 226, 510, 558,
27 1194, 1197, and 1197.1, for the time period described above, on behalf of herself and other
28 Aggrieved Employees.

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1. Upon the First Cause of Action, for the full amount of r penalties pursuant to statute as set forth in Labor Code sections 201, 202, 203, 204, 1194, 1197, 1197.1, and 2698, *et seq.*, and for costs and attorneys' fees and

DATED: April 7, 2022

By: 

 Larry W. Lee
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 Nicholas Rosenthal
 Attorneys for Plaintiff and the Class