

1 Kane Moon (SBN 249834)  
kane.moon@moonyanglaw.com  
2 H. Scott Leviant (SBN 200834)  
scott.leviant@moonyanglaw.com  
3 Mariam Ghazaryan (SBN 341119)  
mariam.ghazaryan@moonyanglaw.com  
4 **MOON & YANG, APC**  
1055 W. Seventh St., Suite 1880  
5 Los Angeles, California 90017  
Telephone: (213) 232-3128  
6 Facsimile: (213) 232-3125

7 Attorneys for Plaintiff Plaintiffs Marisa Williams  
and Michael James Baugh  
8

9 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**  
10 **FOR THE COUNTY OF SACRAMENTO**  
11

12 **MARISA WILLIAMS, individually, MICHAEL**  
13 **JAMES BAUGH, individually, and on behalf of**  
all others similarly situated,

14 Plaintiffs,

15 vs.

16 **SACRAMENTO SELF-HELP HOUSING, INC.,**  
17 **a California corporation; and DOES 1 through**  
18 **10, inclusive,**

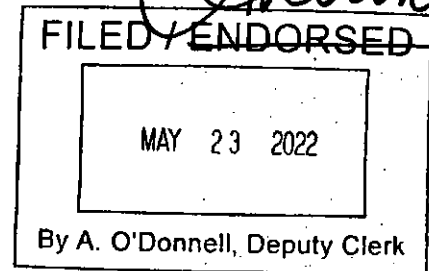
19 Defendants  
20  
21  
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23  
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27  
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Case No.: 34-2022-00314698-CU-OE-GDS

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

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

**DEMAND FOR JURY TRIAL**



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1 Plaintiffs Marisa Williams and Michael James Baugh ("Plaintiffs"), based upon facts that  
2 either have evidentiary support or are likely to have evidentiary support after a reasonable  
3 opportunity for further investigation and discovery, alleges as follows:

4 **INTRODUCTION & PRELIMINARY STATEMENT**

5 1. Plaintiffs bring this action against Sacramento Self-Help Housing, Inc., and Does  
6 1 through 10 (collectively referred to as "Defendants") for California Labor Code violations and  
7 unfair business practices stemming from Defendants' failure to pay minimum wages, failure to  
8 pay overtime wages, failure to provide meal periods, failure to authorize and permit rest periods,  
9 failure to maintain accurate records of hours worked and meal periods, failure to timely pay all  
10 wages to terminated employees, failure to indemnify necessary business expenses, and failure to  
11 furnish accurate wage statements.

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

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

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

27 5. Despite these requirements, throughout the statutory period Defendants  
28 maintained a systematic, company-wide policy and practice of:

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

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

26 7. At all relevant times, Defendants were and are legally responsible for all of the  
27 unlawful conduct, policies, practices, acts and omissions as described in each and all of the  
28 foregoing paragraphs as the employer of Plaintiff and the Class. Further, Defendants are

1 responsible for each of the unlawful acts or omissions complained of herein under the doctrine of  
2 “respondeat superior”.

3 **THE PARTIES**

4 **A. Plaintiff**

5 8. Plaintiff Marisa Williams is a California resident that worked for Defendants in  
6 the County of Sacramento, State of California, as a housing locator from approximately August  
7 2021 to November 2021.

8 9. Plaintiff Michael James Baugh is a California resident that worked for Defendants  
9 in the County of Sacramento, State of California, as a house leader from approximately  
10 November 2019 to September 2021.

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

14 **B. Defendants**

15 11. Plaintiffs are informed and believe, and based upon that information and belief  
16 alleges, that Defendant Sacramento Self-Help Housing, Inc is:

- 17 (a) A California non-profit corporation with its principal place of business in  
18 Sacramento, California.  
19 (b) A business entity conducting business in numerous counties throughout the  
20 State of California, including in Sacramento County; and  
21 (c) The former employer of Plaintiffs, and the current and/or former employer  
22 of the putative Class. Defendants suffered and permitted Plaintiffs and the  
23 Class to work, and/or controlled their wages, hours, or working conditions.

24 12. Plaintiffs do not currently know the true names or capacities of the persons or  
25 entities sued herein as Does 1-10, inclusive, and therefore sue said Defendants by such fictitious  
26 names. Each of the Doe Defendants was in some manner legally responsible for the damages  
27 suffered by Plaintiffs and the Class as alleged herein. Plaintiffs will amend this complaint to set  
28

1 forth the true names and capacities of these Defendants when they have been ascertained,  
2 together with appropriate charging allegations, as may be necessary.

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

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

19 **ALLEGATIONS COMMON TO ALL CAUSES OF ACTION**

20 15. Plaintiff Marisa Williams is a California resident who worked for Defendants in  
21 the County of Sacramento, State of California, as a housing locator approximately August 2021  
22 to November 2021. Plaintiff Michael James Baugh is a California resident who worked for  
23 Defendants in the County of Sacramento, State of California, as a house leader from  
24 approximately November 2019 to September 2021. During the statutory period, Defendants  
25 classified Plaintiffs as non-exempt from California's overtime requirements, and paid Plaintiffs  
26 an hourly wage.

27 16. Throughout the statutory period, Defendants failed to pay Plaintiffs for all hours  
28 worked (including minimum wages and overtime wages), failed to provide Plaintiffs with

1 uninterrupted meal periods, failed to authorize and permit Plaintiffs to take uninterrupted rest  
2 periods, failed to indemnify Plaintiffs for necessary business expenses, failed to timely pay all  
3 final wages to Plaintiffs when Defendants terminated Plaintiffs employment, and failed to furnish  
4 accurate wage statements to Plaintiff. As discussed below, Plaintiffs experience working for  
5 Defendants was typical and illustrative.

6 17. Throughout the statutory period, Defendants maintained a policy and practice of  
7 not paying Plaintiffs and the Class for all hours worked, including all overtime wages.  
8 Defendants regularly use a system of time rounding in a manner that resulted, over a period of  
9 time, in failing to compensate Plaintiffs and the Class properly for all the time they have actually  
10 worked, even though the realities of Defendants' operations are such that it is possible, practical,  
11 and feasible to count and pay for work time to the minute. As a result, Defendants frequently  
12 paid Plaintiffs and the Class less than all their work time, some of which should have been paid  
13 at the overtime rate. Also throughout the statutory period, Plaintiffs and the Class were required  
14 to work "off the clock", uncompensated. For example, Plaintiffs and the Class were required to  
15 perform various duties prior to clocking in and after clocking out, including being required to  
16 undergo a COVID screening prior to the scheduled shift, and waiting in line for this screening,  
17 all uncompensated. Plaintiffs and the Class were also required to work after their scheduled  
18 shifts, uncompensated. Plaintiffs and the Class were not permitted to add time at the end of their  
19 shift, other than the scheduled shift time, i.e. 5:00 p.m. In maintaining a practice of not paying all  
20 wages owed, Defendants failed to maintain accurate records of the hours Plaintiffs and the Class  
21 worked.

22 18. Throughout the statutory period, Defendants have wrongfully failed to provide  
23 Plaintiff and the Class with legally compliant meal periods. Defendants sometimes, but not  
24 always, required Plaintiff and the Class to work in excess of five consecutive hours a day without  
25 providing 30-minute, continuous and uninterrupted, duty-free meal period for every five hours of  
26 work, or without compensating Plaintiff and the Class for meal periods that were not provided by  
27 the end of the fifth hour of work or tenth hour of work. Defendants also did not adequately  
28 inform Plaintiff and the Class of their right to take a meal period by the end of the fifth hour of

1 work, or, for shifts greater than 10 hours, by the end of the tenth hour of work. Defendants also  
2 failed to accurately record meal periods. Accordingly, Defendants' policy and practice was to not  
3 provide meal periods to Plaintiff and the Class in compliance with California law.

4 19. Throughout the statutory period, Defendants have wrongfully failed to authorize  
5 and permit Plaintiff and the Class to take timely and duty-free rest periods. Defendants  
6 sometimes, but not always, required Plaintiff and the Class to work in excess of four consecutive  
7 hours a day without Defendants authorizing and permitting them to take a 10-minute, continuous  
8 and uninterrupted, rest period for every four hours of work (or major fraction of four hours), or  
9 without compensating Plaintiff and the Class for rest periods that were not authorized or  
10 permitted. Defendants also did not adequately inform Plaintiff and the Class of their right to take  
11 a rest period. Moreover, Defendants did not have adequate policies or practices permitting or  
12 authorizing rest periods for Plaintiff and the Class, nor did Defendants have adequate policies or  
13 practices regarding the timing of rest periods. Defendants also did not have adequate policies or  
14 practices to verify whether Plaintiff and the Class were taking their required rest periods.  
15 Further, Defendants did not maintain accurate records of employee work periods, and therefore  
16 Defendants cannot demonstrate that Plaintiff and the Class took rest periods during the middle of  
17 each work period. Accordingly, Defendants' policy and practice was to not authorize and permit  
18 Plaintiff and the Class to take rest periods in compliance with California law.

19 20. Throughout the statutory period, Defendants wrongfully required Plaintiffs and the  
20 Class to pay expenses that they incurred in direct discharge of their duties for Defendants without  
21 reimbursement, which included items purchased for the house such as kitchen items. Plaintiffs  
22 and the Class were also required to use their own personal cellular telephones for work purposes,  
23 without reimbursement. Further, Plaintiffs and the Class were required to use their own personal  
24 vehicles for work, without automobile reimbursements. Also, Plaintiffs and the Class were  
25 sometimes working from home, particularly due to COVID, and were required to use personal  
26 computers, home internet, printers, paper, and office supplies, all unreimbursed.

1           21. Throughout the statutory period, Defendants willfully failed and refused to timely  
2 pay Plaintiff and the Class at the conclusion of their employment all wages for all minimum  
3 wages, overtime wages, meal period premium wages, and rest period premium wages.

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

- 13           (a) the violations led them to believe that they were not entitled to be paid  
14 minimum wages, overtime wages, meal period premium wages, and rest  
15 period premium wages to which they were entitled, even though they were  
16 entitled;
- 17           (b) the violations led them to believe that they had been paid the minimum,  
18 overtime, meal period premium, and rest period premium wages, even  
19 though they had not been;
- 20           (c) the violations led them to believe they were not entitled to be paid  
21 minimum, overtime, meal period premium, and rest period premium wages  
22 at the correct California rate even though they were;
- 23           (d) the violations led them to believe they had been paid minimum, overtime,  
24 meal period premium, and rest period premium wages at the correct  
25 California rate even though they had not been;
- 26           (e) the violations hindered them from determining the amounts of minimum,  
27 overtime, meal period premium, and rest period premium owed to them;  
28

- 1 (f) in connection with their employment before and during this action, and in  
2 connection with prosecuting this action, the violations caused them to have  
3 to perform mathematical computations to determine the amounts of wages  
4 owed to them, computations they would not have to make if the wage  
5 statements contained the required accurate information;
- 6 (g) by understating the wages truly due them, the violations caused them to  
7 lose entitlement and/or accrual of the full amount of Social Security,  
8 disability, unemployment, and other governmental benefits;
- 9 (h) the wage statements inaccurately understated the wages, hours, and wages  
10 rates to which Plaintiff and the Class were entitled, and Plaintiff and the  
11 Class were paid less than the wages and wage rates to which they were  
12 entitled.

13 Thus, Plaintiff and the Class are owed the amounts provided for in California Labor Code §  
14 226(e), including actual damages.

15 **CLASS ACTION ALLEGATIONS**

16 23. Plaintiffs bring certain claims individually, as well as on behalf of each and all  
17 other persons similarly situated, and thus, seek class certification under California Code of Civil  
18 Procedure § 382.

19 24. All claims alleged herein arise under California law for which Plaintiff seeks relief  
20 authorized by California law.

21 25. The proposed Class consists of and is defined as:

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

25 26. At all material times, Plaintiffs were members of the Class.

26 27. Plaintiffs undertake this concerted activity to improve the wages and working  
27 conditions of all Class Members.  
28

1           28.    There is a well-defined community of interest in the litigation and the Class is  
2 readily ascertainable:

3           (a)    Numerosity: The members of the Class (and each subclass, if any) are so  
4 numerous that joinder of all members would be unfeasible and impractical.  
5           The membership of the entire Class is unknown to Plaintiffs at this time,  
6 however, the Class is estimated to be greater than 100 individuals and the  
7 identity of such membership is readily ascertainable by inspection of  
8 Defendants' records.

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

13           (c)    Adequacy: Plaintiffs are qualified to, and will, fairly and adequately  
14 protect the interests of each Class Member with whom there is a shared,  
15 well-defined community of interest and typicality of claims, as  
16 demonstrated herein. Plaintiffs have no conflicts with or interests  
17 antagonistic to any Class Member. Plaintiffs' attorneys, the proposed class  
18 counsel, are versed in the rules governing class action discovery,  
19 certification, and settlement. Plaintiffs have incurred, and throughout the  
20 duration of this action, will continue to incur costs and attorneys' fees that  
21 have been, are, and will be necessarily expended for the prosecution of this  
22 action for the substantial benefit of each class member.

23           (d)    Superiority: A Class Action is superior to other available methods for the  
24 fair and efficient adjudication of the controversy, including consideration  
25 of:

- 26           1)    The interests of the members of the Class in individually  
27 controlling the prosecution or defense of separate actions;  
28           2)    The extent and nature of any litigation concerning the controversy

1 already commenced by or against members of the Class;

2 3) The desirability or undesirability of concentrating the litigation of  
3 the claims in the particular forum; and

4 4) The difficulties likely to be encountered in the management of a  
5 class action.

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

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

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

21 (b) Failed to provide meal periods and pay meal period premium wages to  
22 Class Members;

23 (c) Failed to authorize and permit rest periods and pay rest period premium  
24 wages to Class Members;

25 (d) Failed to promptly pay all wages due to Class Members upon their  
26 discharge or resignation;

27 (e) Failed to maintain accurate records of all hours Class Members worked,  
28 and all meal periods Class Members took or missed;

- 1 (f) Failed to reimburse Class Members for all necessary business expenses;  
2 and  
3 (g) Violated California Business & Professions Code §§ 17200 *et. seq.* as a  
4 result of their illegal conduct as described above.

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

- 7 (a) The questions of law and fact common to the Class predominate over any  
8 question affecting only individual members;  
9 (b) A class action is superior to any other available method for the fair and  
10 efficient adjudication of the claims of the members of the Class;  
11 (c) The members of the Class are so numerous that it is impractical to bring all  
12 members of the class before the Court;  
13 (d) Plaintiff, and the other members of the Class, will not be able to obtain  
14 effective and economic legal redress unless the action is maintained as a  
15 class action;  
16 (e) There is a community of interest in obtaining appropriate legal and  
17 equitable relief for the statutory violations, and in obtaining adequate  
18 compensation for the damages and injuries for which Defendants are  
19 responsible in an amount sufficient to adequately compensate the members  
20 of the Class for the injuries sustained;  
21 (f) Without class certification, the prosecution of separate actions by  
22 individual members of the class would create a risk of:  
23 1) Inconsistent or varying adjudications with respect to individual  
24 members of the Class which would establish incompatible standards  
25 of conduct for Defendants; and/or  
26 2) Adjudications with respect to the individual members which would,  
27 as a practical matter, be dispositive of the interests of other  
28 members not parties to the adjudications, or would substantially

1                   impair or impede their ability to protect their interests, including but  
2                   not limited to the potential for exhausting the funds available from  
3                   those parties who are, or may be, responsible Defendants; and,

4                   (g) Defendants have acted or refused to act on grounds generally applicable to  
5                   the Class, thereby making final injunctive relief appropriate with respect to  
6                   the class as a whole.

7                   31. Plaintiffs contemplate the eventual issuance of notice to the proposed members of  
8                   the Class that would set forth the subject and nature of the instant action. The Defendants' own  
9                   business records may be utilized for assistance in the preparation and issuance of the  
10                  contemplated notices. To the extent that any further notices may be required, Plaintiffs would  
11                  contemplate the use of additional techniques and forms commonly used in class actions, such as  
12                  published notice, e-mail notice, website notice, first-class mail, or combinations thereof, or by  
13                  other methods suitable to the Class and deemed necessary and/or appropriate by the Court.

14                   **FIRST CAUSE OF ACTION**

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

16                  32. Plaintiffs incorporate by reference and re-alleges as if fully stated herein  
17                  paragraphs 1 through 22 in this Second Amended Complaint.

18                  33. "Hours worked" is the time during which an employee is subject to the control of  
19                  an employer, and includes all the time the employee is suffered or permitted to work, whether or  
20                  not required to do so.

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

26                  35. Accordingly, Plaintiffs and the Class are entitled to recover minimum wages for  
27                  all non-overtime hours worked for Defendants.

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

3       37. By virtue of the Defendants' unlawful failure to pay additional compensation to  
4 Plaintiffs and the Class for their non-overtime hours worked without pay, Plaintiffs and the Class  
5 suffered, and will continue to suffer, damages in amounts which are presently unknown to  
6 Plaintiffs and the Class, but which exceed the jurisdictional minimum of this Court, and which  
7 will be ascertained according to proof at trial.

8       38. By failing to keep adequate time records required by California Labor Code §  
9 1174(d), Defendants have made it difficult to calculate the full extent of minimum wage  
10 compensation due to Plaintiffs and the Class.

11       39. Pursuant to California Labor Code section 1194.2, Plaintiffs and the Class are  
12 entitled to recover liquidated damages (double damages) for Defendants' failure to pay minimum  
13 wages.

14       40. California Labor Code section 204 requires employers to provide employees with  
15 all wages due and payable twice a month. Throughout the statute of limitations period applicable  
16 to this cause of action, Plaintiffs and the Class were entitled to be paid twice a month at rates  
17 required by law, including minimum wages. However, during all such times, Defendants  
18 systematically failed and refused to pay Plaintiffs and the Class all such wages due, and failed to  
19 pay those wages twice a month.

20       41. Plaintiffs and the Class are also entitled to seek recovery of all unpaid minimum  
21 wages, interest, and reasonable attorneys' fees and costs pursuant to California Labor Code §§  
22 218.5, 218.6, and 1194(a).

23                               **SECOND CAUSE OF ACTION**

24                               **(Against all Defendants for Failure to Pay Overtime Wages)**

25       42. Plaintiffs incorporate by reference and re-alleges as if fully stated herein  
26 paragraphs 1 through 22 in this Second Amended Complaint.

27       43. California Labor Code § 510 provides that employees in California shall not be  
28 employed more than eight (8) hours in any workday or forty (40) hours in a workweek unless

1 they receive additional compensation beyond their regular wages in amounts specified by law.

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

7 45. At all times relevant hereto, Plaintiffs and the Class have worked more than eight  
8 hours in a workday, as employees of Defendants.

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

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

18 48. By failing to keep adequate time records required by Labor Code § 1174(d),  
19 Defendants have made it difficult to calculate the full extent of overtime compensation due to  
20 Plaintiffs and the Class.

21 49. Plaintiffs and the Class also request recovery of overtime compensation according  
22 to proof, interest, attorneys' fees and costs pursuant to California Labor Code § 1194(a), as well  
23 as the assessment of any statutory penalties against Defendants, in a sum as provided by the  
24 California Labor Code and/or other statutes.

25 50. California Labor Code § 204 requires employers to provide employees with all  
26 wages due and payable twice a month. The Wage Orders also provide that every employer shall  
27 pay to each employee, on the established payday for the period involved, overtime wages for all  
28

1 overtime hours worked in the payroll period. Defendants failed to provide Plaintiffs and the  
2 Class with all compensation due, in violation of California Labor Code § 204.

3 **THIRD CAUSE OF ACTION**

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

5 51. Plaintiffs incorporate by reference and re-alleges as if fully stated herein  
6 paragraphs 1 through 22 in this Second Amended Complaint.

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

15 53. Despite these legal requirements, Defendants regularly failed to provide Plaintiffs  
16 and the Class with both meal periods as required by California law. By their failure to permit  
17 and authorize Plaintiffs and the Class to take all meal periods as alleged above (or due to the fact  
18 that Defendants made it impossible or impracticable to take these uninterrupted meal periods),  
19 Defendants willfully violated the provisions of Section 226.7 of the California Labor Code and  
20 the applicable Wage Orders.

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

24 **FOURTH CAUSE OF ACTION**

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

26 55. Plaintiffs incorporate by reference and re-alleges as if fully stated herein  
27 paragraphs 1 through 22 in this Second Amended Complaint.

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

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

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

### **FIFTH CAUSE OF ACTION**

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

59. Plaintiffs incorporate by reference and re-alleges as if fully stated herein paragraphs 1 through 22 in this Second Amended Complaint.

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

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

1           62.     Plaintiffs and the class they represent are entitled to attorney's fees, expenses, and  
2 costs of suit pursuant to Labor Code section 2802(c) and interest pursuant to Labor Code section  
3 2802(b).

4                                   **SIXTH CAUSE OF ACTION**

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

7           63.     Plaintiffs incorporate by reference and re-alleges as if fully stated herein  
8 paragraphs 1 through 22 in this Second Amended Complaint.

9           64.     At all times herein set forth, California Labor Code §§ 201 and 202 provide that if  
10 an employer discharges an employee, the wages earned and unpaid at the time of discharge are  
11 due and payable immediately, and that if an employee voluntarily leaves his or her employment,  
12 his or her wages shall become due and payable not later than seventy-two (72) hours thereafter,  
13 unless the employee has given seventy-two (72) hours previous notice of his or her intention to  
14 quit, in which case the employee is entitled to his or her wages at the time of quitting.

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

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

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

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

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

7                               **SEVENTH CAUSE OF ACTION**

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

10           70.     Plaintiffs incorporate by reference and re-alleges as if fully stated herein  
11 paragraphs 1 through 22 in this Second Amended Complaint.

12           71.     At all material times set forth herein, California Labor Code § 226(a) provides that  
13 every employer shall furnish each of his or her employees an accurate itemized wage statement  
14 in writing showing nine pieces of information, including: (1) gross wages earned, (2) total hours  
15 worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate  
16 if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made  
17 on written orders of the employee may be aggregated and shown as one item, (5) net wages  
18 earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the  
19 employee and the last four digits of his or her social security number or an employee  
20 identification number other than a social security number, (8) the name and address of the legal  
21 entity that is the employer, and (9) all applicable hourly rates in effect during the pay period and  
22 the corresponding number of hours worked at each hourly rate by the employee.

23           72.     Defendants have intentionally and willfully failed to provide employees with  
24 complete and accurate wage statements. The deficiencies include, among other things, the  
25 failure to correctly identify the gross wages earned by Plaintiffs and the Class, the failure to list  
26 the true "total hours worked by the employee," and the failure to list the true net wages earned.

27           73.     As a result of Defendants' violation of California Labor Code § 226(a), Plaintiffs  
28 and the Class have suffered injury and damage to their statutorily-protected rights.

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

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

76. Plaintiffs and the Class are entitled to recover from Defendants their actual damages caused by Defendants' failure to comply with California Labor Code § 226(a).

77. Plaintiffs and the Class are also entitled to injunctive relief, as well as an award of attorney's fees and costs to ensure compliance with this section, pursuant to California Labor Code § 226(h).

### **EIGHTH CAUSE OF ACTION**

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

78. Plaintiffs incorporate by reference and re-alleges as if fully stated herein paragraphs 1 through 22 in this Second Amended Complaint.

79. Defendants, and each of them, are “persons” as defined under California Business & Professions Code § 17201.

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

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

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

### Failure to Pay Minimum Wages

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

### Failure to Pay Overtime Wages

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

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

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

### Failure to Provide Meal Periods

86. Defendants' failure to provide meal periods in accordance with California Labor Code §§ 226.7 and 512, and the IWC Wage Orders, as alleged above, constitutes unlawful and/or unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

### Failure to Authorize and Permit Rest Periods

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

### **Failure to Indemnify Necessary Business Expenses**

88. Defendants' failure to indemnify employees for necessary business expenses in

1 accordance with California Labor Code § 2802 and the IWC Wage Orders, as alleged above,  
2 constitutes unlawful and/or unfair activity prohibited by Business and Professions Code §§  
3 17200, *et seq.*

4 **Failure to Provide Accurate Itemized Wage Statements**

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

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

12 91. Plaintiffs and the Class Members suffered monetary injury as a direct result of  
13 Defendants' wrongful conduct.

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

20 93. Plaintiffs, individually, and on behalf of members of the putative class, are further  
21 entitled to and do seek a declaration that the above described business practices are unfair,  
22 unlawful and/or fraudulent, and injunctive relief restraining the Defendants, and each of them,  
23 from engaging in any of the above-described unfair, unlawful and/or fraudulent business  
24 practices in the future.

25 94. Plaintiffs, individually, and on behalf of members of the putative class, have no  
26 plain, speedy, and/or adequate remedy at law to redress the injuries which the Class Members  
27 suffered as a consequence of the Defendants' unfair, unlawful and/or fraudulent business  
28 practices. As a result of the unfair, unlawful and/or fraudulent business practices described

1 above, Plaintiffs, individually, and on behalf of members of the putative Class, has suffered and  
2 will continue to suffer irreparable harm unless the Defendants, and each of them, are restrained  
3 from continuing to engage in said unfair, unlawful and/or fraudulent business practices.

4 95. Plaintiffs also allege that if Defendants are not enjoined from the conduct set forth  
5 herein above, they will continue to avoid paying the appropriate taxes, insurance and other  
6 withholdings.

7 96. Pursuant to California Business & Professions Code §§ 17200, *et seq.*, Plaintiffs  
8 and putative Class Members are entitled to restitution of the wages withheld and retained by  
9 Defendants during a period that commences four years prior to the filing of this complaint; a  
10 permanent injunction requiring Defendants to pay all outstanding wages due to Plaintiff and  
11 Class Members; an award of attorneys' fees pursuant to California Code of Civil Procedure §  
12 1021.5 and other applicable laws; and an award of costs.

13 **NINTH CAUSE OF ACTION**

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

16 97. Plaintiffs incorporate by reference and re-allege as if fully stated herein paragraphs  
17 1 through 22 in this Second Amended Complaint.

18 98. At all times herein mentioned, Defendants were subject to the Labor Code of the  
19 State of California and the applicable Industrial Welfare Commission Orders.

20 99. California Labor Code § 2699(a) specifically provides for a private right of action  
21 to recover penalties for violations of the Labor Code: "Notwithstanding any other provision of  
22 law, any provision of this code that provides for a civil penalty to be assessed and collected by  
23 the Labor and Workforce Development Agency or any of its departments, divisions,  
24 commissions, boards, agencies, or employees, for a violation of this code, may, as an alternative,  
25 be recovered through a civil action brought by an aggrieved employee on behalf of himself or  
26 herself and other current or former employees pursuant to the procedures specified in Section  
27 2699.3."  
28

1           100. Plaintiffs have exhausted their administrative remedies pursuant to California  
2 Labor Code § 2699.3. On January 21, 2022, Plaintiff Williams gave written notice by online filing  
3 to the Labor and Workforce Development Agency and by certified mail to Defendants of the  
4 specific provisions of the Labor Code that Defendants have violated against Plaintiffs and current  
5 and former aggrieved employees, including the facts and theories to support the violations (See  
6 attached as **Exhibit A**). Plaintiff Williams' PAGA case number is No. LWDA-CM-864085-22.  
7 On February 21, 2022, Plaintiff Baugh gave written notice by online filing to the Labor and  
8 Workforce Development Agency and by certified mail to Defendants of the specific provisions of  
9 the Labor Code that Defendants have violated against Plaintiffs and current and former aggrieved  
10 employees, including the facts and theories to support the violations (See attached as **Exhibit B**).  
11 Plaintiff's PAGA case number is No. LWDA-CM-869335-22. At the time of this filing, 65 days  
12 has elapsed since Plaintiffs provided notice, but the Labor and Workforce Development Agency  
13 has not indicated that it intends to investigate Defendants' Labor Code violations discussed in the  
14 notice. Accordingly, Plaintiffs may commence a civil action to recover penalties under Labor  
15 Code § 2699 pursuant to § 2699.3 for the violations of the Labor Code described in this  
16 Complaint. These penalties include, but are not limited to, penalties under California Labor Code  
17 §§ 210, 226.3, 558, 1197.1, and 2699(f)(2).

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

26           102. During the time period of employment for Plaintiffs and the Aggrieved  
27 Employees, Defendants failed to maintain records pursuant to the Labor Code and IWC Orders  
28 by failing to maintain accurate records showing meal periods, and accurate records showing

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

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

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

#### 22 **PRAYER FOR RELIEF**

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

#### 26 **Class Certification**

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

1           2.     That Plaintiffs be appointed as the representatives of the Class; and

2           3.     That counsel for Plaintiffs be appointed as Class Counsel.

3                               As to the First Cause of Action

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

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

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

10          7.     For liquidated damages;

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

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

14                               As to the Second Cause of Action

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

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

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

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

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

24                               As to the Third Cause of Action

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

27          16.    For unpaid meal period premium wages as may be appropriate;

1           17. For pre-judgment interest on any unpaid compensation commencing from the date  
2 such amounts were due;

3           18. For reasonable attorneys' fees under California Code of Civil Procedure § 1021.5,  
4 and for costs of suit incurred herein; and

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

6                           As to the Fourth Cause of Action

7           20. That the Court declare, adjudge and decree that Defendants violated California  
8 Labor Code §§ 226.7 and 512, and the IWC Wage Orders;

9           21. For unpaid rest period premium wages as may be appropriate;

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

12          23. For reasonable attorneys' fees under California Code of Civil Procedure § 1021.5,  
13 and for costs of suit incurred herein; and

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

15                           As to the Fifth Cause of Action

16          25. That the Court declare, adjudge and decree that Defendants violated Labor Code §  
17 2802 and the IWC Wage Orders;

18          26. For general unpaid wages and reimbursement of business expenses as may be  
19 appropriate;

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

22          28. For reasonable attorneys' fees and for costs of suit incurred herein; and

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

24                           As to the Sixth Cause of Action

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

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

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

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

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

7                           As to the Seventh Cause of Action

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

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

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

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

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

16                           As to the Eighth Cause of Action

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

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

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

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

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

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

6                               As to the Ninth Cause of Action

7           46.     That the Court declare, adjudge and decree that Defendant violated the California  
8 Labor Code by failing to pay minimum wages, failure to pay overtime wages, failure to provide  
9 meal periods, failure to authorize and permit rest periods, failure to maintain accurate records of  
10 hours worked and meal periods, failure to timely pay all wages to terminated employees, failure  
11 to indemnify necessary business expenses, and failure to furnish accurate wage statements;

12           47.     For all civil penalties pursuant to California Labor Code § 2699, *et seq.*, and all  
13 other applicable Labor Code provisions;

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

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

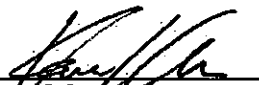
17                               As to all Causes of Action

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

19  
20 Dated: April 29, 2022

Respectfully submitted,

21 MOON & YANG, APC

22  
23 By: 

Kane Moon  
H. Scott Leviant  
Mariam Ghazaryan  
Attorneys for Plaintiff

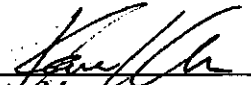
**DEMAND FOR JURY TRIAL**

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

Dated: April 29, 2022

MOON & YANG, APC

By:

  
Kane Moon  
H. Scott Leviant  
Mariam Ghazaryan  
Attorneys for Plaintiff

STATE OF CALIFORNIA )  
 ) ss  
COUNTY OF LOS ANGELES )

**JOINT STIPULATION AND [PROPOSED] ORDER FOR LEAVE TO FILE SECOND  
AMENDED COMPLAINT**

**Ronald E. Enabnit**  
**MATHENY, SEARS, LINKERT, JAIME, LLP**  
 3638 American River Drive  
 Sacramento, California 95864  
 renabnit@mathenysears.com  
 kgreen@mathenysears.com

[✓] **BY E-MAIL:** I hereby certify that this document was served from Los Angeles, California, by e-mail delivery on the parties listed herein at their most recent known e-mail address or e-mail of record in this action.

**Executed on May 12, 2022, at Los Angeles, California.**

**Signature**