

AEGIS LAW FIRM, PC

SAMUEL A. WONG, State Bar No. 217104
KASHIF HAQUE, State Bar No. 218672
JESSICA L. CAMPBELL, State Bar No. 280626
ALEXANDER G.L. DAVIES, State Bar No. 328125
9811 Irvine Center Drive, Suite 100
Irvine, California 92618
Telephone: (949) 379-6250
Facsimile: (949) 379-6251
Email: adavies@aegislawfirm.com

Attorneys for Andrew Joe Cervantez, individually,
and on behalf of all others similarly situated.

**Electronically Filed
by Superior Court of CA,
County of Santa Clara,
on 6/22/2022 10:42 AM
Reviewed By: R. Walker
Case #22CV392905
Envelope: 9275792**

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SANTA CLARA

JOE CERVANTEZ, individually and on
behalf of all others similarly situated,

Plaintiffs,

v.

GARDEN CITY, INC.; and DOES 1
through 20, inclusive,

Defendants.

Case No. 22CV392905

**[Amended as a matter of right, pursuant to
Labor Code section 2699.3(a)(2)(C)]**

**FIRST AMENDED CLASS ACTION
COMPLAINT FOR:**

1. Failure to Pay Minimum Wages;
2. Failure to Pay Overtime Wages;
3. Failure to Provide Meal Periods;
4. Failure to Permit Rest Breaks;
5. Failure to Reimburse Business Expenses;
6. Failure to Provide Accurate Itemized Wage Statements;
7. Failure to Pay All Wages Due Upon Separation of Employment; and
8. Violation of Business and Professions Code §§ 17200, *et seq.*
9. Enforcement of Labor Code § 2698, *et seq.* (“PAGA”)

1 Plaintiff Joe Cervantez, individually and on behalf of others similarly situated, alleges as
2 follows:

3 **NATURE OF ACTION AND INTRODUCTORY STATEMENT**

4 1. Plaintiff Joe Cervantez (“Plaintiff”) brings this putative class action pursuant to
5 California Code of Civil Procedure § 382, and representative action, pursuant to the Private
6 Attorneys General Act of 2004 codified at California Labor Code § 2698, *et seq.*, against
7 defendant Garden City, Inc.; and DOES 1 through 20, inclusive (“Defendant”), on behalf of
8 himself individually, other aggrieved employees, and on behalf of California citizens who are
9 and were employed by Defendants as non-exempt employees throughout California.

10 2. Defendant is in the business of providing amusement and recreation services.

11 3. Through this action, Plaintiff alleges that Defendant engaged in a systematic
12 pattern of wage and hour violations under the California Labor Code and Industrial Welfare
13 Commission (“IWC”) Wage Orders, all of which contribute to Defendant’s deliberate unfair
14 competition.

15 4. Plaintiff is informed and believe, and thereon alleges, that Defendant has
16 increased their profits by violating state wage and hour laws by, among other things:

- 17 (a) failing to pay all wages (including minimum wages and overtime wages);
- 18 (b) failing to provide lawful meal periods or compensation in lieu thereof;
- 19 (c) failing to authorize or permit lawful rest breaks or provide compensation
20 in lieu thereof;
- 21 (d) failing to reimburse necessary business-related costs;
- 22 (e) failing to provide accurate itemized wage statements; and
- 23 (f) failing to pay all wages due upon separation of employment.

24 5. Plaintiff seeks monetary relief against Defendant on behalf of himself and all
25 others similarly situated in California to recover, among other things, unpaid wages, un-
26 reimbursed business expenses, benefits, interest, attorneys’ fees, costs and expenses, and
27 penalties pursuant to Labor Code §§ 201, 202, 203, 204, 210, 226, 226.3, 226.7, 246, 510, 512,
28

1 558, 1174, 1174.5, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, 2800, 2802, and 2698, *et seq.*,
2 and Code of California Civil Procedure § 1021.5.

3 **JURISDICTION AND VENUE**

4 6. This is a class action pursuant to California Code of Civil Procedure § 382, and
5 representative action under the Private Attorneys' General Act of 2004 pursuant to California
6 Labor Code § 2698, *et seq.* The monetary damages, penalties, and restitution sought by Plaintiff
7 exceed the minimal jurisdictional limits of the Superior Court and will be established according
8 to proof at trial.

9 7. This Court has jurisdiction over this action pursuant to the California
10 Constitution, Article VI, § 10, which grants the Superior Court original jurisdiction in all causes
11 except those given by statutes to other courts. The statutes under which this action is brought do
12 not specify any other basis for jurisdiction.

13 8. This Court has jurisdiction over all Defendant because, upon information and
14 belief, it is a citizen of California, has sufficient minimum contacts in California, or otherwise
15 intentionally avails itself of the California market so as to render the exercise of jurisdiction over
16 them by the California courts consistent with traditional notions of fair play and substantial
17 justice.

18 9. Venue is proper in this Court because, upon information and belief, Defendant
19 resides, transacts business, or has offices in this county, and the acts and omissions alleged
20 herein took place in this county.

21 **THE PARTIES**

22 10. Plaintiff is a citizen of California and worked for Defendant during the relevant
23 time periods as alleged herein.

24 11. Plaintiff is informed and believes, and thereon alleges that at all times hereinafter
25 mentioned, Defendant was and is subject to the Labor Code and IWC Wage Orders as
26 employers, whose employees were and are engaged throughout this county and the State of
27 California.]

28 ///

1 12. Plaintiff is unaware of the true names or capacities of the defendant sued herein
2 under the fictitious names DOES 1 through 20, but will seek leave of this Court to amend this
3 Complaint and serve such fictitiously named defendants once their names and capacities become
4 known.

5 13. Plaintiff is informed and believes, and thereon alleges, that DOES 1 through 20
6 are or were the partners, agents, owners, shareholders, managers, or employees of Defendant at
7 all relevant times.

8 14. Plaintiff is informed and believes, and thereon alleges, that each defendant acted
9 in all respects pertinent to this action as the agent of the other defendant, carried out a joint
10 scheme, business plan, or policy in all respects pertinent hereto, and the acts of each defendant
11 are legally attributable to the other defendant. Furthermore, defendant in all respects acted as the
12 employer and/or joint employer of Plaintiff and the class members.

13 15. Plaintiff is informed and believes, and thereon alleges, that each and all of the acts
14 and omissions alleged herein were performed by, or are attributable to, Defendant and/or DOES
15 1 through 20, acting as the agent or alter ego for the other, with legal authority to act on the
16 other's behalf. The acts of any and all Defendant were in accordance with, and represent, the
17 official policy of Defendant.

18 16. At all relevant times, Defendants, and each of them, acted within the scope of
19 such agency or employment, or ratified each and every act or omission complained of herein. At
20 all relevant times, Defendants, and each of them, aided and abetted the acts and omissions of
21 each and all the other Defendants in proximately causing the damages herein alleged.

22 17. Plaintiff is informed and believes, and thereon alleges, that each of said
23 Defendants is in some manner intentionally, negligently, or otherwise responsible for the acts,
24 omissions, occurrences, and transactions alleged herein.

25 **CLASS ACTION ALLEGATIONS**

26 18. Plaintiff brings this action under Code of Civil Procedure § 382 on Plaintiff's own
27 behalf and on behalf of all others similarly situated who were affected by Defendant's Labor
28 Code, Business and Professions Code §§ 17200, and IWC Wage Order violations.

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

3 20. Plaintiff's proposed class consists of and is defined as follows:

4 Class

5 All California citizens currently or formerly employed by Defendant as non-
6 exempt employees in the State of California at any time between July 9, 2017¹
7 and the date of class certification ("Class").

8 21. Plaintiff also seeks to certify the following subclasses of employees:

9 Waiting Time Subclass

10 All members of the Class who separated their employment with Defendant at any
11 time between July 9, 2018 and the date of class certification ("Waiting Time
12 Subclass").

13 22. Plaintiff reserves the right to modify or re-define the Class, establish additional
14 subclasses, or modify or re-define any class or subclass definition as appropriate based on
15 investigation, discovery, and specific theories of liability.

16 23. Members of the Class and the Waiting Time Subclass described above will be
17 collectively referred to as "Class Members."

18 24. There are common questions of law and fact as to the Class Members that
19 predominate over any questions affecting only individual members including, but not limited to,
20 the following:

21 (a) Whether Defendant failed to pay Plaintiff and Class Members all wages
22 (including minimum wages and overtime wages) for all hours worked by
23 Plaintiff and Class Members.

24 (b) Whether Defendant required Plaintiff and Class Members to work over
25 eight (8) hours per day, over twelve (12) hours per day, and/or over forty
26

27 ¹ The statute of limitations for this matter was tolled between April 6, 2020 and October 1, 2020
28 pursuant to Cal. Rules of Court, Appendix I, Emergency Rule No. 9.

(40) hours per week and failed to pay them proper overtime compensation for all overtime hours worked.

(c) Whether Defendant deprived Plaintiff and Class Members of timely meal periods or required Plaintiff and Class Members to work through meal periods without compensation at the regular rate of pay.

(d) Whether Defendant deprived Plaintiff and Class Members of rest breaks or required Plaintiff and Class Members to work through rest breaks without compensation at the regular rate of pay.

(e) Whether Defendant failed to pay Plaintiff and Class Members for all hours worked.

(f) Whether Defendant failed to reimburse Plaintiff and Class Members for necessary business-related costs expended for the benefit of Defendant.

(g) Whether Defendant failed to provide Plaintiff and Class Members accurate itemized wage statements.

(h) Whether Defendant failed to timely pay the Waiting Time Subclass all wages due upon termination or within seventy-two (72) hours of resignation.

(i) Whether Defendant's conduct was willful or reckless.

(j) Whether Defendant engaged in unfair business practices in violation of Business and Professions Code §§ 17200, *et seq.*

25. There is a well-defined community of interest in this litigation and the proposed Class and subclasses are readily ascertainable:

(a) Numerosity: The Class Members are so numerous that joinder of all members is impractical. Although the members of the Class are unknown to Plaintiff at this time, on information and belief, the Class is estimated to be greater than fifty (50) individuals. The identities of the Class Members are readily ascertainable by inspection of Defendant's employment and payroll records.

///

1 (b) Typicality: Plaintiff's claims (or defenses, if any) are typical of the claims
2 (or defenses, if any) of the Class Members because Defendant's failure to comply with the
3 provisions of California's wage and hour laws entitled each Class Member to similar pay,
4 benefits, and other relief. The injuries sustained by Plaintiff are also typical of the injuries
5 sustained by the Class Members, because they arise out of and are caused by Defendant's
6 common course of conduct as alleged herein.

7 (c) Adequacy: Plaintiff will fairly and adequately represent and protect the
8 interests of all Class Members because it is in Plaintiff's best interest to prosecute the claims
9 alleged herein to obtain full compensation and penalties due. Plaintiff's attorneys, as proposed
10 class counsel, are competent and experienced in litigating large employment class actions and
11 versed in the rules governing class action discovery, certification, and settlement. Plaintiff has
12 incurred and, throughout the duration of this action, will continue to incur attorneys' fees and
13 costs that have been and will be necessarily expended for the prosecution of this action for the
14 substantial benefit of the Class Members.

15 (d) Superiority: The nature of this action makes use of class action
16 adjudication superior to other methods. A class action will achieve economies of time, effort, and
17 expense as compared with separate lawsuits and will avoid inconsistent outcomes because the
18 same issues can be adjudicated in the same manner for the entire Class and Waiting Time
19 Subclass at the same time. If appropriate, this Court can, and is empowered to, fashion methods
20 to efficiently manage this case as a class action.

21 (e) Public Policy Considerations: Employers in the State of California violate
22 employment and labor laws every day. Current employees are often afraid to assert their rights
23 out of fear of direct or indirect retaliation. Former employees are fearful of bringing actions
24 because they believe their former employers might damage their future endeavors through
25 negative references and/or other means. Class actions provide class members who are not named
26 in the complaint with a type of anonymity that allows for the vindication of their rights while
27 affording them privacy protections.

28 ///

GENERAL ALLEGATIONS

26. At all relevant times mentioned herein, Defendant employed Plaintiff and other California citizens as non-exempt employees throughout California at Defendant's California business location(s).

27. Defendant continues to employ non-exempt employees within California.

28. Plaintiff is informed and believes, and thereon alleges, that at all times herein mentioned, Defendant was advised by skilled lawyers, employees, and other professionals who were knowledgeable about California's wage and hour laws, employment and personnel practices, and the requirements of California law.

29. Plaintiff is informed and believes, and thereon alleges, that Defendant knew or should have known that Plaintiff and Class Members were entitled to receive wages for all time worked (including minimum wages and overtime wages) and that they were not receiving all wages earned for work that was required to be performed. In violation of the Labor Code and IWC Wage Orders, Plaintiff and Class Members were not paid all wages (including minimum wages and overtime wages) for all hours worked, including, but not limited to failing to pay overtime at the correct rate including non-discretionary pay, requiring Plaintiff and Class Members to work off-the-clock, and failing to compensate Plaintiff and Class Members for these hours.

30. Plaintiff is informed and believes, and thereon alleges, that Defendant knew or should have known that Plaintiff and Class Members were entitled to receive all required meal periods or payment of one (1) additional hour of pay at Plaintiff's and Class Members' regular rate of pay when they did not receive a timely, uninterrupted meal period. In violation of the Labor Code and IWC Wage Orders, Plaintiff and Class Members did not receive all meal periods or payment of one (1) additional hour of pay at Plaintiff's and Class Members' regular rate of pay when they did not receive a timely, uninterrupted meal period.

31. Plaintiff is informed and believes, and thereon alleges, that Defendant knew or should have known that Plaintiff and Class Members were entitled to receive all rest breaks or payment of one (1) additional hour of pay at Plaintiff's and Class Members' regular rate of pay

1 when a rest break was late, missed, or interrupted. In violation of the Labor Code and IWC Wage
2 Orders, Plaintiff and Class Members did not receive all rest breaks or payment of one (1)
3 additional hour of pay at Plaintiff's and Class Members' regular rate of pay when a rest break
4 was missed, late, or interrupted.

5 32. Plaintiff is informed and believes, and thereon alleges, that Defendant knew or
6 should have known that Plaintiff and Class Members were entitled to reimbursement and/or
7 indemnification for all necessary business expenditures or losses as a direct consequence of the
8 discharge of their duties, or of their obedience to the directions of Defendant. In violation of the
9 Labor Code and IWC Wage Orders, Plaintiff and Class Members incurred necessary business
10 expenses or losses, such as using their personal cell phones as required for work, but were not
11 reimbursed nor indemnified of such expenses or losses that were incurred as a direct
12 consequence of the discharge of their duties, or of their obedience to the directions of Defendant.

13 33. Plaintiff is informed and believes, and thereon alleges, that Defendant knew or
14 should have known that Plaintiff and Class Members were entitled to receive itemized wage
15 statements that accurately showed the following information pursuant to the Labor Code: (1)
16 gross wages earned; (2) total hours worked by the employee; (3) the number of piece-rate units
17 earned and any applicable piece rate if the employee is paid on a piece-rate basis; (4) all
18 deductions, provided that all deductions made on written orders of the employee may be
19 aggregated and shown as one item; (5) net wages earned; (6) the inclusive dates of the period for
20 which the employee is paid; (7) the name of the employee and only the last four digits of his or
21 her social security number or an employee identification number other than a social security
22 number; (8) the name and address of the legal entity that is the employer; and (9) all applicable
23 hourly rates in effect during the pay period and the corresponding number of hours worked at
24 each hourly rate by the employee. In violation of the Labor Code, Plaintiff and Class Members
25 were not provided with accurate itemized wage statements.

26 34. Plaintiff is informed and believes, and thereon alleges, that Defendant knew or
27 should have known that the Waiting Time Subclass was entitled to timely payment of wages due
28

1 upon separation of employment. In violation of the Labor Code, the Waiting Time Subclass did
2 not receive payment of all wages within the permissible time periods.

3 35. Plaintiff is informed and believes, and thereon alleges, that Defendant knew or
4 should have known they had a duty to compensate Plaintiff and Class Members, and Defendant
5 had the financial ability to pay such compensation but willfully, knowingly, and intentionally
6 failed to do so in order to increase Defendant's profits.

7 36. Therefore, Plaintiff brings this lawsuit seeking monetary and injunctive relief
8 against Defendant on Plaintiff's own behalf and on behalf of all Class Members to recover,
9 among other things, unpaid wages (including minimum wages and overtime wages), unpaid meal
10 period premium payments, unpaid rest period premium payments, unreimbursed business
11 expenditures, interest, attorneys' fees, penalties, costs, and expenses.

12 **FIRST CAUSE OF ACTION**

13 **FAILURE TO PAY MINIMUM WAGES**

14 (Violation of Labor Code §§ 1182.12, 1194, 1194.2, 1197; Violation of IWC Wage Order §3-4)

15 37. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
16 though fully set forth herein.

17 38. Labor Code §§ 1194 and 1197 provide that the minimum wage for employees
18 fixed by the IWC is the minimum wage to be paid to employees, and the payment of a lesser
19 wage than the minimum so fixed is unlawful.

20 39. Plaintiff and Class Members were employees entitled to the protections of Labor
21 Code §§ 1194 and 1197.

22 40. During the relevant time period, Defendant failed to pay Plaintiff and Class
23 Members all wages owed when Defendant did not pay for all hours worked, including, but not
24 limited to, hours spent working off-the-clock, among others.

25 41. During the relevant time period, Defendant failed to pay at least minimum wage
26 to Plaintiff and Class Members for all hours worked pursuant to Labor Code §§ 1194 and 1197.

27 42. Defendant's failure to pay Plaintiff and Class Members the required minimum
28 wage violates Labor Code §§ 1194 and 1197. Pursuant to these sections, Plaintiff and Class

1 Members are entitled to recover the unpaid balance of their minimum wage compensation as
2 well as interest, costs, and attorneys' fees.

3 43. Pursuant to Labor Code § 1194.2, Plaintiff and Class Members are entitled to
4 recover liquidated damages in an amount equal to the wages unlawfully unpaid and the accrued
5 interest thereon.

6 **SECOND CAUSE OF ACTION**

7 **FAILURE TO PAY OVERTIME**

8 (Violation of Labor Code §§ 510, 1194, and 1198; Violation of IWC Wage Order § 3)

9 44. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
10 though fully set forth herein.

11 45. Labor Code § 1198 and the applicable IWC Wage Order provide that it is
12 unlawful to employ persons without compensating them at a rate of pay either one and one-half
13 (1½) or two (2) times the person's regular rate of pay, depending on the number of hours
14 worked by the person on a daily or weekly basis.

15 46. Specifically, the applicable IWC Wage Orders provide that Defendant is and was
16 required to pay overtime compensation to Plaintiff and Class Members at the rate of one and
17 one-half times (1½) their regular rate of pay when working and for all hours worked in excess of
18 eight (8) hours in a day or more than forty (40) hours in a workweek and for the first eight (8)
19 hours of work on the seventh day of work in a workweek.

20 47. The applicable IWC Wage Orders further provide that Defendant is and was
21 required to pay overtime compensation to Plaintiff and Class Members at a rate of two times
22 their regular rate of pay when working and for all hours worked in excess of twelve (12) hours in
23 a day or in excess of eight (8) hours on the seventh day of work in a workweek.

24 48. California Labor Code § 510 codifies the right to overtime compensation at one
25 and one-half (1½) times the regular hourly rate for hours worked in excess of eight (8) hours in a
26 day or forty (40) hours in a week and for the first eight (8) hours worked on the seventh
27 consecutive day of work, and overtime compensation at twice the regular hourly rate for hours
28

1 worked in excess of twelve (12) hours in a day or in excess of eight (8) hours in a day on the
2 seventh day of work in a workweek.

3 49. Labor Code § 510 and the applicable IWC Wage Orders provide that employment
4 of more than six days in a workweek is only permissible if the employer pays proper overtime
5 compensation as set forth herein.

6 50. Plaintiff and Class Members were employees entitled to the protections of
7 California Labor Code §§ 510 and 1194.

8 51. During the relevant time period, Defendant required Plaintiff and Class Members
9 to work in excess of eight (8) hours in a day, forty (40) hours in a week, and/or on a seventh
10 consecutive day of work, entitling them to overtime wages.

11 52. During the relevant time period, Defendant failed to pay Plaintiff and Class
12 Members overtime wages for all overtime hours worked when Defendant failed to pay for time
13 spent working off-the-clock, among other reasons. To the extent these hours qualify for the
14 payment of overtime wages, Plaintiff and Class Members were not paid proper overtime wages.
15 Further, when Defendant paid overtime wages, they were sometimes miscalculated because,
16 among other reasons, Defendant did not include all non-discretionary pay in the calculation.

17 53. In violation of California law, Defendant knowingly and willfully refused to
18 perform its obligations and compensate Plaintiff and Class Members for all wages earned and all
19 hours worked.

20 54. Defendant's failure to pay Plaintiff and Class Members the unpaid balance of
21 overtime compensation, as required by California law, violates the provisions of Labor Code §§
22 510 and 1198, and is therefore unlawful.

23 55. Pursuant to Labor Code § 1194, Plaintiff and Class Members are entitled to
24 recover their unpaid overtime and double time compensation as well as interest, costs, and
25 attorneys' fees.

26 ///

27 ///

28 ///

1 **THIRD CAUSE OF ACTION**

2 **FAILURE TO PROVIDE MEAL PERIODS**

3 (Violation of Labor Code §§ 226.7 and 512; Violation of IWC Wage Order § 11)

4 56. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
5 though fully set forth herein.

6 57. Labor Code § 226.7 provides that no employer shall require an employee to work
7 during any meal period mandated by the IWC Wage Orders.

8 58. Section 11 of the applicable IWC Wage Order states, “[n]o employer shall
9 employ any person for a work period of more than five (5) hours without a meal period of not
10 less than 30 minutes, except that when a work period of not more than six (6) hours will
11 complete the day’s work the meal period may be waived by mutual consent of the employer and
12 the employee.”

13 59. Labor Code § 512(a) provides that an employer may not require, cause, or permit
14 an employee to work for a period of more than five (5) hours per day without providing the
15 employee with an uninterrupted meal period of not less than thirty (30) minutes, except that if
16 the total work period per day of the employee is not more than six (6) hours, the meal period may
17 be waived by mutual consent of both the employer and the employee.

18 60. Labor Code § 512(a) also provides that an employer may not employ an employee
19 for a work period of more than ten (10) hours per day without providing the employee with a
20 second meal period of not less than thirty (30) minutes, except that if the total hours worked is no
21 more than twelve (12) hours, the second meal period may be waived by mutual consent of the
22 employer and the employee only if the first meal period was not waived.

23 61. During the relevant time period, Plaintiff and Class Members did not receive
24 compliant meal periods for working more than five (5) and ten (10) hours per day because their
25 meal periods were missed, late, short, interrupted, and/or they were not permitted to take a
26 second meal period.

27 ///

28 ///

1 62. Labor Code § 226.7(b) and section 11 of the applicable IWC Wage Order require
2 an employer to pay an employee one (1) additional hour of pay at the employee's regular rate of
3 compensation for each work day that a compliant meal period is not provided.

4 63. At all relevant times, Defendant failed to pay Plaintiff and Class Members meal
5 period premiums for missed, late, and/or short meal periods pursuant to Labor Code § 226.7(b)
6 and section 11 of the applicable IWC Wage Order.

7 64. As a result of Defendant's failure to pay Plaintiff and Class Members an
8 additional hour of pay for each day a compliant meal period was not provided, Plaintiff and
9 Class Members suffered and continue to suffer a loss of wages and compensation.

10 **FOURTH CAUSE OF ACTION**

11 **FAILURE TO PERMIT REST BREAKS**

12 (Violation of Labor Code §§ 226.7; Violation of IWC Wage Order § 12)

13 65. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
14 though fully set forth herein.

15 66. Labor Code § 226.7(a) provides that no employer shall require an employee to
16 work during any rest period mandated by the IWC Wage Orders.

17 67. Section 12 of the applicable IWC Wage Order states "[e]very employer shall
18 authorize and permit all employees to take rest periods, which insofar as practicable shall be in
19 the middle of each work period[.]" and the "[a]uthorized rest period time shall be based on the
20 total hours worked daily at the rate of ten (10) minutes net rest time per four (4) hours or major
21 fraction thereof[.]" unless the total daily work time is less than three and one-half (3½) hours.

22 68. During the relevant time period, Plaintiff and Class Members did not receive a ten
23 (10) minute rest period for every four (4) hours or major fraction thereof worked, including
24 working in excess of ten (10) hours in a day, because they were required to work through their
25 rest periods and/or were not authorized to take their rest periods.

26 69. Labor Code § 226.7(b) and section 12 of the applicable IWC Wage Order requires
27 an employer to pay an employee one (1) additional hour of pay at the employee's regular rate of
28 compensation for each work day that a compliant rest period is not provided.

70. At all relevant times, Defendant failed to pay Plaintiff and Class Members rest period premiums for missed, late, and/or interrupted rest periods pursuant to Labor Code § 226.7(b) and section 12 of the applicable IWC Wage Order.

71. As a result of Defendant's failure to pay Plaintiff and Class Members an additional hour of pay for each day a compliant rest period was not provided, Plaintiff and Class Members suffered and continue to suffer a loss of wages and compensation.

FIFTH CAUSE OF ACTION

FAILURE TO REIMBURSE BUSINESS EXPENSES

(Violation of Labor Code §§ 2800, 2802)

72. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as though fully set forth herein.

73. Labor Code § 2800 states that “[a]n employer shall in all cases indemnify his employee for losses caused by the employer’s want of ordinary care.”

74. Labor Code § 2802(a) states that “[a]n employer shall indemnify his or her employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer”

75. Labor Code § 2802(b) states that “[a]ll awards made by a court . . . for reimbursement of necessary expenditures under this section shall carry interest at the same rate as judgments in civil actions. Interest shall accrue from the date on which the employee incurred the necessary expenditure or loss.”

76. Labor Code § 2802(c) states that “[f]or purposes of this section, the term “necessary expenditures or losses” shall include all reasonable costs, including, but not limited to, attorney’s fees incurred by the employee enforcing the rights granted by this section.”

77. During the relevant time period, Plaintiff and Class Members incurred necessary business-related costs that were not fully reimbursed by Defendant.

78. In violation of Labor Code §§ 2800 and 2802, Defendant failed to reimburse or indemnify Plaintiff and Class Members for their expenses due to Defendant's knowing and

1 intentional failure to reimburse necessary business expenditures in connection with Plaintiff's
2 and Class Members' work and job duties.

3 79. As a direct result, Plaintiff and Class Members have suffered and continue to
4 suffer losses, and therefore seek complete reimbursement and indemnification of necessary
5 business expenditures or losses, interest thereon at the required rate, and all reasonable costs in
6 enforcing the rights under Labor Code § 2802, including, but not limited to attorneys' fees.

7 **SIXTH CAUSE OF ACTION**

8 **FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS**

9 (Violation of Labor Code § 226; Violation of IWC Wage Order)

10 80. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
11 though fully set forth herein.

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

23 82. During the relevant time period, Defendant has knowingly and intentionally failed
24 to comply with Labor Code § 226(a) on wage statements that were provided to Plaintiff and
25 Class Members. The deficiencies include, among other things, the failure to correctly state the
26 gross and net wages earned, total hours worked, all applicable hourly rates in effect, and the
27 number of hours worked at each hourly rate by Plaintiff and Class Members.

28 ///

1 83. As a result of Defendant's knowing and intentional failure to comply with Labor
2 Code § 226(a), Plaintiff and Class Members have suffered injury and damage to their statutorily-
3 protected rights. Specifically, Plaintiff and Class Members are deemed to suffer an injury
4 pursuant to Labor Code § 226(e) where, as here, Defendant intentionally violated Labor Code §
5 226(a). Plaintiff and Class Members were denied both their legal right to receive, and their
6 protected interest in receiving, accurate itemized wage statements under Labor Code § 226(a). In
7 addition, because Defendant failed to provide the accurate rates of pay on wage statements,
8 Defendant prevented Plaintiff and Class Members from determining if all hours worked were
9 paid at the appropriate rate and the extent of the underpayment. Plaintiff had to file this lawsuit
10 in order to analyze the extent of the underpayment, thereby causing Plaintiff to incur expenses
11 and lost time. Plaintiff would not have had to engage in these efforts and incur these costs had
12 Defendant provided the accurate hours worked, wages earned, and rates of pay. This has also
13 delayed Plaintiff's ability to demand and recover the underpayment of wages from Defendant.

14 84. Plaintiff and Class Members are entitled to recover from Defendant the greater of
15 all actual damages caused by Defendant's failure to comply with Labor Code § 226(a) or fifty
16 dollars (\$50.00) for the initial pay period in which a violation occurred and one hundred dollars
17 (\$100.00) per employee for each violation in subsequent pay periods in an amount not exceeding
18 four thousand dollars (\$4,000.00) per employee, plus attorneys' fees and costs.

19 85. Defendant's violations of California Labor Code § 226(a) prevented Plaintiff and
20 Class Members from knowing, understanding, and disputing the wages paid to them and resulted
21 in an unjustified economic enrichment to Defendant. As a result of Defendant's knowing and
22 intentional failure to comply with California Labor Code § 226(a), Plaintiff and Class Members
23 have suffered an injury, in the exact amount of damages and/or penalties to be shown according
24 to proof at trial.

25 ///

26 ///

27 ///

28 ///

1 **SEVENTH CAUSE OF ACTION**

2 **FAILURE TO PAY ALL WAGES DUE UPON SEPARATION OF EMPLOYMENT**

3 (Violation of Labor Code §§ 201, 202, and 203)

4 86. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
5 though fully set forth herein.

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

12 88. During the relevant time period, Defendant willfully failed to pay the Waiting
13 Time Subclass all their earned wages upon termination, including, but not limited to, proper
14 minimum wage and overtime compensation, meal period premiums, and rest period premiums
15 either at the time of discharge or within seventy-two (72) hours of their leaving Defendant's
16 employ.

17 89. Defendant's failure to pay the Waiting Time Subclass all their earned wages at the
18 time of discharge or within seventy-two (72) hours of their leaving Defendant's employ is in
19 violation of Labor Code §§ 201 and 202.

20 90. Labor Code § 203 provides that if an employer willfully fails to pay wages owed
21 immediately upon discharge or resignation in accordance with Labor Code §§ 201 and 202, then
22 the wages of the employee shall continue as a penalty from the due date at the same rate until
23 paid or until an action is commenced; but the wages shall not continue for more than thirty (30)
24 days.

25 91. Pursuant to Labor Code § 203, the Waiting Time Subclass is entitled to recover
26 from Defendant the statutory penalty, which is defined as the Waiting Time Subclass members'
27 regular daily wages at their regular hourly rate of pay for each day they were not paid, up to a
28 maximum of thirty (30) days.

1 **EIGHTH CAUSE OF ACTION**

2 **VIOLATION OF BUSINESS AND PROFESSIONS CODE §§ 17200, ET SEQ.**

3 (Violation of Business and Professions Code §§ 17200, *et seq.*)

4 92. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
5 though fully set forth herein.

6 93. California Business and Professions Code §§ 17200, *et seq.*, prohibits acts of
7 unfair competition, which includes any “unlawful, unfair or fraudulent business act or practice . .
8 . .”

9 94. A violation of California Business and Professions Code §§ 17200, *et seq.*, may
10 be predicated on a violation of any state or federal law. In the instant case, Defendant’s policies
11 and practices violated state law, causing Plaintiff and Class Members to suffer and continue to
12 suffer injuries-in-fact.

13 95. Defendant’s policies and practices violated state law in at least the following
14 respects:

- 15 (a) Failing to pay all wages earned (including minimum wage, sick pay, and
16 overtime wages) to Plaintiff and Class Members at the proper rate in
17 violation of Labor Code §§ 204, 246, 510, 558, 1182.12, 1194, 1194.2,
18 1197, 1197.1, and 1198.
- 19 (b) Failing to provide compliant meal periods without paying Plaintiff and
20 Class Members premium wages for every day said meal periods were not
21 provided in violation of Labor Code §§ 226.7 and 512.
- 22 (c) Failing to authorize or permit compliant rest breaks without paying
23 Plaintiff and Class Members premium wages for every day said rest
24 breaks were not authorized or permitted in violation of Labor Code §
25 226.7.
- 26 (d) Failing to reimburse Plaintiff and Class Members for necessary business-
27 related expenses in violation of Labor Code §§ 2800 and 2802.
- 28

- 1 (e) Failing to maintain accurate and complete records showing, among other
2 things, the hours worked daily by and the wages paid to aggrieved
3 employees, in violation of Labor Code §§ 1174 and 1174.5.
- 4 (f) Failing to provide Plaintiff and Class Members with accurate itemized
5 wage statements in violation of Labor Code § 226.
- 6 (g) Failing to timely pay all earned wages to the members of the Waiting
7 Time Subclass upon separation of employment in violation of Labor Code
8 §§ 201, 202, and 203.

9 96. As alleged herein, Defendant systematically engaged in unlawful conduct in
10 violation of the California Labor Code and IWC Wage Orders, such as failing to pay all wages
11 (minimum and overtime wages), failing to provide meal periods and rest breaks or
12 compensation in lieu thereof, failing to reimburse necessary business-related costs and
13 expenses, failing to furnish accurate wage statements, and failing to pay all wages due and
14 owing upon separation of employment in a timely manner to the Waiting Time Subclass, all in
15 order to decrease their costs of doing business and increase their profits.

16 97. At all relevant times herein, Defendant held themselves out to Plaintiff and Class
17 Members as being knowledgeable concerning the labor and employment laws of California.

18 98. At all times relevant herein, Defendant intentionally avoided paying Plaintiff and
19 Class Members wages and monies, thereby creating for Defendant an artificially lower cost of
20 doing business in order to undercut their competitors and establish and/or gain a greater
21 foothold in the marketplace.

22 99. By violating the foregoing statutes and regulations as herein alleged, Defendant's
23 acts constitute unfair and unlawful business practices under California Business and Professions
24 Code §§ 17200, *et seq.*

25 100. As a result of the unfair and unlawful business practices of Defendant as alleged
26 herein, Plaintiff and Class Members are entitled to injunctive relief, disgorgement, and
27 restitution in an amount to be shown according to proof at trial.
28

101. Plaintiff seeks to enforce important rights affecting the public interest within the meaning of California Code of Civil Procedure § 1021.5. Defendant's conduct, as alleged herein, has been and continues to be unfair, unlawful, and harmful to Plaintiff, Class Members, and the general public. Based on Defendant's conduct as alleged herein, Plaintiff and Class Members are entitled to an award of attorneys' fees pursuant to California Code of Civil Procedure § 1021.5.

NINTH CAUSE OF ACTION

ENFORCEMENT OF LABOR CODE §§ 2698, ET SEQ. ("PAGA")

102. Plaintiff hereby re-alleges and incorporate by reference all paragraphs above as though fully set forth herein.

103. Pursuant to Labor Code § 2699(a), any provision of the Labor Code that provides for a civil penalty to be assessed and collected by the Labor and Workforce Development Agency ("LWDA") or any of its departments, divisions, commissions, boards, agencies, or employees for violation of the Labor Code may, as an alternative, be recovered through a civil action brought by an aggrieved employee on behalf of himself or herself and other current or former employees pursuant to the procedures specified in Labor Code § 2699.3.

104. For all provisions of the Labor Code except those for which a civil penalty is specifically provided, Labor Code § 2699(f) imposes upon Defendants a penalty of one hundred dollars (\$100.00) for each aggrieved employee per pay period for the initial violation and two hundred dollars (\$200.00) for each aggrieved employee per pay period for each subsequent pay period in which Defendants violated these provisions of the Labor Code.

105. The following sections of the Labor Code include those violated by Defendants and those upon which Plaintiff seeks the recovery of civil penalties:

- (a) Violation of Labor Code §§ 201-203, 204, 210, 510, 558, 1182.12, 1194, 1194.2, 1197, 1197.1, and 1198 for failure to timely pay all earned wages (including minimum wage and overtime wages) owed to Plaintiff and other aggrieved employees during employment and upon separation of employment as herein alleged;

- 1 (b) Violation of Labor Code §§ 226.7 and 512 for failure to provide meal
2 periods to Plaintiff and other aggrieved employees and failure to pay
3 premium wages for missed meal periods as herein alleged;
- 4 (c) Violation of Labor Code § 226.7 for failure to permit rest breaks to
5 Plaintiff and other aggrieved employees and failure to pay premium
6 wages for missed rest periods as herein alleged;
- 7 (d) Violation of Labor Code §§ 2800 and 2802 for failure to reimburse
8 necessary business expenses to Plaintiff and other aggrieved employees
9 as herein alleged;
- 10 (e) Violation of Labor Code §§ 226 and 226.3 for failure to provide accurate
11 itemized wage statements to Plaintiff and other aggrieved employees as
12 herein alleged; and
- 13 (f) Violation of Labor Code §§ 1174 and 1174.5 for failure to maintain
14 accurate and complete records showing, among other things, the hours
15 worked daily by and the wages paid to aggrieved employees.

16 106. Plaintiff is an “aggrieved employee” because he was employed by the alleged
17 violator and had one or more of the violations committed against him, and therefore is properly
18 suited to represent the interests of all other aggrieved employees.

19 107. Plaintiff has exhausted the procedural requirements under Labor Code § 2699.3
20 as to Defendants and is therefore able to pursue a claim for penalties on behalf of himself and
21 all other aggrieved employees under PAGA.

22 108. Pursuant to Labor Code §§ 2699(a), 2699.3, and 2699.5, Plaintiff is entitled to
23 recover civil penalties, in addition to other remedies, for violations of the Labor Code sections
24 cited above.

25 109. For bringing this action, Plaintiff is entitled to attorney’s fees and costs incurred
26 herein.

27 ///

28 ///

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- 25
- 26
- 27
- 28

1. For certification under California Code of Civil Procedure § 382 of the proposed Class and any other appropriate subclass;
2. For appointment of Joe Cervantez as class representative;
3. For appointment of Aegis Law Firm, PC, as class counsel for all purposes;
4. For compensatory damages in an amount according to proof at trial;
5. For an award of damages in the amount of unpaid compensation including, but not limited to, unpaid wages, unreimbursed expenses, benefits, and penalties;
6. For economic and/or special damages in an amount according to proof at trial;
7. For liquidated damages pursuant to Labor Code § 1194.2;
8. For statutory penalties to the extent permitted by law, including those pursuant to the Labor Code and IWC Wage Orders;
9. For injunctive relief as provided by the California Labor Code and California Business and Professions Code §§ 17200, *et seq.*;
10. For restitution as provided by Business and Professions Code §§ 17200, *et seq.*;
11. For an order requiring Defendant to restore and disgorge all funds to each employee acquired by means of any act or practice declared by this Court to be unlawful, unfair, or fraudulent and, therefore, constituting unfair competition under Business and Professions Code §§ 17200, *et seq.*;
12. For pre-judgment interest;
13. For civil penalties;
14. For reasonable attorneys' fees, costs of suit, and interest to the extent permitted by law, including, but not limited to, Code of Civil Procedure § 1021.5 and Labor Code §§ 226(e) and 1194; and
15. For such other relief as the Court deems just and proper.

FIRST AMENDED CLASS ACTION COMPLAINT

1 Dated: June 22, 2022

AEGIS LAW FIRM, PC

2
3 By: 
4 Alexander G.L. Davies
5 Attorneys for Plaintiff Joe Cervantez
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28