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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SANTA CLARA**

MARTIN MORENO, individually, and on
behalf of other members of the general public
similarly situated;

Plaintiff,

v.

WAITER.COM, INC., a California
corporation; and DOES 1 through 100,
inclusive;

Defendants.

Case No.: 20CV369926

**FIRST AMENDED CLASS ACTION
COMPLAINT FOR DAMAGES**

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

DEMAND FOR JURY TRIAL

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COMES NOW, Plaintiff MARTIN MORENO and LOIDA RIVERA (“Plaintiffs,” “Plaintiff Moreno,” and “Plaintiff Rivera”), individually, on behalf of other members of the general public similarly situated, and on behalf of aggrieved employees pursuant to the Private Attorneys General Act (“PAGA”), and allege as follows:

JURISDICTION AND VENUE

1. This class and representative action is brought pursuant to the Code of Civil Procedure section 382 and Labor Code section, 2698 *et seq.* The monetary damages and restitution sought by Plaintiffs exceeds the minimal jurisdiction limits of the Superior Court and will be established according to proof at trial.

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

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

4. Venue is proper in this Court because, upon information and belief, Defendants maintain offices, have agents, and/or transact business in the State of California, including the County of Santa Clara. The majority of the acts and omissions alleged herein relating to Plaintiffs took place in the State of California. Defendants employed Plaintiffs within the State of California, County of Santa Clara.

PARTIES

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

6. Plaintiff Rivera is an individual residing in the State of California.

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1 7. Defendant WAITER.COM, INC., at all times herein mentioned, was and is, upon
2 information and belief, a California corporation, and at all times herein mentioned, was and
3 is, an employer whose employees are engaged throughout the State of California, including
4 the County of Santa Clara.

5 8. At all relevant times, Defendants WAITER.COM, INC. was the “employer” of
6 Plaintiffs within the meaning of all applicable California laws and statutes.

7 9. At all times herein relevant, Defendants WAITER.COM, INC. and DOES 1
8 through 100, and each of them, were the agents, partners, joint venturers, joint employers,
9 representatives, servants, employees, successors-in-interest, co-conspirators and assigns, each
10 of the other, and at all times relevant hereto were acting within the course and scope of their
11 authority as such agents, partners, joint venturers, joint employers, representatives, servants,
12 employees, successors, co-conspirators and assigns, and all acts or omissions alleged herein
13 were duly committed with the ratification, knowledge, permission, encouragement,
14 authorization, and consent of each defendant designated herein.

15 10. The true names and capacities, whether corporate, associate, individual or
16 otherwise, of Defendants DOES 1 through 100, inclusive, are unknown to Plaintiffs, who sue
17 said defendants by such fictitious names. Plaintiffs are informed and believe, and based on
18 that information and belief allege, that each of the Defendants designated as a DOE is legally
19 responsible for the events and happenings referred to in this Complaint, and unlawfully caused
20 the injuries and damages to Plaintiffs and the other class members as alleged in this Complaint.
21 Plaintiffs will seek leave of court to amend this Complaint to show the true names and
22 capacities when the same have been ascertained.

23 11. Defendants WAITER.COM, INC. and DOES 1 through 100 will hereinafter
24 collectively be referred to as “Defendants.”

25 12. Plaintiffs further allege that Defendants directly or indirectly controlled or
26 affected the working conditions, wages, working hours, and conditions of employment of
27 Plaintiffs and the other class members so as to make each of said Defendants employers and
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employers liable under the statutory provisions set forth herein.

CLASS ACTION ALLEGATIONS

13. Plaintiffs bring this action on their own behalf and on behalf of other members of the general public similarly situated, and, thus, seek class certification under Code of Civil Procedure section 382.

14. The proposed class is defined as follows:

All current and/or former hourly paid or non-exempt persons employed by Defendants in California at any time since April 6, 2016 through March 26, 2022.

15. Plaintiffs reserve the right to establish subclasses as appropriate.

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

a. Numerosity: The class members are so numerous that joinder of all class members is impracticable. The membership of the entire class is unknown to Plaintiffs at this time; however, the class is estimated to be greater than four hundred (400) individuals and the identity of such membership is readily ascertainable by inspection of Defendants' employment records.

b. Typicality: Plaintiffs' claims are typical of all other class members' claims as demonstrated herein. Plaintiffs will fairly and adequately protect the interests of the other class members with whom he has a well-defined community of interest.

c. Adequacy: Plaintiffs will fairly and adequately protect the interests of each class member, with whom they have a well-defined community of interest and typicality of claims, as demonstrated herein. Plaintiffs have no interest that is antagonistic to the other class members. Plaintiffs' attorneys, the proposed class counsel, are versed in the rules governing

class action discovery, certification, and settlement. Plaintiffs have incurred, and during the pendency of this action will continue to incur, costs and attorneys' fees, that have been, are, and will be necessarily expended for the prosecution of this action for the substantial benefit of each class member.

d. Superiority: A class action is superior to other available methods for the fair and efficient adjudication of this litigation because individual joinder of all class members is impractical.

e. Public Policy Considerations: Certification of this lawsuit as a class action will advance public policy objectives. Employers of this great state violate employment and labor laws every day. Current employees are often afraid to assert their rights out of fear of direct or indirect retaliation. However, class actions provide the class members who are not named in the complaint anonymity that allows for the vindication of their rights.

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

- a. Whether Defendants willfully failed to pay wages, without abatement or reduction, in accordance with the Labor Code;
- b. Whether Defendants failed to pay their hourly-paid or non-exempt employees within the State of California for all hours worked, missed meal periods and rest breaks in violation of California law;
- c. Whether Defendants required Plaintiffs and the other class members to work over eight (8) hours per day and/or over forty (40) hours per week and failed to pay the legally required overtime compensation to Plaintiffs and the other class members;

- d. Whether Defendants properly calculated the regular rate for Plaintiffs and the other class members who worked overtime and earned bonuses and incentive pay;
- e. Whether Defendants deprived Plaintiffs and the other class members of meal and/or rest periods or required Plaintiffs and the other class members to work during meal and/or rest periods without compensation;
- f. Whether Defendants failed to pay minimum wages to Plaintiffs and the other class members for all hours worked;
- g. Whether Defendants failed to pay all wages due to Plaintiffs and the other class members within the required time upon their discharge or resignation;
- h. Whether Defendants failed to timely pay all wages due to Plaintiffs and the other class members during their employment;
- i. Whether Defendants complied with wage reporting as required by the Labor Code, including, *inter alia*, section 226;
- j. Whether Defendants failed to reimburse Plaintiffs and the other class members for necessary business-related expenses and costs;
- k. Whether Defendants maintained a rounding policy that resulted in Plaintiffs and other class members being underpaid;
- l. Whether Defendants failed to properly calculate and pay sick leave to Plaintiffs and other class members;
- m. Whether Defendants' conduct was willful or reckless;
- n. Whether Defendants engaged in unfair business practices in violation of Business & Professions Code section 17200, *et seq.*;
- o. The appropriate amount of damages, restitution, and/or monetary penalties resulting from Defendants' violation of California law; and
- p. Whether Plaintiffs and the other class members are entitled to

compensatory damages pursuant to the Labor Code.

GENERAL ALLEGATIONS

18. During the relevant time period set forth herein, Defendants employed Plaintiffs and other persons as hourly-paid or non-exempt employees within the State of California.

19. Defendants, jointly and severally, employed Plaintiff Moreno as an hourly-paid employee from approximately October 2016 to January 2017 in the State of California, County of Santa Clara.

20. Defendants, jointly and severally, employed Plaintiff Rivera as an hourly-paid employee from approximately March 2014 to September 2021 in the State of California, County of Santa Clara.

21. Defendants had the authority to hire and terminate Plaintiffs and the other class members; to set work rules and conditions governing Plaintiffs' and other class members' employment; and to supervise their daily employment activities.

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

23. Defendants directly hired and paid wages and benefits to Plaintiffs and the other class members.

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

25. Plaintiffs and the other class members worked over eight (8) hours in a day, and/or forty (40) hours in a week during their employment with Defendants.

26. Plaintiffs are informed and believe, and based thereon allege, that Defendants engaged in a uniform policy and systematic scheme of wage abuse against their hourly-paid or non-exempt employees within the State of California. This scheme involved, *inter alia*, failing to pay them for all hours worked, failing to properly calculate overtime pay and sick leave pay, missed meal periods, and missed rest breaks in violation of California law.

1 27. Plaintiffs are informed and believe, and based thereon allege, that Defendants
2 knew or should have known that Plaintiffs and the other class members were entitled to receive
3 certain wages for overtime compensation and that Plaintiffs and the other class members were
4 not receiving wages for overtime compensation.

5 28. Plaintiffs are informed and believe, and based thereon allege, that Defendants
6 knew or should have known that they maintained a rounding policy that resulted in Plaintiffs
7 and other class members being underpaid.

8 29. Plaintiffs are informed and believe, and based thereon allege, that Defendants
9 failed to provide Plaintiffs and the other class members the required rest and meal periods
10 during the relevant time period as required under the Industrial Welfare Commission Wage
11 Orders and thus they are entitled to any and all applicable penalties.

12 30. Plaintiffs are informed and believe, and based thereon allege, that Defendants
13 knew or should have known that Plaintiffs and the other class members were entitled to receive
14 all timely and complete meal periods or payment of one additional hour of pay at Plaintiffs'
15 and the other class members' regular rate of pay when a meal period was missed, late, short,
16 or interrupted, and that Plaintiffs and the other class members did not receive all timely and
17 proper meal periods or payment of one additional hour of pay at their regular rate of pay when
18 a meal period was missed, late, short, or interrupted.

19 31. Plaintiffs are informed and believe, and based thereon allege, that Defendants
20 knew or should have known that Plaintiffs and other class members were entitled to receive
21 all timely rest periods without interruption or payment of one additional hour of pay at
22 Plaintiffs' and the other class members' regular rate of pay when a rest period was missed,
23 late, short, or interrupted, and that Plaintiffs and the other class members did not receive all
24 rest periods or payment of one additional hour of pay at their regular rate of pay when a rest
25 period was missed, late, short, or interrupted.

26 32. Plaintiffs are informed and believe, and based thereon allege, that Defendants
27 knew or should have known that Plaintiffs and the other class members were entitled to receive
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1 at least minimum wages for compensation and that Plaintiffs and the other class members were
2 not receiving at least minimum wages for all hours worked.

3 33. Plaintiffs are informed and believe, and based thereon allege, that Defendants
4 knew or should have known that Plaintiffs and other class members were entitled to sick leave
5 pay and that Defendants failed to properly calculate and pay sick leave to Plaintiffs and other
6 class members pursuant to the methods outlined in the Labor Code.

7 34. Plaintiffs are informed and believe, and based thereon allege, that Defendants
8 knew or should have known that Plaintiffs and the other class members were entitled to receive
9 the wages owed to them upon discharge or resignation, including overtime and minimum
10 wages and meal and rest period premiums, and that Plaintiffs and the other class members did
11 not, in fact, receive such wages owed to them at the time of their discharge or resignation.

12 35. Plaintiffs are informed and believe, and based thereon allege, that Defendants
13 knew or should have known that Plaintiffs and the other class members were entitled to receive
14 complete and accurate wage statements in accordance with California law, but, in fact,
15 Plaintiffs and the other class members did not receive complete and accurate wage statements
16 from Defendants. The deficiencies included, *inter alia*, failing to include the total number of
17 hours worked by Plaintiffs and other class members, the gross wages earned, the net wages
18 earned, and all applicable hourly rates in effect.

19 36. Plaintiffs are informed and believe, and based thereon allege, that Defendants
20 knew or should have known that Plaintiffs and the other class members were entitled to
21 reimbursement for necessary business-related expenses.

22 37. Plaintiffs are informed and believe, and based thereon allege, that Defendants
23 knew or should have known that Defendants had to keep complete and accurate payroll records
24 for Plaintiffs and the other class members in accordance with California law, but, in fact, did
25 not keep complete and accurate payroll records for Plaintiffs and the other class members.

26 38. Plaintiffs are informed and believe, and based thereon allege, that Defendants
27 knew or should have known that they had a duty to compensate Plaintiffs and the other class
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1 members pursuant to California law, and that Defendants had the financial ability to pay such
2 compensation, but willfully, knowingly, and intentionally failed to do so, and falsely
3 represented to Plaintiffs and the other class members that they were properly denied wages,
4 all in order to increase Defendants' profits.

5 39. During the relevant time period set forth herein, Defendants failed to pay
6 overtime wages to Plaintiffs and the other class members for all hours worked. Plaintiffs and
7 other class members were required to work more than eight (8) hours per day and/or forty (40)
8 hours per week without overtime compensation.

9 40. During the relevant time period set forth herein, Defendants maintained a
10 rounding policy that was neither fair nor neutral and resulted in Plaintiffs and other class
11 members being underpaid the wages owed to them.

12 41. During the relevant time period set forth herein, Defendants failed to provide the
13 requisite uninterrupted and timely meal and rest periods to Plaintiffs and the other class
14 members and failed to properly calculate and pay the corresponding meal period and/or rest
15 break premiums.

16 42. During the relevant time period set forth herein, Defendants failed to pay
17 Plaintiffs and the other class members at least minimum wages for all hours worked.

18 43. During the relevant time period set forth herein, Defendants failed to properly
19 calculate and pay sick leave to Plaintiffs and other class members using the methods outlined
20 in the Labor Code.

21 44. During the relevant time period set forth herein, Defendants failed to pay
22 Plaintiffs and the other class members the wages owed to them upon discharge or resignation.

23 45. During the relevant time period set forth herein, Defendants failed to provide
24 complete or accurate wage statements to Plaintiffs and the other class members.

25 46. During the relevant time period set forth herein, Defendants failed to keep
26 complete or accurate payroll records for Plaintiffs and the other class members.

27 47. During the relevant time period set forth herein, Defendants failed to reimburse
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1 Plaintiffs and the other class members for necessary business-related expenses and costs.

2 48. During the relevant time period set forth herein, Defendants failed to properly
3 compensate Plaintiffs and the other class members pursuant to California law in order to
4 increase Defendants' profits.

5 49. Labor Code section 218 states that nothing in Article 1 of the Labor Code shall
6 limit the right of any wage claimant to "sue directly . . . for any wages or penalty due to him
7 [or her] under this article."

8 **FIRST CAUSE OF ACTION**

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

10 **(Against WAITER.COM, INC. and DOES 1 through 100)**

11 50. Plaintiffs incorporate by reference the allegations contained in Paragraphs 1
12 through 49, and each and every part thereof with the same force and effect as though fully set
13 forth herein.

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

18 52. Specifically, the applicable IWC Wage Order provides that Defendants are and
19 were required to pay Plaintiffs and the other class members employed by Defendants, who
20 work(ed) more than eight (8) hours in a day or more than forty (40) hours in a workweek, at
21 the rate of time-and-one-half for all hours worked in excess of eight (8) hours in a day or more
22 than forty (40) hours in a workweek.

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

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

4 55. During the relevant time period set forth herein, Plaintiffs and the other class
5 members worked in excess of eight (8) hours in a day, and/or in excess of forty (40) hours in
6 a week.

7 56. During the relevant time period set forth herein, Defendants intentionally and
8 willfully failed to pay overtime wages owed to Plaintiffs and the other class members.

9 57. During the relevant time period set forth herein, Defendants had in place an
10 illegal rounding policy that was neither fair nor neutral, which underpaid the wages owed to
11 Plaintiffs and other Class members.

12 58. Defendants' failure to pay Plaintiffs and the other class members the unpaid
13 balance of overtime compensation, as required by California laws, violates the provisions of
14 Labor Code sections 510 and 1198, and is therefore unlawful.

15 59. Pursuant to Labor Code section 1194, Plaintiffs and the other class members are
16 entitled to recover unpaid overtime compensation, as well as interest, costs, and attorneys'
17 fees.

18 **SECOND CAUSE OF ACTION**

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

20 **(Against WAITER.COM, INC. and DOES 1 through 100)**

21 60. Plaintiffs incorporate by reference the allegations contained in paragraphs 1
22 through 59, and each and every part thereof with the same force and effect as though fully set
23 forth herein.

24 61. During the relevant time period set forth herein, the IWC Order and Labor Code
25 sections 226.7 and 512(a) were applicable to Plaintiffs' and the other class members'
26 employment by Defendants.

27 62. During the relevant time period set forth herein, Labor Code section 226.7
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provides that no employer shall require an employee to work during any meal or rest period mandated by an applicable order of the California IWC.

63. During the relevant time period set forth herein, the applicable IWC Wage Order and Labor Code section 512(a) provide that an employer may not require, cause or permit an employee to work for a work period of more than five (5) hours per day without providing the employee with a meal period of not less than thirty (30) minutes, except that if the total work period per day of the employee is no more than six (6) hours, the meal period may be waived by mutual consent of both the employer and employee.

64. During the relevant time period set forth herein, the applicable IWC Wage Order and Labor Code section 512(a) further provide that an employer may not require, cause, or permit an employee to work for a work period of more than ten (10) hours per day without providing the employee with a second uninterrupted meal period of not less than thirty (30) minutes, except that if the total hours worked is no more than twelve (12) hours, the second meal period may be waived by mutual consent of the employer and the employee only if the first meal period was not waived.

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

66. During the relevant time period set forth herein, Plaintiffs and the other class members who were scheduled to work for a period of time no longer than twelve (12) hours, and who did not waive their legally-mandated meal periods by mutual consent, were required to work for periods longer than ten (10) hours without an uninterrupted meal period of not less than thirty (30) minutes and/or without a rest period.

67. During the relevant time period set forth herein, Plaintiffs and the other class members who were scheduled to work for a period of time in excess of six (6) hours were

1 required to work for periods longer than five (5) hours without an uninterrupted meal period
2 of not less than thirty (30) minutes and/or without a rest period.

3 68. During the relevant time period set forth herein, Plaintiffs and the other class
4 members who were scheduled to work for a period of time in excess of twelve (12) hours were
5 required to work for periods longer than ten (10) hours without an uninterrupted meal period
6 of not less than thirty (30) minutes and/or without a rest period.

7 69. During the relevant time period set forth herein, Defendants intentionally and
8 willfully required Plaintiffs and the other class members to work during meal periods and
9 failed to compensate Plaintiffs and the other class members the full meal period premium for
10 work performed during meal periods.

11 70. During the relevant time period set forth herein, Defendants failed to pay
12 Plaintiffs and the other class members the full meal period premium due pursuant to Labor
13 Code section 226.7.

14 71. Defendants' conduct violates applicable IWC Wage Order and Labor Code
15 sections 226.7 and 512(a).

16 72. Pursuant to the applicable IWC Wage Order and Labor Code section 226.7(b),
17 Plaintiffs and the other class members are entitled to recover from Defendants one additional
18 hour of pay at the employee's regular rate of compensation for each workday that the meal or
19 rest period is not provided.

20 **THIRD CAUSE OF ACTION**

21 **(Violation of California Labor Code § 226.7)**

22 **(Against WAITER.COM, INC. and DOES 1 through 100)**

23 73. Plaintiffs incorporate by reference the allegations contained in paragraphs 1
24 through 72, and each and every part thereof with the same force and effect as though fully set
25 forth herein.

26 74. During the relevant time period set forth herein, the applicable IWC Wage Order
27 and Labor Code section 226.7 were applicable to Plaintiffs' and the other class members'

employment by Defendants.

75. During the relevant time period set forth herein, Labor Code section 226.7 provides that no employer shall require an employee to work during any rest period mandated by an applicable order of the California IWC.

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

77. During the relevant time period set forth herein, Defendants required Plaintiffs and the other class members to work four (4) or more hours without authorizing or permitting a ten (10) minute rest period per each four (4) hour period worked.

78. During the relevant time period set forth herein, Defendants willfully required Plaintiffs and the other class members to work during rest periods and failed to pay Plaintiffs and the other class members the full rest period premium for work performed during rest periods.

79. During the relevant time period set forth herein, Defendants failed to pay Plaintiffs and the other class members the full rest period premium due pursuant to Labor Code section 226.7.

80. Defendants’ conduct violates applicable IWC Wage Orders and Labor Code section 226.7.

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

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1 **FOURTH CAUSE OF ACTION**

2 **(Violation of California Labor Code §§ 1194 and 1197)**

3 **(Against WAITER.COM, INC. and DOES 1 through 100)**

4 82. Plaintiffs incorporate by reference the allegations contained in paragraphs 1
5 through 81 and each and every part thereof with the same force and effect as though fully set
6 forth herein.

7 83. During the relevant time period set forth herein, Labor Code sections 1194 and
8 1197 provide that the minimum wage to be paid to employees, and the payment of a lesser
9 wage than the minimum so fixed, is unlawful.

10 84. During the relevant time period set forth herein, Defendants failed to pay
11 minimum wages to Plaintiffs and the other class members as required, pursuant to Labor Code
12 sections 1194 and 1197.

13 85. Defendants' failure to pay Plaintiffs and the other class members the minimum
14 wage as required violates Labor Code sections 1194 and 1197. Pursuant to those sections,
15 Plaintiffs and other class members are entitled to recover the unpaid balance of their minimum
16 wage compensation as well as interest, costs, and attorney's fees, and liquidated damages in
17 an amount equal to the wages unlawfully unpaid and interest thereon.

18 86. Pursuant to Labor Code section 1194.2, Plaintiffs and the other class members
19 are entitled to recover liquidated damages in an amount equal to the wages unlawfully unpaid
20 and interest thereon.

21 **FIFTH CAUSE OF ACTION**

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

23 **(Against WAITER.COM, INC. and DOES 1 through 100)**

24 87. Plaintiffs incorporate by reference the allegations contained in paragraphs 1
25 through 86, and each and every part thereof with the same force and effect as though fully set
26 forth herein.

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1 88. During the relevant time period set forth herein, Labor Code sections 201 and
2 202 provide that if an employer discharges an employee, the wages earned and unpaid at the
3 time of discharge are due and payable immediately, and if an employee quits his or her
4 employment, his or her wages shall become due and payable not later than seventy-two (72)
5 hours thereafter, unless the employee has given seventy-two (72) hours' notice of his or her
6 intention to quit, in which case the employee is entitled to his or her wages at the time of
7 quitting.

8 89. During the relevant time period set forth herein, Defendants intentionally and
9 willfully failed to pay Plaintiffs and the other class members who are no longer employed by
10 Defendants their wages, earned and unpaid, within seventy-two (72) hours of their leaving
11 Defendants' employ.

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

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

19 92. Plaintiffs and the other class members are entitled to recover from Defendants
20 the statutory penalty wages for each day they were not paid, up to the thirty (30) day maximum
21 as provided by Labor Code section 203.

22 **SIXTH CAUSE OF ACTION**

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

24 **(Against WAITER.COM, INC. and DOES 1 through 100)**

25 93. Plaintiffs incorporate by reference the allegations contained in paragraphs 1
26 through 92, and each and every part thereof with the same force and effect as though fully set
27 forth herein.

1 94. During the relevant time period set forth herein, Labor Code section 226(a)
2 provides that every employer shall furnish each of his or her employees an accurate itemized
3 statement in writing showing (a) gross wages earned; (b) total hours worked by the employee;
4 (c) the number of piece-rate units earned and any applicable piece rate if the employee is paid
5 on a piece-rate basis; (d) all deductions, provided that all deductions made on written orders
6 of the employee may be aggregated and shown as one item; (e) net wages earned; (f) the
7 inclusive dates of the period for which the employee is paid; (g) the name of the employee and
8 his or her social security number; (h) the name and address of the legal entity that is the
9 employer; and (i) all applicable hourly rates in effect during the pay period and the
10 corresponding number of hours worked at each hourly rate by the employee. The deductions
11 made from payments of wages shall be recorded in ink or other indelible form, properly dated,
12 showing the month, day, and year, and a copy of the statement or a record of the deductions
13 shall be kept on file by the employer for at least three years at the place of employment or at
14 a central location within the State of California.

15 95. Defendants have intentionally and willfully failed to provide Plaintiffs and the
16 other class members with complete and accurate wage statements. The deficiencies include
17 but are not limited to: failing to include the total number of hours worked by Plaintiffs and
18 other class members, the gross wages earned, net wages earned, and all applicable hourly rates
19 in effect.

20 96. As a result of Defendants' violation of Labor Code section 226(a), Plaintiffs and
21 the other class members have suffered injury and damage to their statutorily protected rights.

22 97. More specifically, Plaintiffs and the other class members have been injured by
23 Defendants' intentional and willful violation of Labor Code section 226(a) because they were
24 denied both their legal right to receive, and their protected interest in receiving, accurate and
25 itemized wage statements pursuant to Labor Code section 226(a).

26 98. Plaintiffs and the other class members are entitled to recover from Defendants
27 the greater of their actual damages caused by Defendants' failure to comply with Labor Code
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1 section 226(a), or an aggregate penalty not exceeding four thousand dollars per employee.

2 99. Plaintiffs and the other class members are also entitled to injunctive relief to
3 ensure compliance with this section, pursuant to Labor Code section 226(g).

4 **SEVENTH CAUSE OF ACTION**

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

6 **(Against WAITER.COM, INC. and DOES 1 through 100)**

7 100. Plaintiffs incorporate by reference the allegations contained in paragraphs 1
8 through 99, and each and every part thereof with the same force and effect as though fully set
9 forth herein.

10 101. Pursuant to Labor Code sections 2800 and 2802, an employer must reimburse its
11 employee for all necessary expenditures incurred by the employee in direct consequence of the
12 discharge of his or her job duties or in direct consequence of his or her obedience to the
13 directions of the employer.

14 102. Defendants have intentionally and willfully failed to reimburse Plaintiffs and other
15 class members for all necessary business-related expenses and costs. Plaintiffs and the other
16 class members are entitled to recover from Defendants their business-related expenses and costs
17 incurred during the course and scope of their employment, plus interest accrued from the date
18 on which the employee incurred the necessary expenditures at the same rate as judgments in
19 civil actions in the State of California.

20 **EIGHT CAUSE OF ACTION**

21 **(Violation of Labor Code Section 2698, et seq. ("PAGA"))**

22 **(Against WAITER.COM, INC. and DOES 1 through 100)**

23 103. Plaintiffs incorporate by reference the allegations contained in paragraphs 1
24 through 102, and each and every part thereof with the same force and effect as though fully set
25 forth herein.

26 104. PAGA expressly establishes that any provision of the Labor Code which provides
27 for a civil penalty to be assessed and collected by the California Labor and Workforce
28

1 Development Agency (“LWDA”), or any of its departments, divisions, commissions, boards,
2 agencies, or employees for a violation of the Labor Code, may be recovered through a civil
3 action brought by an aggrieved employee on behalf of himself or herself, and other current or
4 former employees.

5 105. On February 25, 2022, Plaintiff Rivera provided written notice to the LWDA and
6 Waiter.com, Inc. of the specific provisions of the Labor Code she contends were violated, and
7 the theories supporting her contentions. Attached hereto as **Exhibit 1** and incorporated by
8 reference is a copy of the written notice to the LWDA. Plaintiffs believe that on or about May
9 2, 2022, the sixty-five (65) day notice period will expire, and the LWDA will not take any action
10 to investigate or prosecute this matter. Therefore, Plaintiff Rivera will have exhausted her
11 administrative remedies.

12 106. Plaintiff Rivera and the other hourly-paid or non-exempt employees are
13 “aggrieved employees” as defined by Labor Code section 2699(c) in that they are all current
14 and/or former hourly paid non-exempt persons employed by Defendants in California at any
15 time since February 25, 2021 through March 26, 2022, and one or more of the alleged violations
16 was committed against them.

17 **Failure to Pay Minimum and Overtime Wages**

18 107. At all times relevant herein, Defendants were required to compensate their non-
19 exempt employees minimum wages for all hours worked and overtime wages for all hours
20 worked in excess of eight (8) hours in a day or forty (40) hours in a workweek, pursuant to the
21 mandate of Labor Code sections 510, 1194, 1197, and 1198.

22 108. As a policy and practice, Defendants failed to compensate Plaintiff Rivera and the
23 other aggrieved current and former employees for all hours worked, resulting in a failure to pay
24 all minimum wages and overtime wages, where applicable.

25 **Failure to Provide Meal Periods and Rest Breaks**

26 109. In accordance with the mandates of Labor Code sections 226.7 and 512,
27 Defendants were required to authorize and permit their non-exempt employees to take a 10-
28

1 minute rest break for every four (4) hours worked or major fraction thereof and were further
2 required to provide their non-exempt employees with a 30-minute meal period for every five (5)
3 hours worked.

4 110. As a policy and practice, Defendants failed to provide Plaintiff Rivera and the
5 other aggrieved current and former employees with legally mandated meal periods and rest
6 breaks and failed to pay proper compensation for this failure.

7 **Failure to Timely Pay Wages During Employment**

8 111. At all times relevant herein, Defendants were required to pay their employees
9 within a specified time period pursuant to the mandate of Labor Code section 204.

10 112. As a policy and practice, Defendants failed to pay Plaintiff Rivera and the other
11 aggrieved current and former employees all wages due and owing them within the required time
12 period.

13 **Failure to Timely Pay Wages Upon Termination**

14 113. At all times relevant herein, Defendants were required to pay their employees all
15 wages owed in a timely fashion at the end of employment pursuant to Labor Code sections 201
16 to 204.

17 114. As a result of Defendants' Labor Code violations alleged above, Defendants failed
18 to pay Plaintiff Rivera and the other aggrieved former employees their final wages pursuant to
19 Labor Code sections 201 to 204 and accordingly owe waiting time penalties pursuant to Labor
20 Code section 203.

21 **Failure to Provide Complete and Accurate Wage Statements**

22 115. At all times relevant herein, Defendants were required to keep accurate records
23 regarding their California employees pursuant to the mandate of Labor Code sections 226 and
24 1174.

25 116. As a result of Defendants' various Labor Code violations, Defendants failed to
26 keep accurate records regarding Plaintiff Rivera and the other aggrieved current and former
27 employees. For example, Defendants failed in their affirmative obligation to keep accurate
28

1 records regarding Plaintiff Rivera and the other aggrieved current and former employees' gross
2 wages earned, total hours worked, all deductions, net wages earned, and all applicable hourly
3 rates and the number of hours worked at each hourly rate.

4 **Failure to Reimburse Business Expenses**

5 117. At all times relevant herein, Defendants were required to reimburse their
6 employees for any and all necessary expenditures or losses incurred by the employees in direct
7 consequences of the discharge or their duties pursuant to the mandate of Labor Code section
8 2800 and 2802.

9 118. As a policy and practice, Defendants failed to pay Plaintiff Rivera and the other
10 aggrieved current and former employees all business expenses incurred and owing them within
11 the required time period.

12 **Failure to Pay Sick Leave**

13 119. Labor Code section 246(1) allows an employer to calculate paid sick leave for
14 non-exempt employees using two (2) methods. Per section 246(1), Defendants may pay sick
15 leave either in the same manner as the regular rate of pay for the workweek in which the
16 employee uses paid sick time, whether or not the employee actually works overtime in that
17 workweek, or by dividing the employee's total wages, not including overtime premium pay, by
18 the employee's total hours worked in the full pay periods of the prior 90 days of employment.
19 Lab. Code § 246(1)(1)-(2).

20 120. As a policy and practice, Defendants failed to properly calculate and pay sick
21 leave to Plaintiff Rivera and other aggrieved current and former employees pursuant to the
22 methods outlined in Labor Code section 246(1).

23 **Penalties**

24 121. Pursuant to Labor Code section 2699, Plaintiff Rivera, individually, and on behalf
25 of other current and former aggrieved employees, requests and is entitled to recover from
26 Defendants, and each of them, civil penalties, interest, attorneys' fees and costs, including but
27 not limited to:

- 1 a. Penalties under Labor Code section 2699 in the amount of a hundred
2 dollars (\$100) for each aggrieved employee per pay period for the initial
3 violation, and two hundred dollars (\$200) for each aggrieved employee
4 per pay period for each subsequent violation;
- 5 b. Penalties under California Code of Regulations Title 8 section 11040 or
6 Labor Code section 558 in the amount of fifty dollars (\$50) for each
7 aggrieved employee per pay period for the initial violation, and one
8 hundred dollars (\$100) for each aggrieved employee per pay period for
9 each subsequent violation;
- 10 c. Penalties under Labor Code section 210 in addition to, and entirely
11 independent and apart from, any other penalty provided in the Labor
12 Code in the amount of a hundred dollars (\$100) for each aggrieved
13 employee per pay period for the initial violation, and two hundred dollars
14 (\$200) for each aggrieved employee per pay period for each subsequent
15 violation;
- 16 d. Penalties under Labor Code section 1197.1 in the amount of a hundred
17 dollars (\$100) for each aggrieved employee per pay period for the initial
18 violation, and two hundred fifty dollars (\$250) for each aggrieved
19 employee per pay period for each subsequent violation;
- 20 e. Any and all additional penalties as provided by the Labor Code and/or
21 other statutes; and
- 22 f. Attorneys' fees and costs pursuant to Labor Code section 2699, and any
23 other applicable statute.

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1 **NINTH CAUSE OF ACTION**

2 **(Violation of California Business & Professions Code §§ 17200, *et seq.*)**

3 **(Against WAITER.COM, INC. and DOES 1 through 100)**

4 122. Plaintiffs incorporates by reference the allegations contained in paragraphs 1
5 through 121, and each and every part thereof with the same force and effect as though fully
6 set forth herein.

7 123. Defendants' conduct, as alleged herein, has been, and continues to be unfair,
8 unlawful, and harmful to Plaintiffs, other class members, to the general public, and
9 Defendants' competitors. Accordingly, Plaintiffs seek to enforce important rights affecting the
10 public interest within the meaning of Code of Civil Procedure section 1021.5.

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

14 125. A violation of Business & Professions Code sections 17200, *et seq.* may be
15 predicated on the violation of any state or federal law. In this instant case, Defendants' policy
16 and practice of requiring Plaintiffs and the other class members work overtime hours without
17 paying them proper compensation violate Labor Code sections 510 and 1198. Additionally,
18 Defendants' policy and practice of requiring Plaintiffs and the other class members, to work
19 through their meal and rest periods without paying them proper compensation violate Labor
20 Code sections 226.7 and 512(a). Moreover, Defendants' policy and practice of failing to
21 timely pay wages to Plaintiffs and the other class members violate Labor Code sections 201
22 and 202. Defendants also violated Labor Code sections 226(a), 246(l), 1194, 1197, 2800 and
23 2802.

24 126. As a result of the herein described violations of California law, Defendants
25 unlawfully gained an unfair advantage over other businesses.

26 127. Plaintiffs and the other class members have been personally injured by
27 Defendants' unlawful business acts and practices as alleged herein, including but not
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1 necessarily limited to the loss of money and/or property.

2 128. Pursuant to Business & Professions Code sections 17200, *et seq.*, Plaintiffs and
3 the other class members are entitled to restitution of the wages withheld and retained by
4 Defendants during a period that commences four years prior to the filing of this Complaint;
5 an award of attorneys' fees pursuant to Code of Civil procedure section 1021.5 and other
6 applicable laws; and an award of costs.

7 **DEMAND FOR JURY TRIAL**

8 Plaintiffs, individually, and on behalf of other members of the general public similarly
9 situated, request a trial by jury of their individual and class claims.

10 **PRAYER FOR RELIEF**

11 WHEREFORE, Plaintiffs, individually and on behalf of other members of the general
12 public similarly situated, and Plaintiff Rivera on behalf of aggrieved employees pursuant to
13 PAGA, pray for relief and judgment against Defendants, jointly and severally, as follows:

14 **Class Certification**

- 15 1. That this action be certified as a class action;
16 2. That Plaintiffs be appointed as representatives of the Class;
17 3. That counsel for Plaintiffs be appointed as Class Counsel; and
18 4. That Defendants provide to Class Counsel immediately the names and most
19 current contact information (address, email, and telephone numbers) of all class members.

20 **As to the First Cause of Action**

- 21 5. That the Court declare, adjudge, and decree that Defendants violated Labor Code
22 sections 510 and 1198 and applicable IWC Wage Orders by willfully failing to pay all
23 overtime wages due to Plaintiffs and the other class members;

- 24 6. For general unpaid wages at overtime wage rates and such general and special
25 damages as may be appropriate;

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

8. For reasonable attorneys' fees and costs of suit incurred herein pursuant to Labor Code section 1194; and

9. For such other and further relief as the court may deem just and proper.

As to the Second Cause of Action

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

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

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

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

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

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

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

As to the Third Cause of Action

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

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

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

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

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

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

As to the Fourth Cause of Action

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

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

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

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

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

28. For such other and further relief as the court may deem just and proper.

As to the Fifth Cause of Action

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

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

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

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

33. For such other and further relief as the court may deem just and proper.

As to the Sixth Cause of Action

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

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

36. For statutory penalties pursuant to Labor Code section 226(e);

37. For injunctive relief to ensure compliance with this section, pursuant to Labor Code section 226(g); and

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

As to the Seventh Cause of Action

39. That the Court declare, adjudge, and decree that Defendants violated Labor Code sections 2800 and 2802 by willfully failing to reimburse Plaintiffs and the other class members for all necessary business-related expenses as required by Labor Code sections 2800 and 2802;

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

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

42. For such other and further relief as the court may deem just and proper.

As to the Eight Cause of Action

43. For civil penalties pursuant to statute as set forth in Labor Code sections 2698, *et seq.*, for Defendants' violation of Labor Code sections 201, 202, 203, 204, 218.5, 221, 226(a), 226.3, 226.7, 246, 510, 512(a), 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802.

44. For costs and attorneys' fees pursuant to Labor Code sections 210, 218.5, 1194, and 2699, and any other applicable statute; and

45. For such other and further relief the court may deem just and proper.

As to the Ninth Cause of Action

46. That the Court declare, adjudge and decree that Defendants violated Business

1 and Professions Code sections 17200, *et seq.* by failing to provide Plaintiffs and the other class
2 members all overtime compensation due to them, failing to provide all meal and rest periods
3 to Plaintiffs and the other class members, failing to pay at least minimum wages to Plaintiffs
4 and the other class members, failing to pay Plaintiffs' and the other class members' wages
5 timely as required by Labor Code section 201, 202.

6 47. For restitution of unpaid wages to Plaintiffs and other class members and all pre-
7 judgment interest from the day such amounts were due and payable;

8 48. For the appointment of a receiver to receive, manage and distribute any and all
9 funds disgorged from Defendants and determined to have been wrongfully acquired by
10 Defendants as a result of violation of Business and Professions Code sections 17200, *et seq.*;

11 49. For reasonable attorneys' fees and costs of suit incurred herein pursuant to Code
12 of Civil Procedure section 1021.5;

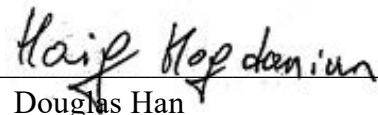
13 50. For injunctive relief to ensure compliance with this section, pursuant to Business
14 and Professions Code sections 17200, *et seq.*; and

15 51. For such other and further relief as the court may deem just and proper.

16
17 Dated: April 18, 2022

JUSTICE LAW CORPORATION

18
19
20 By:



Douglas Han
Shunt Tatavos-Gharajeh
Haig Hogdanian
Attorneys for Plaintiff

EXHIBIT 1

February 25, 2022

BY U.S. EMAIL/ELECTRONIC SUBMISSION

PAGAfilings@dir.ca.gov

State of California

Labor & Workforce Development Agency

800 Capitol Mall, MIC-55

Sacramento, California 95814

Re: WAITER.COM, INC.

Dear Representative:

We have been retained to represent Loida Rivera against Waiter.com, Inc. ("WAITER.COM").

Ms. Rivera is pursuing her California Labor Code section 2698, *et seq.*, the Private Attorneys General Act of 2004 ("PAGA") claim on a representative basis. Therefore, Ms. Rivera may seek penalties and wages for violations of the Labor Code on behalf of the State of California and aggrieved employees, which are recoverable under PAGA. This letter is sent in compliance with the reporting requirements of California Labor Code section 2699.3.

Waiter.com, Inc. is a California corporation located at 442 Oakmead Parkway, Sunnyvale, California 94085.

WAITER.COM employed Ms. Rivera as an hourly-paid non-exempt Delivery Driver within one year of the date of this letter (until in or around August of 2021) in the State of California. WAITER.COM directly controlled the wages, hours and/or working conditions of Ms. Rivera and other aggrieved employees' employment, including direction, retention, scheduling, supervision, and termination.

The "aggrieved employees" that Ms. Rivera may seek penalties on behalf of are all current and former hourly-paid or non-exempt employees of WAITER.COM within the State of California.

WAITER.COM failed to properly pay its hourly-paid or non-exempt employees for all hours worked, failed to properly provide or compensate minimum and overtime wages and for meal and rest breaks, failed to issue compliant wage statements and failed to reimburse for all necessary business-related costs and expenses, thus resulting in other Labor Code violations as stated below.

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WAITER.COM has violated and/or continues to violate, among other provisions of the California Labor Code and applicable wage law, California Labor Code sections 201, 202, 203, 218, 226(a), 226.3, 226.7, 246, 510, 512(a), 1194, 1197, 1197.1, 1198, 2800 and 2802, and the IWC Wage Orders.

California Labor Code sections 510, 1194, and 1198 require employers to pay at least minimum wage for all hours worked, pay time-and-a-half, or double-time overtime wages, and make it unlawful to work employees for hours longer than eight hours in one day and/or over forty hours in one week without paying the premium overtime rates. During the relevant time period, Ms. Rivera and other aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. WAITER.COM failed to compensate Ms. Rivera and other aggrieved employees for all hours worked and performing off-the-clock work, including pre- and post-shift and during meal breaks. WAITER.COM also failed to include non-discretionary bonuses and incentives in Ms. Rivera and other aggrieved employees' regular rate of pay for purposes of overtime compensation. Therefore, Ms. Rivera and other aggrieved employees were entitled to receive certain wages for overtime compensation, but they were not paid for all overtime hours worked.

California Labor Code section 246 requires that employers provide employees with paid sick leave of not less than one hour per every 30 hours worked. California Labor Code section 246(l) also requires that paid sick leave be paid at a non-exempt employee's regular rate of pay for the workweek in which the employee uses paid sick time or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment. During the relevant time period, WAITER.COM failed to pay Ms. Rivera and other aggrieved employees with paid sick leave that complied with California Labor Code section 246, by, for example, failing to pay paid sick leave at non-exempt employee's regular rate of pay or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment.

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California Labor Code sections 226.7 and 512 require employers to pay an employee one additional hour of pay at the employee's regular rate for each workday that a meal or rest break is not provided. During the relevant time period, WAITER.COM routinely required Ms. Rivera and other aggrieved employees to work through, interrupt, cut short, and/or delay their meal and rest breaks to comply with WAITER.COM's policies and expectations, and meet quotas. WAITER.COM also failed to provide adequate coverage to Ms. Rivera and other aggrieved employees so they may be relieved of all work duties and take legally mandated meal and rest breaks. Moreover, WAITER.COM also failed to authorize and permit Ms. Rivera and other aggrieved employees to take the requisite number of meal and rest breaks, including second meal breaks and third rest breaks, when working shifts exceeding 10 hours in length. Despite these facts, WAITER.COM failed to compensate Ms. Rivera and other aggrieved employees all the premium wages they were owed, including failing to pay premium wages at Ms. Rivera and other aggrieved employees' regular rate of pay.

California Labor Code section 201 requires that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately. California Labor Code section 202 requires that if an employee not having a written contract for a definite period quits his or her employment, his or her wages shall become due and payable not later than 72 hours thereafter, unless the employee has given 72 hours previous notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting. California Labor Code section 203 provides that if an employer willfully fails to pay, without abatement or reduction, any wages of an employee who is discharged or who quits, the wages of the employee shall continue as a penalty from the due date thereof at the same rate until paid or until an action therefor is commenced; but the wages shall not continue for more than 30 days. During the relevant time period, WAITER.COM failed to pay Ms. Rivera and other aggrieved employees all wages, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks, due to them within any time period specified by California Labor Code sections 201 and 203 and therefore is liable under California Labor Code section 203.

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California Labor Code section 226 requires employers to make, keep and provide complete and accurate itemized wage statements to their employees. During the relevant time period, WAITER.COM did not provide Ms. Rivera and other aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from WAITER.COM were in violation of California Labor Code section 226(a). The violations include, but are not limited to, the failure to include (1) gross wages earned by Ms. Rivera and other aggrieved employees, (2) total hours worked by Ms. Rivera and other aggrieved employees, (3) the number of piece-rate units earned and any applicable piece rate by Ms. Rivera and other aggrieved employees (4) all deductions for Ms. Rivera and other aggrieved employees, (5) net wages earned by Ms. Rivera and other aggrieved employees, (6) the inclusive dates of the period for which Ms. Rivera and other aggrieved employees are paid, (7) the name of the aggrieved employee and only the last four digits of his or her social security number or an employee identification number other than a social security number, (8) the name and address of the legal entity that is the employer and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by Ms. Rivera and other aggrieved employees.

California Labor Code sections 1194, 1197 and 1197.1 provide the minimum wage to be paid to employees, and the payment of a lesser wage than the minimum so fixed is unlawful. During the relevant time period, WAITER.COM did not provide Ms. Rivera and other aggrieved employees with the minimum wages to which they were entitled despite constructive and actual knowledge of off-the-clock work, including pre- and post-shift, and during meal breaks.

California Labor Code sections 2800 and 2802 require an employer to reimburse its employee for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her obedience to the directions of the employer. During their employment, Ms. Rivera and other aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by WAITER.COM, including using their personal vehicles to make deliveries and using their personal cellular phones to communicate with dispatch.

We believe that Ms. Rivera and other current and former California-based hourly-paid or non-exempt employees are entitled to penalties as allowed under California Labor Code section 2698, *et seq.* for violations of Labor Code sections 201, 202, 203, 218.5, 226(a), 226.3, 226.7, 246, 510, 512(a), 1194, 1197, 1197.1, 1198, 2800 and 2802, and the IWC Wage Orders.

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California Labor Code section 2699.3 requires that a claimant send a certified letter to the employer in questions and the California Labor & Workforce Development Agency setting forth the claims, and the basis for the claims, thereby giving the California Labor & Workforce Development Agency an opportunity to investigate the claims and/or take any action it deems appropriate.

The purpose of this letter is to satisfy the requirement created by California Labor code section 2699 prior to seeking penalties allowed by law for the aforementioned statutory violations. We look forward to determining whether California Labor & Workforce Development Agency intends to take any action in reference to these claims. We kindly request that you respond to this notice according to the time frame contemplated by the California Labor Code.

Ms. Rivera will seek these penalties on her own behalf and on behalf of other similarly situated California-based hourly-paid or non-exempt employees of WAITER.COM within one year of the date of this letter, as allowed by law.

If you have any questions or require additional information, please do not hesitate to contact us. Thank you for your attention to this matter and the noble cause you advance each and every day.

Very truly yours,

JUSTICE LAW CORPORATION

A handwritten signature in black ink, appearing to read "D. Han", written over a horizontal line.

Douglas Han, Esq.

CC: (By Certified U.S. Mail Only):

Craig David Cohen
c/o WAITER.COM, INC.
442 Oakmead Parkway
Sunnyvale, California 94085
Agent for Service of Process for WAITER.COM, Inc.

CC: (By Electronic Mail Only):

Hope Anne Case, Esq.
hcase@rcllp.com
Erik T. Johnson, Esq.
ejohnson@rcllp.com

LWDA

February 25, 2022

Page 6 of 6

RICKETTS CASE, LLP

Counsel of Record for WAITER.COM, Inc.

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PROOF OF SERVICE
1013A(3) CCP

STATE OF CALIFORNIA, COUNTY OF SANTA CLARA

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action. My business address is 751 N. Fair Oaks Avenue, Suite 101, Pasadena, CA 91103 and my electronic service address is mluna@justicelawcorp.com

On May 2, 2022, I served the foregoing document described as

FIRST AMENDED CLASS ACTION COMPLAINT FOR DAMAGES

for the following case: **Moreno v. Waiter.com, Inc.**
LWDA/Court Case No.: **LWDA Case No.: CM-870218-22**
Court Case No.: 20CV369926
Santa Clara County Superior Court

on interested parties in this action by electronically submitting as follows:

State of California
Labor & Workforce Development Agency
800 Capitol Mall, MIC-55
Sacramento, California 95814

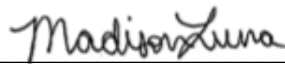
[X] BY ELECTRONIC SUBMISSION

Pursuant to California Senate Bill No. 836, I caused the documents described above to be electronically submitted by and through the procedure stated on the website of the State of California Labor and Workforce Development Agency.

[X] STATE

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

Executed on May 2, 2022, at Pasadena, California.



Madison Luna