

SUMMONS (CITACION JUDICIAL)

NOTICE TO DEFENDANT: NCRC, Inc. d/b/a Nationwide
(**AVISO AL DEMANDADO:**) Construction and Repair Company, and
DOES 1 through 10, inclusive

FOR COURT USE ONLY
(SOLO PARA USO DE LA CORTE)
ELECTRONICALLY FILED

5/3/2022

Kern County Superior Court
By Alejandra Velazquez, Deputy

YOU ARE BEING SUED BY PLAINTIFF: CARLOS A. SALCIDO, on
(**LO ESTÁ DEMANDANDO EL DEMANDANTE:**) behalf of himself and
all "aggrieved employees" pursuant to Labor Code § 2698
et seq.

NOTICE! You have been sued. The court may decide against you without your being heard unless you respond within 30 days. Read the information below.

You have 30 CALENDAR DAYS after this summons and legal papers are served on you to file a written response at this court and have a copy served on the plaintiff. A letter or phone call will not protect you. Your written response must be in proper legal form if you want the court to hear your case. There may be a court form that you can use for your response. You can find these court forms and more information at the California Courts Online Self-Help Center (www.courtinfo.ca.gov/selfhelp), your county law library, or the courthouse nearest you. If you cannot pay the filing fee, ask the court clerk for a fee waiver form. If you do not file your response on time, you may lose the case by default, and your wages, money, and property may be taken without further warning from the court.

There are other legal requirements. You may want to call an attorney right away. If you do not know an attorney, you may want to call an attorney referral service. If you cannot afford an attorney, you may be eligible for free legal services from a nonprofit legal services program. You can locate these nonprofit groups at the California Legal Services Web site (www.lawhelpcalifornia.org), the California Courts Online Self-Help Center (www.courtinfo.ca.gov/selfhelp), or by contacting your local court or county bar association. **NOTE:** The court has a statutory lien for waived fees and costs on any settlement or arbitration award of \$10,000 or more in a civil case. The court's lien must be paid before the court will dismiss the case. **¡AVISO!** Lo han demandado. Si no responde dentro de 30 días, la corte puede decidir en su contra sin escuchar su versión. Lea la información a continuación.

Tiene 30 DÍAS DE CALENDARIO después de que le entreguen esta citación y papeles legales para presentar una respuesta por escrito en esta corte y hacer que se entregue una copia al demandante. Una carta o una llamada telefónica no lo protegen. Su respuesta por escrito tiene que estar en formato legal correcto si desea que procesen su caso en la corte. Es posible que haya un formulario que usted pueda usar para su respuesta. Puede encontrar estos formularios de la corte y más información en el Centro de Ayuda de las Cortes de California (www.sucorte.ca.gov), en la biblioteca de leyes de su condado o en la corte que le quede más cerca. Si no puede pagar la cuota de presentación, pida al secretario de la corte que le dé un formulario de exención de pago de cuotas. Si no presenta su respuesta a tiempo, puede perder el caso por incumplimiento y la corte le podrá quitar su sueldo, dinero y bienes sin más advertencia.

Hay otros requisitos legales. Es recomendable que llame a un abogado inmediatamente. Si no conoce a un abogado, puede llamar a un servicio de remisión a abogados. Si no puede pagar a un abogado, es posible que cumpla con los requisitos para obtener servicios legales gratuitos de un programa de servicios legales sin fines de lucro. Puede encontrar estos grupos sin fines de lucro en el sitio web de California Legal Services, (www.lawhelpcalifornia.org), en el Centro de Ayuda de las Cortes de California, (www.sucorte.ca.gov) o poniéndose en contacto con la corte o el colegio de abogados locales. **AVISO:** Por ley, la corte tiene derecho a reclamar las cuotas y los costos exentos por imponer un gravamen sobre cualquier recuperación de \$10,000 ó más de valor recibida mediante un acuerdo o una concesión de arbitraje en un caso de derecho civil. Tiene que pagar el gravamen de la corte antes de que la corte pueda desechar el caso.

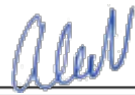
The name and address of the court is:
(El nombre y dirección de la corte es):
Superior Court of California, County of Kern

CASE NUMBER:
(Número del Caso):
BCV-22-101027

1215 1415 Truxtun Avenue
Bakersfield, California 93301

The name, address, and telephone number of plaintiff's attorney, or plaintiff without an attorney, is: Alex P. Katofsky, Esq.
(El nombre, la dirección y el número de teléfono del abogado del demandante, o del demandante que no tiene abogado, es):
Gaines & Gaines, APLC

4550 East Thousand Oaks Boulevard, Suite 100, Westlake Village, CA 91362 818-703-8985

DATE: 5/3/2022 TAMARAH HARBER-PICKENS Clerk, by Deputy
(Fecha) (Secretario)  (Adjunto)

(For proof of service of this summons, use Proof of Service of Summons (form POS-010).)
(Para prueba de entrega de esta citación use el formulario Proof of Service of Summons, (POS-010)).

[SEAL]



NOTICE TO THE PERSON SERVED: You are served

1. ☐ as an individual defendant.
2. ☐ as the person sued under the fictitious name of (specify):
3. ☐ on behalf of (specify):

under: ☐ CCP 416.10 (corporation)	☐ CCP 416.60 (minor)
☐ CCP 416.20 (defunct corporation)	☐ CCP 416.70 (conservatee)
☐ CCP 416.40 (association or partnership)	☐ CCP 416.90 (authorized person)
☐ other (specify):	
4. ☐ by personal delivery on (date):

ATTORNEY OR PARTY WITHOUT ATTORNEY (Name, State Bar number, and address):

Alex P. Katofsky, Esq. SBN: 202754
Gaines & Gaines, APLC

4550 East Thousand Oaks Boulevard, Suite 100, Westlake Village, CA 91362

TELEPHONE NO.: 818-703-8985

FAX NO. (Optional): 818-703-8984

E-MAIL ADDRESS: alex@gaineslawfirm.com

ATTORNEY FOR (Name): Plaintiff, Carlos Salcido

FOR COURT USE ONLY

ELECTRONICALLY FILED

4/28/2022 10:07 AM

Kern County Superior Court

By Alejandra Velazquez, Deputy

SUPERIOR COURT OF CALIFORNIA, COUNTY OF KERN

STREET ADDRESS: ~~1415 Truxtun Avenue~~ 1215 Truxtun Ave. AVMAILING ADDRESS: ~~1415 Truxtun Avenue~~

CITY AND ZIP CODE: Bakersfield, 93301

BRANCH NAME: Metro Division

CASE NAME: Salcido v. NCRC, Inc., et al.

CIVIL CASE COVER SHEET

☒ **Unlimited** ☐ **Limited**
(Amount demanded exceeds \$25,000) (Amount demanded is \$25,000 or less)

Complex Case Designation

☐ Counter ☐ Joinder
Filed with first appearance by defendant (Cal. Rules of Court, rule 3.402)

CASE NUMBER:

BCV-22-101027

JUDGE:

DEPT.:

Items 1-6 below must be completed (see instructions on page 2).

1. Check **one** box below for the case type that best describes this case:

Auto Tort

☐ Auto (22)
☐ Uninsured motorist (46)

Other PI/PD/WD (Personal Injury/Property Damage/Wrongful Death) Tort

☐ Asbestos (04)
☐ Product liability (24)
☐ Medical malpractice (45)
☐ Other PI/PD/WD (23)

Non-PI/PD/WD (Other) Tort

☐ Business tort/unfair business practice (07)
☐ Civil rights (08)
☐ Defamation (13)
☐ Fraud (16)
☐ Intellectual property (19)
☐ Professional negligence (25)
☐ Other non-PI/PD/WD tort (35)

Employment

☐ Wrongful termination (36)
☒ Other employment (15)

Contract

☐ Breach of contract/warranty (06)
☐ Rule 3.740 collections (09)
☐ Other collections (09)
☐ Insurance coverage (18)
☐ Other contract (37)

Real Property

☐ Eminent domain/Inverse condemnation (14)
☐ Wrongful eviction (33)
☐ Other real property (26)

Unlawful Detainer

☐ Commercial (31)
☐ Residential (32)
☐ Drugs (38)

Judicial Review

☐ Asset forfeiture (05)
☐ Petition re: arbitration award (11)
☐ Writ of mandate (02)
☐ Other judicial review (39)

Provisionally Complex Civil Litigation
(Cal. Rules of Court, rules 3.400-3.403)

☐ Antitrust/Trade regulation (03)
☐ Construction defect (10)
☐ Mass tort (40)
☐ Securities litigation (28)
☐ Environmental/Toxic tort (30)
☐ Insurance coverage claims arising from the above listed provisionally complex case types (41)

Enforcement of Judgment

☐ Enforcement of judgment (20)

Miscellaneous Civil Complaint

☐ RICO (27)
☐ Other complaint (not specified above) (42)

Miscellaneous Civil Petition

☐ Partnership and corporate governance (21)
☐ Other petition (not specified above) (43)

2. This case ☐ is ☒ is not complex under rule 3.400 of the California Rules of Court. If the case is complex, mark the factors requiring exceptional judicial management:

- a. ☐ Large number of separately represented parties d. ☐ Large number of witnesses
b. ☐ Extensive motion practice raising difficult or novel issues that will be time-consuming to resolve e. ☐ Coordination with related actions pending in one or more courts in other counties, states, or countries, or in a federal court
c. ☐ Substantial amount of documentary evidence f. ☐ Substantial postjudgment judicial supervision

3. Remedies sought (check all that apply): a. ☒ monetary b. ☐ nonmonetary; declaratory or injunctive relief c. ☐ punitive

4. Number of causes of action (specify): One (1)

5. This case ☐ is ☒ is not a class action suit.

6. If there are any known related cases, file and serve a notice of related case. (You may use form CM-015.)

Date: 4/28/22

Alex P. Katofsky, Esq.

(TYPE OR PRINT NAME)

(SIGNATURE OF PARTY OR ATTORNEY FOR PARTY)

NOTICE

- Plaintiff must file this cover sheet with the first paper filed in the action or proceeding (except small claims cases or cases filed under the Probate Code, Family Code, or Welfare and Institutions Code). (Cal. Rules of Court, rule 3.220.) Failure to file may result in sanctions.
- File this cover sheet in addition to any cover sheet required by local court rule.
- If this case is complex under rule 3.400 et seq. of the California Rules of Court, you must serve a copy of this cover sheet on all other parties to the action or proceeding.
- Unless this is a collections case under rule 3.740 or a complex case, this cover sheet will be used for statistical purposes only.

Page 1 of 2

To Plaintiffs and Others Filing First Papers. If you are filing a first paper (for example, a complaint) in a civil case, you **must** complete and file, along with your first paper, the Civil Case Cover Sheet contained on page 1. This information will be used to compile statistics about the types and numbers of cases filed. You must complete items 1 through 6 on the sheet. In item 1, you must check **one** box for the case type that best describes the case. If the case fits both a general and a more specific type of case listed in item 1, check the more specific one. If the case has multiple causes of action, check the box that best indicates the **primary** cause of action. To assist you in completing the sheet, examples of the cases that belong under each case type in item 1 are provided below. A cover sheet must be filed only with your initial paper. Failure to file a cover sheet with the first paper filed in a civil case may subject a party, its counsel, or both to sanctions under rules 2.30 and 3.220 of the California Rules of Court.

To Parties in Rule 3.740 Collections Cases. A "collections case" under rule 3.740 is defined as an action for recovery of money owed in a sum stated to be certain that is not more than \$25,000, exclusive of interest and attorney's fees, arising from a transaction in which property, services, or money was acquired on credit. A collections case does not include an action seeking the following: (1) tort damages, (2) punitive damages, (3) recovery of real property, (4) recovery of personal property, or (5) a prejudgment writ of attachment. The identification of a case as a rule 3.740 collections case on this form means that it will be exempt from the general time-for-service requirements and case management rules, unless a defendant files a responsive pleading. A rule 3.740 collections case will be subject to the requirements for service and obtaining a judgment in rule 3.740.

To Parties in Complex Cases. In complex cases only, parties must also use the Civil Case Cover Sheet to designate whether the case is complex. If a plaintiff believes the case is complex under rule 3.400 of the California Rules of Court, this must be indicated by completing the appropriate boxes in items 1 and 2. If a plaintiff designates a case as complex, the cover sheet must be served with the complaint on all parties to the action. A defendant may file and serve no later than the time of its first appearance a joinder in the plaintiff's designation, a counter-designation that the case is not complex, or, if the plaintiff has made no designation, a designation that the case is complex.

CASE TYPES AND EXAMPLES

Auto Tort

Auto (22)–Personal Injury/Property Damage/Wrongful Death
Uninsured Motorist (46) (*if the case involves an uninsured motorist claim subject to arbitration, check this item instead of Auto*)

Other PI/PD/WD (Personal Injury/Property Damage/Wrongful Death) Tort

Asbestos (04)
Asbestos Property Damage
Asbestos Personal Injury/Wrongful Death
Product Liability (*not asbestos or toxic/environmental*) (24)
Medical Malpractice (45)
Medical Malpractice–Physicians & Surgeons
Other Professional Health Care Malpractice
Other PI/PD/WD (23)
Premises Liability (e.g., slip and fall)
Intentional Bodily Injury/PD/WD (e.g., assault, vandalism)
Intentional Infliction of Emotional Distress
Negligent Infliction of Emotional Distress
Other PI/PD/WD

Non-PI/PD/WD (Other) Tort

Business Tort/Unfair Business Practice (07)
Civil Rights (e.g., discrimination, false arrest) (*not civil harassment*) (08)
Defamation (e.g., slander, libel) (13)
Fraud (16)
Intellectual Property (19)
Professional Negligence (25)
Legal Malpractice
Other Professional Malpractice (*not medical or legal*)
Other Non-PI/PD/WD Tort (35)

Employment

Wrongful Termination (36)
Other Employment (15)

Contract

Breach of Contract/Warranty (06)
Breach of Rental/Lease
Contract (*not unlawful detainer or wrongful eviction*)
Contract/Warranty Breach–Seller Plaintiff (*not fraud or negligence*)
Negligent Breach of Contract/Warranty
Other Breach of Contract/Warranty
Collections (e.g., money owed, open book accounts) (09)
Collection Case–Seller Plaintiff
Other Promissory Note/Collections Case
Insurance Coverage (*not provisionally complex*) (18)
Auto Subrogation
Other Coverage
Other Contract (37)
Contractual Fraud
Other Contract Dispute

Real Property

Eminent Domain/Inverse Condemnation (14)
Wrongful Eviction (33)
Other Real Property (e.g., quiet title) (26)
Writ of Possession of Real Property
Mortgage Foreclosure
Quiet Title
Other Real Property (*not eminent domain, landlord/tenant, or foreclosure*)

Unlawful Detainer

Commercial (31)
Residential (32)
Drugs (38) (*if the case involves illegal drugs, check this item; otherwise, report as Commercial or Residential*)

Judicial Review

Asset Forfeiture (05)
Petition Re: Arbitration Award (11)
Writ of Mandate (02)
Writ–Administrative Mandamus
Writ–Mandamus on Limited Court Case Matter
Writ–Other Limited Court Case Review
Other Judicial Review (39)
Review of Health Officer Order
Notice of Appeal–Labor Commissioner Appeals

Provisionally Complex Civil Litigation (Cal. Rules of Court Rules 3.400–3.403)

Antitrust/Trade Regulation (03)
Construction Defect (10)
Claims Involving Mass Tort (40)
Securities Litigation (28)
Environmental/Toxic Tort (30)
Insurance Coverage Claims (*arising from provisionally complex case type listed above*) (41)

Enforcement of Judgment

Enforcement of Judgment (20)
Abstract of Judgment (Out of County)
Confession of Judgment (*non-domestic relations*)
Sister State Judgment
Administrative Agency Award (*not unpaid taxes*)
Petition/Certification of Entry of Judgment on Unpaid Taxes
Other Enforcement of Judgment Case

Miscellaneous Civil Complaint

RICO (27)
Other Complaint (*not specified above*) (42)
Declaratory Relief Only
Injunctive Relief Only (*non-harassment*)
Mechanics Lien
Other Commercial Complaint Case (*non-tort/non-complex*)
Other Civil Complaint (*non-tort/non-complex*)

Miscellaneous Civil Petition

Partnership and Corporate Governance (21)
Other Petition (*not specified above*) (43)
Civil Harassment
Workplace Violence
Elder/Dependent Adult Abuse
Election Contest
Petition for Name Change
Petition for Relief From Late Claim
Other Civil Petition

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ELECTRONICALLY FILED
4/28/2022 10:07 AM
Kern County Superior Court
By Alejandra Velazquez, Deputy

7 Attorneys for Plaintiff Carlos A. Salcido, on behalf of himself and all “aggrieved employees”
8 pursuant to Labor Code § 2698 *et seq.*

9 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
10 **FOR THE COUNTY OF KERN**

11 CARLOS A. SALCIDO, on behalf of himself
12 and all “aggrieved employees” pursuant to
13 Labor Code § 2698 *et seq.*,

14 Plaintiff,

15 v.

16 NCRC, Inc. d/b/a Nationwide Construction and
17 Repair Company, and DOES 1 through 10,
18 inclusive,

19 Defendants.
20
21
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24
25
26
27
28

CASE NO: BCV-22-101027

**REPRESENTATIVE ACTION
COMPLAINT FOR PENALTIES
PURSUANT TO LABOR CODE § 2699(f)
FOR VIOLATIONS OF LABOR CODE
§§ 201, 202, 204, 226(a), 226.3, 226.7, 510,
512, 1194, 1194.2, AND 2802 AND
PURSUANT TO LABOR CODE § 2699(a)
FOR VIOLATIONS OF LABOR CODE §§
210, 226.3, AND 558**

1 Plaintiff CARLOS A. SALCIDO (“Plaintiff”), on behalf of himself and others as an
2 “aggrieved employee” under the Labor Code Private Attorneys General Act of 2004, complains of
3 NCRC, Inc. d/b/a Nationwide Construction and Repair Company, and/or any subsidiaries or affiliated
4 companies (hereinafter referred to as “Defendant”), as follows:

5 **I.**

6 **INTRODUCTION AND FACTUAL BACKGROUND**

7 1. This is a Representative Action, pursuant to Labor Code § 2698 et seq., on behalf of
8 Plaintiff and other California employees who currently work or formerly worked for Defendant’s
9 construction company (“Aggrieved Employees”).

10 2. For at least one (1) year prior to the filing of this action and at least one (1) year prior
11 to the date Plaintiff began the process of exhausting the administrative requirements, pursuant to
12 Labor Code § 2698 et seq., and continuing to the present (the “liability period”), Defendant has had
13 consistent policies of:

14 a. Failing to pay Plaintiff and other non-exempt Aggrieved Employees all wages
15 due, in violation of Labor Code §§ 510, 558, 1194 and 1194.2 and IWC Wage Order 16-2001.
16 Plaintiff and other non-exempt Aggrieved Employees worked off-the-clock cleaning up the
17 job site, without pay. In addition, Plaintiff and other non-exempt Aggrieved Employees were
18 not always paid premium overtime wages at one-and-a-half times their regular rate of pay.
19 Instead, they were sometimes paid overtime wages at one-half of, or at their regular hourly
20 rate. Defendant also required Plaintiff and other Aggrieved Employees to be on-call on the
21 days they were not scheduled to work and Plaintiff was told to not make any plans for the day.
22 If Plaintiff and other non-exempt Aggrieved Employees were not called in to work, Defendant
23 would not compensate them for any time worked that day, despite the fact that they were
24 subject to Defendant’s control during this on-call time. An employer is obligated to pay the
25 wages of an hourly employee for all time that the employee is under the control of the
26 employer, and this includes all the time the employee is suffered or permitted to work, whether
27 or not required to do so. When Plaintiff and other non-exempt Aggrieved Employees were on-
28 call, they were under the control of Defendant and required to be compensated for all hours

1 worked. Defendant, however, failed to do so. These instances deprived Plaintiff and other
2 non-exempt Aggrieved Employees of significant hours worked and minimum and overtime
3 wages due, and constitute violations of Labor Code §§ 510, 558, 1194, and 1194.2 and IWC
4 Wage Order No. 16-2001;

5 b. Failing to pay premium wages to Plaintiff and other non-exempt Aggrieved
6 Employees who were denied rest periods, in violation of Labor Code § 226.7 and IWC Wage
7 Order No. 16-2001. Plaintiff and other non-exempt Aggrieved Employees were routinely
8 unable to take a 10-minute rest period for every four (4) hours of work or major fraction
9 thereof, but were not paid premium wages of one hour's pay for each missed rest period. When
10 they were able to take a rest period, they were oftentimes late or cut short. This violates Labor
11 Code §§ 226.7, 510 and 1194 and IWC Wage Order No. 16-2001;

12 c. Failing to pay premium wages to Plaintiff and other non-exempt Aggrieved
13 Employees who were denied proper meal periods, in violation of Labor Code §§ 226.7, 512,
14 558 and IWC Wage Order 16-2001. Plaintiff and other non-exempt Aggrieved Employees
15 were routinely denied, and not authorized to take, a proper, timely, uninterrupted, 30-minute
16 meal period for every shift worked that exceeded five hours, or a second proper, timely,
17 uninterrupted, 30-minute meal period for every shift worked that exceeded ten hours, but were
18 not paid premium wages of one hour's pay for each missed first or second meal period. When
19 they were able to take a meal period, they were late or short. This violates Labor Code §§
20 226.7, 510, 512, 558, and 1194 and IWC Wage Order 16-2001;

21 d. Failing to reimburse Plaintiff and other Aggrieved Employees for necessary
22 business expenses incurred in direct consequence of the discharge of their duties, in violation
23 of Labor Code § 2802, including, but not limited to, the use of their personal cellular phones
24 while working for Defendant. Labor Code § 2802 requires that employers must indemnify
25 their employees for all necessary expenditures or losses incurred by the employee in direct
26 consequence of the discharge of their duties, and Defendant's failure to do so has violated this
27 section.
28

1 e. Failing to timely pay Plaintiff and other Aggrieved Employees all wages due
2 during their employment, in violation of Labor Code §§ 204 and 210. Defendant paid Plaintiff
3 and other Aggrieved Employees on a bi-weekly basis, but failed to issue them all their wages
4 within seven calendar days of the conclusion of the payroll period, as required by Labor Code
5 § 204(d). Instead, some wages were issued ten or more days after the conclusion of the pay
6 period. This subjects Defendant to penalties as authorized by Labor Code § 210;

7 f. Failing to provide Plaintiff and other non-exempt Aggrieved Employees with
8 wage statements that fully and accurately itemized the requirements set forth in Labor Code
9 § 226(a). Plaintiff and other non-exempt Aggrieved Employees were not paid all wages due,
10 as stated above. As such, the wage statements provided by Defendant failed to accurately state
11 all gross wages earned, in violation of Labor Code §§ 226(a)(1) and 226.3, total hours worked,
12 in violation of Labor Code §§ 226(a)(2) and 226.3, net wages earned, in violation of Labor
13 Code §§ 226(a)(5) and 226.3, and all applicable hourly rates in effect during the pay period
14 and the corresponding number of hours worked at each hourly rate, in violation of Labor Code
15 §§ 226(a)(9) and 226.3; and
16

17 g. Failing to pay Plaintiff and other Aggrieved Employees all wages due at the
18 separation of their employment based on the time frames required by Labor Code §§ 201 and
19 202. As stated above, Plaintiff and non-exempt Aggrieved Employees were not paid all wages
20 due during the course of their employment and, as a result of this failure, they were not timely
21 paid all wages due at the separation of their employment. Furthermore, when Plaintiff was
22 terminated, he was not issued his final wages until over one week after the termination date.
23 Plaintiff alleges that Defendant maintains a policy to untimely pay final wages to its former
24 Aggrieved Employees. This violates Labor Code §§ 201-202 and is alleged on behalf of
25 Plaintiff and certain Aggrieved Employees no longer employed by Defendant.
26

27 3. Plaintiff, on behalf of himself and all Aggrieved Employees pursuant to Labor Code §
28 2698 *et seq.*, seeks civil penalties for Defendants' violations of the California Labor Code.

4. Venue is proper in this judicial district, pursuant to Code of Civil Procedure § 395. The Labor Code violations alleged against Defendants herein arose in Kern County, California.

II.

PARTIES

A. Plaintiff

5. Plaintiff CARLOS A. SALCIDO was employed by Defendants from 2015 through July 2021 as a non-exempt employee in Kern County, California.

B. Defendant

6. Defendant NCRC, Inc. d/b/a Nationwide Construction and Repair Company employed Plaintiff and Aggrieved Employees throughout the State of California, including Kern County, California.

7. The true names and capacities, whether individual, corporate, associate, or otherwise, of Defendants sued herein as DOES 1 to 10, inclusive, are currently unknown to Plaintiff, who therefore sues Defendants by such fictitious names under Code of Civil Procedure § 474. Plaintiff is informed and believes, and based thereon alleges, that each of the Defendants designated herein as a DOE is legally responsible in some manner for the unlawful acts referred to herein. Plaintiff will seek leave of court to amend this Complaint to reflect the true names and capacities of the Defendants designated hereinafter as DOES when such identities become known.

8. Plaintiff is informed and believes, and based thereon alleges, that each Defendant acted in all respects pertinent to this action as the agent of the other Defendant, carried out a joint scheme, business plan or policy in all respects pertinent hereto, and the acts of each Defendant is legally attributable to the other Defendants.

9. The Defendants named herein as DOE 1 through DOE 10 are and were persons acting on behalf of, or acting jointly with, Defendants, who violated, or caused to be violated, one or more provisions of the California Labor Code as alleged herein.

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1 **III.**

2 **CAUSES OF ACTION**

3 **FIRST CAUSE OF ACTION**

4 **PLAINTIFF AND ALL AGGRIEVED EMPLOYEES AGAINST ALL DEFENDANTS**
5 **CIVIL PENALTIES PURSUANT TO LABOR CODE § 2699(f) FOR VIOLATIONS OF**
6 **LABOR CODE §§ 201, 202, 204, 226(a), 226.3, 226.7, 510, 512, 1194, 1194.2, AND 2802 AND**
7 **PURSUANT TO LABOR CODE § 2699(a) FOR VIOLATIONS OF LABOR CODE §§ 210,**
8 **226.3, AND 558**

9 10. Plaintiff incorporates paragraphs 1 through 9 of this Complaint as though fully set
10 forth herein.

11 11. As a result of the acts alleged above, including the Labor Code violations set forth in
12 paragraph 2 above, Plaintiff seeks civil penalties pursuant to Labor Code §§ 2698 *et seq.*

13 12. For each such violation, Plaintiff and all other Aggrieved Employees are entitled to
14 civil penalties subject to the following formula:

- 15 a. Pursuant to Labor Code § 2699(f), \$100 for each initial violation and \$200 for
16 each subsequent violation of Labor Code §§ 201, 202, 204, 226(a), 226.3,
17 226.7, 510, 512, 1194, 1194.2, and 2802; and
18 b. Pursuant to Labor Code § 2699(a), the civil penalties as authorized by Labor
19 Code §§ 210, 226.3, and 558.

20 13. Civil penalties recovered will be allocated 75% to the Labor and Workforce
21 Development Agency, and 25% to the affected employees.

22 14. On February 15, 2022, Plaintiff sent a letter, by online submission to the LWDA and
23 by certified mail, return receipt requested, to Defendants setting forth the facts and theories of the
24 violations alleged against Defendants, as prescribed by Labor Code § 2698 *et seq.* Pursuant to Labor
25 Code § 2699.3(a)(2)(A), no notice was received by Plaintiff from the LWDA within sixty-five (65)
26 calendar days of January 13, 2022. Plaintiff may therefore commence this action to seek civil penalties
27 pursuant to Labor Code § 2698 *et seq.*
28

Wherefore, Plaintiff and the Aggrieved Employees he seeks to represent request relief as described below.

IV.

RELIEF REQUESTED

WHEREFORE, Plaintiff prays for the following relief:

1. For civil penalties pursuant to Labor Code § 2698 *et seq.* for Plaintiff and all other Aggrieved Employees;
2. An award providing for payment of costs of suit pursuant to Labor Code § 2699(g)(1) and other applicable law;
3. An award of attorneys' fees pursuant to Labor Code § 2699(g)(1) and other applicable law; and
4. Such other and further relief as this Court may deem just and proper.

Dated: April 28, 2022

Respectfully submitted,

GAINES & GAINES
A Professional Law Corporation

By: Evan S. Gaines
EVAN S. GAINES
Attorneys for Plaintiff