

1 **MATERN LAW GROUP, PC**
2 Matthew J. Matern (SBN 159798)
3 Email: mmatern@maternlawgroup.com
4 Joshua D. Boxer (SBN 226712)
5 Email: jboxer@maternlawgroup.com
6 Clare E. Moran (SBN 340539)
7 Email: cmoran@maternlawgroup.com
1230 Rosecrans Avenue, Suite 200
Manhattan Beach, CA 90266
Tel: (310) 531-1900
Facsimile: (310) 531-1901

8 Attorneys for Plaintiff NASREDDINE
9 DAOUD, individually, and on behalf of
others similarly situated and aggrieved

10 SUPERIOR COURT OF THE STATE OF CALIFORNIA

11 COUNTY OF CONTRA COSTA

12 NASREDDINE DAOUD, individually, and on
13 behalf of others similarly situated and
aggrieved,

14 Plaintiff,

15 vs.

16 BAY AIR SYSTEMS, INC., a California
17 corporation; and DOES 1 through 50, inclusive,
18 Defendants.
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CASE NO.:

C22 - 0 0 9 8 8

COMPLAINT

CLASS ACTION:

1. Failure to Provide Required Meal Periods;
2. Failure to Provide Required Rest Periods;
3. Failure to Pay Overtime Wages;
4. Failure to Pay Minimum Wages;
5. Failure to Pay All Wages Due to Discharged and Quitting Employees;
6. Failure to Maintain Required Records;
7. Failure to Furnish Accurate Itemized Wage Statements;
8. Failure to Indemnify Employees for Necessary Expenditures Incurred in Discharge of Duties;
9. Unfair and Unlawful Business Practices.

REPRESENTATIVE ACTION:

10. Penalties under the Labor Code Private Attorneys General Act, as Representative Action

DEMAND FOR JURY TRIAL

FILED
APR 27 2022
K. BIEKER CLERK OF THE COURT
SUPERIOR COURT OF CALIFORNIA
COUNTY OF CONTRA COSTA
By MICHAEL MACAPINLAC

PER LOCAL RULE, THIS
CASE IS ASSIGNED TO
DEPT 39, FOR ALL
PURPOSES

IMMONS ISSUED

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5. PLAINTIFF brings this action on behalf of himself and the following similarly situated class of individuals (“CLASS MEMBERS”): all current and former non-exempt employees of DEFENDANTS in the State of California at any time within the period beginning four (4) years prior to the filing of this action and ending at the time this action settles or proceeds to final judgment (the “CLASS PERIOD”). PLAINTIFF reserves the right to name additional class representatives.

DEFENDANT

6. PLAINTIFF is informed and believes, and thereon alleges, that DEFENDANT BAY AIR SYSTEMS, INC. is, and at all times relevant hereto was, a California corporation organized and existing under the laws of the State of California. PLAINTIFF is further informed and believes, and thereon alleges, that DEFENDANT BAY AIR SYSTEMS, INC. is authorized to conduct business in the State of California, and does conduct business in the State of California. Specifically, DEFENDANT BAY AIR SYSTEMS, INC. maintains offices and facilities and conducts business in, and engages in illegal payroll practices or policies in, the County of Contra Costa, State of California.

7. The true names and capacities of DOES 1 through 50, inclusive, are unknown to PLAINTIFF at this time, and PLAINTIFF therefore sues such DOE DEFENDANT under fictitious names. PLAINTIFF is informed and believes, and thereon alleges, that each Defendant designated as a DOE is in some manner highly responsible for the occurrences alleged herein, and that PLAINTIFF and CLASS MEMBERS' injuries and damages, as alleged herein, were proximately caused by the conduct of such DOE DEFENDANT. PLAINTIFF will seek leave of the court to amend this Complaint to allege their true names and capacities of such DOE DEFENDANT when ascertained.

8. At all relevant times herein, DEFENDANTS were the employers of PLAINTIFF and CLASS MEMBERS. PLAINTIFF is informed and believes, and thereon alleges, that at all times material to this complaint DEFENDANTS were the alter egos, divisions, affiliates, integrated enterprises, joint employers, subsidiaries, parents, principals, related entities, co-conspirators, authorized agents, partners, joint venturers, and/or guarantors, actual or ostensible,

1 of each other. Each Defendant was completely dominated by his, her or its co-Defendant, and
2 each was the alter ego of the other.

3 9. At all relevant times herein, PLAINTIFF and CLASS MEMBERS were employed
4 by DEFENDANTS under employment agreements that were partly written, partly oral, and partly
5 implied. In perpetrating the acts and omissions alleged herein, DEFENDANTS, and each of them,
6 acted pursuant to, and in furtherance of, their policies and practices of not paying PLAINTIFF
7 and CLASS MEMBERS all wages earned and due, through methods and schemes which include,
8 but are not limited to, failing to pay overtime premiums; failing to provide rest and meal periods;
9 failing to properly maintain records; failing to provide accurate itemized statements for each pay
10 period; failing to properly compensate PLAINTIFF and CLASS MEMBERS for necessary
11 expenditures; and requiring, permitting or suffering the employees to work off the clock, in
12 violation of the California Labor Code and the applicable Welfare Commission ("IWC") Orders.

13 10. PLAINTIFF is informed and believes, and thereon alleges, that each and every one
14 of the acts and omissions alleged herein were performed by, and/or attributable to, all
15 DEFENDANT, each acting as agents and/or employees, and/or under the direction and control of,
16 each of the other DEFENDANT, and that said acts and failures to act were within the course and
17 scope of said agency, employment and/or direction and control.

18 11. Pursuant to California Labor Code § 558.1, DEFENDANTS and any person acting
19 on behalf of any of the DEFENDANTS, are liable for violating, or causing to violate, any
20 provision regulating minimum wages or hours and days of work in any order of the Industrial
21 Welfare Commission, or Labor Code §§ 203, 226, 226.7, 1193.6, 1194, or 2802.

22 12. As a direct and proximate result of the unlawful actions of DEFENDANTS,
23 PLAINTIFF and CLASS MEMBERS have suffered, and continue to suffer, from loss of earnings
24 in amounts as yet unascertained, but subject to proof at trial, and within the jurisdiction of this
25 Court.

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1 **CLASS ACTION DESIGNATION**

2 13. This action is appropriately suited for a Class Action because:

3 a. The potential class is a significant number. Joinder of all current and
4 former employees individually would be impractical.

5 b. This action involves common questions of law and fact to the potential
6 class because the action focuses on DEFENDANTS' systematic course of illegal payroll practices
7 and policies, which were applied to all non-exempt employees in violation of the Labor Code, the
8 applicable IWC wage order, and the Business and Professions Code, which prohibits unfair
9 business practices arising from such violations.

10 c. The claims of PLAINTIFF are typical of the class because DEFENDANTS
11 subjected all non-exempt employees to identical violations of the Labor Code, the applicable
12 IWC wage order, and the Business and Professions Code.

13 d. PLAINTIFF is able to fairly and adequately protect the interests of all
14 members of the class because it is in his best interests to prosecute the claims alleged herein to
15 obtain full compensation due to them for all services rendered and hours worked.

16 **FIRST CAUSE OF ACTION**

17 **Failure to Provide Required Meal Periods**

18 **[Cal. Labor Code §§ 226.7, 510, 512, 1194, 1197; IWC Wage Order No. 4-2001, § 11]**

19 **(Against all DEFENDANTS)**

20 14. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
21 allegations in the foregoing paragraphs.

22 15. During the CLASS PERIOD, as part of DEFENDANTS' illegal payroll policies and
23 practices to deprive their non-exempt employees all wages earned and due, DEFENDANTS
24 required, permitted or otherwise suffered PLAINTIFF and CLASS MEMBERS to take less than
25 the 30-minute meal period, or to work through them, and have failed to otherwise provide the
26 required meal periods to PLAINTIFF and CLASS MEMBERS pursuant to California Labor Code
27 § 226.7, 512 and IWC Order No. 4-2001, § 11.

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1 16. DEFENDANTS further violated California Labor Code §§ 226.7 and IWC Wage
2 Order No. 4-2001, § 11 by failing to compensate PLAINTIFF and CLASS MEMBERS who were
3 not provided with a meal period, in accordance with the applicable wage order, one additional
4 hour of compensation at each employee's regular rate of pay for each workday that a meal period
5 was not provided.

6 17. DEFENDANTS further violated California Labor Code §§ 226.7, 510, 1194, 1197,
7 and IWC Wage Order No. 4-2001 by failing to compensate PLAINTIFF and CLASS MEMBERS
8 for all hours worked during their meal periods.

9 18. As a proximate result of the aforementioned violations, PLAINTIFF and CLASS
10 MEMBERS have been damaged in an amount according to proof at trial, and seek all wages
11 earned and due, interest, penalties, expenses, and costs of suit.

12 **SECOND CAUSE OF ACTION**

13 **Failure to Provide Required Rest Periods**

14 **[Cal. Labor Code §§ 226.7, 512; IWC Wage Order No. 4-2001, § 12]**

15 **(Against all DEFENDANTS)**

16 19. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
17 allegations in the foregoing paragraphs.

18 20. At all times relevant herein, as part of DEFENDANTS' illegal payroll policies and
19 practices to deprive their non-exempt employees all wages earned and due, DEFENDANTS
20 failed to provide rest periods to PLAINTIFF and CLASS MEMBERS as required under
21 California Labor Code §§ 226.7 and 512, and IWC Wage Order No. 4-2001, § 12.

22 21. DEFENDANTS further violated California Labor Code § 226.7 and IWC Wage Order
23 No. 4-2001, § 12 by failing to pay PLAINTIFF and CLASS MEMBERS who were not provided
24 with a rest period, in accordance with the applicable wage order, one additional hour of
25 compensation at each employee's regular rate of pay for each workday that a rest period was not
26 provided.

27 22. As a proximate result of the aforementioned violations, PLAINTIFF and CLASS
28 MEMBERS have been damaged in an amount according to proof at trial, and seek all wages

1 earned and due, interest, penalties, expenses, and costs of suit.

2 **THIRD CAUSE OF ACTION**

3 **Failure to Pay Overtime Wages**

4 **[Cal. Labor Code §§ 510, 1194, 1198; IWC Wage Order No. 4-2001, § 3]**

5 **(Against all DEFENDANTS)**

6 23. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
7 allegations in the foregoing paragraphs.

8 24. Pursuant to California Labor Code §§ 510, 1194, and IWC Wage Order No. 4-2001, §
9 3, DEFENDANTS are required to compensate PLAINTIFF and CLASS MEMBERS for all
10 overtime, which is calculated at one and one-half (1 ½) times the regular rate of pay for all hours
11 worked in excess of eight (8) hours per day and/or forty (40) hours per week, and for the first
12 eight (8) hours on the seventh consecutive workday, with double time for all hours worked in
13 excess of twelve (12) hours in any workday and for all hours worked in excess of eight (8) hours
14 on the seventh consecutive day of work in any workweek.

15 25. PLAINTIFF and CLASS MEMBERS are current and former non-exempt employees
16 entitled to the protections of California Labor Code §§ 510, 1194, and IWC Wage Order No. 4-
17 2001. During the CLASS PERIOD, DEFENDANTS failed to compensate PLAINTIFF and
18 CLASS MEMBERS for all overtime hours worked as required under the foregoing provisions of
19 the California Labor Code and IWC Wage Order by, among other things: failing to pay overtime
20 at one and one-half (1 ½) or double the regular rate of pay as provided by California Labor Code
21 §§ 510, 1194, and IWC Wage Order No. 4-2001, § 3; requiring, permitting or suffering
22 PLAINTIFF and CLASS MEMBERS to work off the clock; requiring, permitting or suffering
23 PLAINTIFF and CLASS MEMBERS to work through meal and rest breaks; illegally and
24 inaccurately recording time in which PLAINTIFF and CLASS MEMBERS worked; failing to
25 properly maintain PLAINTIFF's and CLASS MEMBERS' records; failing to provide accurate
26 itemized wage statements to PLAINTIFF for each pay period; and other methods to be
27 discovered.

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26. In violation of California law, DEFENDANTS have knowingly and willfully refused to perform their obligations to compensate PLAINTIFF and CLASS MEMBERS for all wages earned and all hours worked. As a proximate result, PLAINTIFF and CLASS MEMBERS have suffered, and continue to suffer, substantial losses related to the use and enjoyment of such wages, lost interest on such wages, and expenses and attorneys' fees in seeking to compel DEFENDANTS to fully perform their obligations under state law, all to their respective damages in amounts according to proof at time of trial, and within the jurisdiction of this Court.

27. DEFENDANTS' conduct described herein violates California Labor Code §§ 510, 1194, 1198 and IWC Wage Order No. 4-2001, § 3. Therefore, pursuant to California Labor Code §§ 200, 203, 226, 558, 1194, 1197.1, and other applicable provisions under the California Labor Code and IWC Wage Orders, PLAINTIFF and CLASS MEMBERS are entitled to recover the unpaid balance of wages owed to them by DEFENDANTS, plus interest, penalties, attorneys' fees, expenses, and costs of suit.

FOURTH CAUSE OF ACTION

Failure to Pay Minimum Wages

[Cal Labor Code §§ 1194, 1197; IWC Wage Order No. 4-2001, § 4]

(Against all DEFENDANTS)

28. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the allegations in the foregoing paragraphs.

29. Pursuant to California Labor Code §§ 1194, 1197, and IWC Wage Order No. 4-2001, § 4, payment to an employee of less than the applicable minimum wage for all hours worked in a payroll period is unlawful.

30. During the CLASS PERIOD, DEFENDANTS failed to pay PLAINTIFF and CLASS MEMBERS minimum wages for all hours worked by, among other things: requiring, permitting or suffering PLAINTIFF and CLASS MEMBERS to work off the clock; requiring, permitting or suffering PLAINTIFF and CLASS MEMBERS to work through meal and rest breaks; illegally and inaccurately recording time in which PLAINTIFF and CLASS MEMBERS worked; failing to properly maintain PLAINTIFF's and CLASS MEMBERS' records; failing to provide accurate

1 itemized wage statements to PLAINTIFF and CLASS MEMBERS for each pay period; and other
2 methods to be discovered.

3 31. DEFENDANTS' conduct described herein violates California Labor Code §§ 1194,
4 1197, and IWC Wage Order No. 4-2001, § 4. As a proximate result of the aforementioned
5 violations, PLAINTIFF and CLASS MEMBERS have been damaged in an amount according to
6 proof at trial. Therefore, pursuant to California Labor Code §§ 200, 203, 226, 558, 1194, 1197.1,
7 and other applicable provisions under the Labor Code and IWC Wage Orders, PLAINTIFF and
8 CLASS MEMBERS are entitled to recover the unpaid balance of wages owed to them by
9 DEFENDANTS, plus interest, penalties, attorneys' fees, expenses, and costs of suit.

10 **FIFTH CAUSE OF ACTION**

11 **Failure to Pay All Wages Due to Discharged and Quitting Employees**

12 **[Cal. Labor Code §§ 201, 202, 203]**

13 **(Against all DEFENDANTS)**

14 32. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
15 allegations in the foregoing paragraphs.

16 33. Pursuant to California Labor Code § 201, 202, and 203, DEFENDANTS are required
17 to pay all earned and unpaid wages to an employee who is discharged. California Labor Code §
18 201 mandates that if an employer discharges an employee, the employee's wages accrued and
19 unpaid at the time of discharge are due and payable immediately.

20 34. Furthermore, pursuant to California Labor Code § 202, DEFENDANTS are required
21 to pay all accrued wages due to an employee no later than 72 hours after the employee quits his or
22 her employment, unless the employee provided 72 hours previous notice of his or her intention to
23 quit, in which case the employee is entitled to his or her wages at the time of quitting.

24 35. California Labor Code § 203 provides that if an employer willfully fails to pay, in
25 accordance with California Labor Code §§ 201 and 202, any wages of an employee who is
26 discharged or who quits, the employer is liable for waiting time penalties in the form of continued
27 compensation to the employee at the same rate for up to 30 workdays.

28 36. During the CLASS PERIOD, DEFENDANTS have willfully failed to pay accrued

1 wages and other compensation to PLAINTIFF and CLASS MEMBERS in accordance with
2 California Labor Code §§ 201 and 202.

3 37. As a result, PLAINTIFF and CLASS MEMBERS are entitled to all available statutory
4 penalties, including the waiting time penalties provided in California Labor Code § 203, together
5 with interest thereon, as well as other available remedies.

6 38. As a proximate result of DEFENDANTS' unlawful actions and omissions,
7 PLAINTIFF and CLASS MEMBERS have been deprived of compensation in an amount
8 according to proof at the time of trial, but in excess of the jurisdiction of this Court, and are
9 entitled to recovery of such amounts, plus interest thereon, and attorneys' fees and costs, pursuant
10 to California Labor Code §§ 1194 and 2699.

11 **SIXTH CAUSE OF ACTION**

12 **Failure to Maintain Required Records**

13 **[Cal. Labor Code §§ 226; IWC Wage Order No. 4-2001, § 7]**

14 **(Against all DEFENDANTS)**

15 39. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
16 allegations in the foregoing paragraphs.

17 40. During the CLASS PERIOD, as part of DEFENDANTS' illegal payroll policies and
18 practices to deprive PLAINTIFF and CLASS MEMBERS of all wages earned and due,
19 DEFENDANTS knowingly and intentionally failed to maintain records as required under
20 California Labor Code §§ 226, 1174, and IWC Wage Order No. 4-2001, § 7, including but not
21 limited to the following records: total daily hours worked by each employee; applicable rates of
22 pay; all deductions; meal periods; time records showing when each employee begins and ends
23 each work period; and accurate itemized statements.

24 41. As a proximate result of DEFENDANTS' unlawful actions and omissions,
25 PLAINTIFF and CLASS MEMBERS have been damaged in an amount according to proof at
26 trial, and are entitled to all wages earned and due, plus interest thereon. Additionally,
27 PLAINTIFF and CLASS MEMBERS are entitled to all available statutory penalties, including
28 but not limited to civil penalties pursuant to California Labor Code §§ 226(e), 226.3, and 1174.5,

1 and an award of costs, expenses, and reasonable attorneys' fees, including but not limited to those
2 provided in California Labor Code § 226(e), as well as other available remedies.

3 **SEVENTH CAUSE OF ACTION**

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

5 **[Cal. Labor Code §§ 226, 1174; IWC Wage Order No. 4-2001, § 7]**

6 **(Against all DEFENDANTS)**

7 42. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
8 allegations in the foregoing paragraphs.

9 43. During the CLASS PERIOD, DEFENDANTS routinely failed to provide PLAINTIFF
10 and CLASS MEMBERS with timely, accurate, and itemized wage statements in writing showing
11 each employee's gross wages earned, total hours worked, all deductions made, net wages earned,
12 the name and address of the legal entity or entities employing PLAINTIFF and CLASS
13 MEMBERS, and all applicable hourly rates in effect during each pay period and the
14 corresponding number of hours worked at each hourly rate, in violation of California Labor Code
15 § 226 and IWC Wage Order No. 4-2001, § 7.

16 44. During the CLASS PERIOD, DEFENDANTS knowingly and intentionally failed to
17 provide PLAINTIFF and CLASS MEMBERS with timely, accurate, and itemized wage
18 statements in accordance with California Labor Code § 226(a).

19 45. As a proximate result of DEFENDANTS' unlawful actions and omissions,
20 PLAINTIFF and CLASS MEMBERS have been damaged in an amount according to proof at
21 trial, and seek all wages earned and due, plus interest thereon. Additionally, PLAINTIFF and
22 CLASS MEMBERS are entitled to all available statutory penalties, including but not limited to
23 civil penalties pursuant to California Labor Code §§ 226(e), 226.3, and 1174.5, and an award of
24 costs, expenses, and reasonable attorneys' fees, including but not limited to those provided in
25 California Labor Code § 226(e), as well as other available remedies.

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1 **EIGHTH CAUSE OF ACTION**

2 **Failure to Indemnify Employees for Necessary Expenditures Incurred in Discharge of**
3 **Duties**

4 **[Cal. Labor Code § 2802]**

5 **(Against all DEFENDANTS)**

6 46. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
7 allegations in the foregoing paragraphs.

8 47. California Labor Code § 2802(a) requires an employer to indemnify an employee for
9 all necessary expenditures or losses incurred by the employee in direct consequence of the
10 discharge of his or her duties, or of his or her obedience to the directions of the employer.

11 48. During the CLASS PERIOD, DEFENDANTS knowingly and willfully failed to
12 indemnify PLAINTIFF and CLASS MEMBERS for all business expenses and/or losses incurred
13 in direct consequence of the discharge of their duties while working under the direction of
14 DEFENDANT, including but not limited to expenses for uniforms, cell phone usage, and other
15 employment-related expenses, in violation of California Labor Code § 2802.

16 49. As a proximate result of DEFENDANTS' unlawful actions and omissions,
17 PLAINTIFF and CLASS MEMBERS have been damaged in an amount according to proof at
18 trial, and seek reimbursement of all necessary expenditures, plus interest thereon pursuant to
19 California Labor Code § 2802(b). Additionally, PLAINTIFF and CLASS MEMBERS are
20 entitled to all available statutory penalties and an award of costs, expenses, and reasonable
21 attorneys' fees, including those provided in California Labor Code § 2802(c), as well as other
22 available remedies.

23 **NINTH CAUSE OF ACTION**

24 **Unfair and Unlawful Business Practices**

25 **[Cal. Bus. & Prof. Code §§ 17200 *et seq.*]**

26 **(Against all DEFENDANTS)**

27 50. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
28 allegations in the foregoing paragraphs.

1 51. Each and every one of DEFENDANTS' acts and omissions in violation of the
2 California Labor Code and/or the applicable IWC Wage Order as alleged herein, including but
3 not limited to DEFENDANTS' failure and refusal to provide required meal periods,
4 DEFENDANTS' failure and refusal to provide required rest periods, DEFENDANTS' failure and
5 refusal to pay overtime compensation, DEFENDANTS' failure and refusal to pay minimum
6 wages, DEFENDANTS' failure and refusal to pay all wages due to discharged or quitting
7 employees, DEFENDANTS' failure and refusal to furnish accurate itemized wage statements;
8 DEFENDANTS' failure and refusal to maintain required records, DEFENDANTS' failure and
9 refusal to indemnify PLAINTIFF and CLASS MEMBERS for necessary expenditures and/or
10 losses incurring in discharging their duties, constitutes an unfair and unlawful business practice
11 under California Business and Professions Code §§ 17200 *et seq.*

12 52. DEFENDANTS' violations of California wage and hour laws constitute a business
13 practice because DEFENDANTS' aforementioned acts and omissions were done repeatedly over
14 a significant period of time, and in a systematic manner, to the detriment of PLAINTIFF and
15 CLASS MEMBERS.

16 53. DEFENDANTS have avoided payment of wages, overtime wages, meal periods, rest
17 periods, and other benefits as required by the California Labor Code, the California Code of
18 Regulations, and the applicable IWC Wage Order. Further, DEFENDANTS have failed to
19 record, report, and pay the correct sums of assessment to the state authorities under the California
20 Labor Code and other applicable regulations.

21 54. As a result of DEFENDANTS' unfair and unlawful business practices,
22 DEFENDANTS have reaped unfair and illegal profits during the CLASS PERIOD at the expense
23 of PLAINTIFF, CLASS MEMBERS, and members of the public. DEFENDANTS should be
24 made to disgorge their ill-gotten gains and to restore them to PLAINTIFF and CLASS
25 MEMBERS.

26 55. DEFENDANTS' unfair and unlawful business practices entitle PLAINTIFF and
27 CLASS MEMBERS to seek preliminary and permanent injunctive relief, including but not
28 limited to orders that DEFENDANTS account for, disgorge, and restore to PLAINTIFF and

1 CLASS MEMBERS the wages and other compensation unlawfully withheld from them.
2 PLAINTIFF and CLASS MEMBERS are entitled to restitution of all monies to be disgorged
3 from DEFENDANTS in an amount according to proof at the time of trial, but in excess of the
4 jurisdiction of this Court.

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6 **TENTH CAUSE OF ACTION**

7 **Representative Action for Civil Penalties**

8 **[Cal. Labor Code §§ 2698–2699.5]**

9 **(Against all DEFENDANTS)**

10 56. PLAINTIFF incorporates herein by specific reference as though fully set forth the
11 allegations in all preceding paragraphs, with exception of the allegations in paragraph 13 and the
12 subparagraphs thereto.

13 57. PLAINTIFF is an “aggrieved employee” within the meaning of California Labor Code
14 § 2699(c), and a proper representative to bring a civil action on behalf of himself and other
15 current and former employees of DEFENDANTS pursuant to the procedures specified in
16 California Labor Code § 2699.3, because PLAINTIFF and CLASS MEMBERS were employed
17 by DEFENDANTS and the alleged violations of the California Labor Code were committed
18 against PLAINTIFF and CLASS MEMBERS.

19 58. Pursuant to the California Private Attorneys General Act of 2004 (“PAGA”), Labor
20 Code §§ 2698–2699.5, PLAINTIFF and CLASS MEMBERS seeks to recover civil penalties,
21 including but not limited to penalties under California Labor Code §§ 2699, 210, 226.3, 558,
22 1174.5, 1197.1, and IWC Wage Order No. 4-2001, § 20, from DEFENDANTS in a representative
23 action for the violations set forth above, including but not limited to violations of California
24 Labor Code §§ 201, 202, 203, 204, 226, 226.7, 510, 512, 1174, 1194, 1197, 1198, and 2802.
25 PLAINTIFF and CLASS MEMBERS are also entitled to an award of reasonable attorneys’ fees
26 and costs pursuant to California Labor Code § 2699(g)(1).

27 59. Pursuant to California Labor Code §§ 2699.3, PLAINTIFF gave written notice on
28 February 16, 2022 by online filing to the California Labor and Workforce Development Agency

1 (“LWDA”) and by certified mail to DEFENDANTS of the specific provisions of the California
2 Labor Code and IWC Wage Orders alleged to have been violated, including the facts and theories
3 to support the alleged violations. More than sixty-five (65) days have passed and the LWDA has
4 not provided notice to PLAINTIFF that it intends to investigate the alleged violations.

5 60. Therefore, PLAINTIFF has complied with all of the requirements set forth in
6 California Labor Code § 2699.3 to commence a representative action under PAGA.

7 **PRAYER FOR RELIEF**

8 **WHEREFORE**, PLAINTIFF, individually and on behalf of all other persons similarly
9 situated, respectfully prays for relief against DEFENDANT and DOES 1 through 50, inclusive,
10 and each of them, as follows:

- 11 1. For compensatory damages in an amount to be ascertained at trial;
- 12 2. For restitution of all monies due to PLAINTIFF and CLASS MEMBERS, as well
13 as disgorged profits from DEFENDANT’S unfair and unlawful business practices;
- 14 3. For meal and rest period compensation pursuant to California Labor Code § 226.7
15 and IWC Wage Order No. 4-2001;
- 16 4. For liquidated damages pursuant to California Labor Code §§ 1194.2 and 1197.1;
- 17 5. For preliminary and permanent injunctive relief enjoining DEFENDANTS from
18 violating the relevant provisions of the California Labor Code and the IWC Wage Orders, and
19 from engaging in the unlawful business practices complained of herein;
- 20 6. For waiting time penalties pursuant to California Labor Code § 203;
- 21 7. For statutory and civil penalties according to proof, including but not limited to all
22 penalties authorized by the California Labor Code §§ 226(e) and §§ 2698–2699.5;
- 23 8. For interest on the unpaid wages at 10% per annum pursuant to California Labor
24 Code §§ 218.6, 1194, 2802, California Civil Code §§ 3287, 3288, and/or any other applicable
25 provision providing for pre-judgment interest;
- 26 9. For reasonable attorneys’ fees and costs pursuant to California Labor Code
27 §§ 1194, 2699, 2802, California Civil Code § 1021.5, and any other applicable provisions
28 providing for attorneys’ fees and costs;

- 1 10. For declaratory relief;
- 2 11. For an order requiring and certifying the First, Second, Third, Fourth, Fifth, Sixth,
- 3 Seventh, Eighth, and Ninth Causes of Action as a class action;
- 4 12. For an order appointing PLAINTIFF as class representative, and PLAINTIFF's
- 5 counsel as class counsel; and
- 6 13. For such further relief that the Court may deem just and proper.

7 DATED: April 26, 2022

8 Respectfully submitted,

9 **MATERN LAW GROUP, PC**

10 By: _____

11 Matthew J. Matern
12 Joshua D. Boxer
13 Clare E. Moran
14 Attorneys for Plaintiff
15 NASREDDINE DAOUD, individually, and
16 on behalf of other persons similarly situated
17 and aggrieved

1 **DEMAND FOR JURY TRIAL**

2 PLAINTIFF hereby demands a jury trial with respect to all issues triable of right by jury.

3
4 DATED: April 26, 2022

Respectfully submitted,

5 **MATERN LAW GROUP, PC**

6 By:

7 

8 Matthew J. Matern

9 Joshua D. Boxer

10 Clare E. Moran

11 Attorneys for Plaintiff

12 NASREDDINE DAOUD, individually, and
13 on behalf of other persons similarly situated
14 and aggrieved