

AEGIS LAW FIRM, PC
SAMUEL A. WONG, State Bar No. 217104
KASHIF HAQUE, State Bar No. 218672
JESSICA L. CAMPBELL, State Bar No. 280626
9811 Irvine Center Drive, Suite 100
Irvine, California 92618
Telephone: (949) 379-6250
Facsimile: (949) 379-6251
Email: jcampbell@aegislawfirm.com

Attorneys for Plaintiff Darrel S. Massey, individually,
and on behalf of all others similarly situated.

ELECTRONICALLY
FILED
Superior Court of California,
County of San Francisco
04/25/2022
Clerk of the Court
BY: KAREN VALDES
Deputy Clerk

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN FRANCISCO

DARREL S. MASSEY, individually and on
behalf of all others similarly situated,

Plaintiffs,

v.

BARBIER SECURITY GROUP; and
DOES 1 through 20, inclusive,

Defendants.

Case No. CGC-22-598210

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

**FIRST AMENDED CLASS ACTION
COMPLAINT FOR:**

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

1 Plaintiff Darrel S. Massey, individually and on behalf of others similarly situated, alleges
2 as follows:

3 **NATURE OF ACTION AND INTRODUCTORY STATEMENT**

4 1. Plaintiff Darrel S. Massey (“Plaintiff”) brings this putative class action and
5 representative action pursuant to the Private Attorneys General Act of 2004, Cal. Lab. Code. §
6 2698 *et seq.*, against defendants Barbier Security Group and DOES 1 through 20, inclusive
7 (“Defendants”), on Plaintiff’s own behalf and on behalf of Defendants’ non-exempt employees
8 throughout California.

9 2. Defendants are in the industry of security services.

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

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

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

22 5. Plaintiff seeks monetary relief against Defendants on behalf of himself and all
23 others similarly situated in California to recover, among other things, unpaid wages, benefits,
24 interest, attorneys’ fees, costs and expenses, and penalties pursuant to Labor Code §§ 201, 201.3,
25 202, 203, 204, 210, 226, 226.3, 226.7, 246, 510, 512, 558, 1174, 1174.5, 1182.12, 1194, 1194.2,
26 1197, 1197.1, 1198, 2698, *et seq.*, and Code of California Civil Procedure § 1021.5.

27 ///

28 ///

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

14. Plaintiff is informed and believes, and 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 are legally attributable to the other defendant. Furthermore, defendants in all respects acted as the employer and/or joint employer of Plaintiff and the class members.

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

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

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

CLASS ACTION ALLEGATIONS

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

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

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

1 Class

2 All California citizens currently or formerly employed by Defendant as non-
3 exempt employees in the State of California at any time between August 21,
4 2017¹ and the date of class certification (“Class”).

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

6 Waiting Time Subclass

7 All members of the Class who separated their employment with Defendant at any
8 time between August 21, 2018 and the date of class certification (“Waiting Time
9 Subclass”).

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

13 23. Members of the Class and the Waiting Time Subclass described above will be
14 collectively referred to as “Class Members.”

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

18 (a) Whether Defendants failed to pay Plaintiff and Class Members all wages
19 (including minimum wages and overtime wages) for all hours worked by
20 Plaintiff and Class Members.

21 (b) Whether Defendants required Plaintiff and Class Members to work over
22 eight (8) hours per day, over twelve (12) hours per day, and/or over forty
23 (40) hours per week and failed to pay them proper overtime compensation
24 for all overtime hours worked.

25
26
27 ¹ The statute of limitations for this matter was tolled between April 6, 2020 and October 1, 2020
28 pursuant to Cal. Rules of Court, Appendix I, Emergency Rule No. 9.

- 1 (c) Whether Defendants deprived Plaintiff and Class Members of timely meal
2 periods or required Plaintiff and Class Members to work through meal
3 periods without legal compensation.
- 4 (d) Whether Defendants deprived Plaintiff and Class Members of rest breaks
5 or required Plaintiff and Class Members to work through rest breaks.
- 6 (e) Whether Defendants failed to provide Plaintiff and Class Members
7 accurate itemized wage statements.
- 8 (f) Whether Defendants were required to and failed to pay wages weekly to
9 Plaintiff and Class Members.
- 10 (g) Whether Defendants failed to timely pay the Waiting Time Subclass all
11 wages due upon termination or within seventy-two (72) hours of
12 resignation.
- 13 (h) Whether Defendants' conduct was willful or reckless.
- 14 (i) Whether Defendants engaged in unfair business practices in violation of
15 Business and Professions Code §§ 17200, *et seq.*

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

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

23 (b) Typicality: Plaintiff's claims (or defenses, if any) are typical of the claims
24 (or defenses, if any) of the Class Members because Defendants' failure to comply with the
25 provisions of California's wage and hour laws entitled each Class Member to similar pay,
26 benefits, and other relief. The injuries sustained by Plaintiff are also typical of the injuries
27 sustained by the Class Members, because they arise out of and are caused by Defendants'
28 common course of conduct as alleged herein.

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

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

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

22 **GENERAL ALLEGATIONS**

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

26 27. Defendants continue to employ non-exempt employees or employees within
27 California.
28

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

5 29. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
6 should have known that Plaintiff and Class Members were entitled to receive wages for all time
7 worked (including minimum wages and overtime wages) and that they were not receiving all
8 wages earned for work that was required to be performed. In violation of the Labor Code and
9 IWC Wage Orders, Plaintiff and Class Members were not paid all wages (including minimum
10 wages and overtime wages) for all hours worked, including, but not limited to requiring Plaintiff
11 and Class Members to work off-the-clock and through meal periods, requiring Plaintiff and Class
12 Members to remain on premises and on call during meal periods, and failing to compensate
13 Plaintiff and Class Members for these hours.

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

21 31. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
22 should have known that Plaintiff and Class Members were entitled to receive all rest breaks or
23 payment of one (1) additional hour of pay at Plaintiff's and Class Members' regular rate of pay
24 when a rest break was late, missed, or interrupted. In violation of the Labor Code and IWC Wage
25 Orders, Plaintiff and Class Members did not receive all rest breaks or payment of one (1)
26 additional hour of pay at Plaintiff's and Class Members' regular rate of pay when a rest break
27 was missed, late, interrupted, or on-duty.

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

14 33. Defendants knew or should have known that they were required to pay Plaintiffs
15 and Class Members on a weekly basis. Plaintiffs and Class Members provided security services
16 and/or were employed as security guards who were assigned to provide security services to
17 specific businesses, often on a temporary basis, for under ninety (90) days. Yet Plaintiffs and
18 Class Members were not paid on a weekly basis as required under Labor Code § 201.3.

19 34. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
20 should have known that the Waiting Time Subclass was entitled to timely payment of wages due
21 upon separation of employment. In violation of the Labor Code, the Waiting Time Subclass did
22 not receive payment of all wages within the permissible time periods.

23 35. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
24 should have known they had a duty to compensate Plaintiff and Class Members, and Defendants
25 had the financial ability to pay such compensation but willfully, knowingly, and intentionally
26 failed to do so in order to increase Defendants' profits.

27 36. Therefore, Plaintiff brings this lawsuit seeking monetary and injunctive relief
28 against Defendants on Plaintiff's own behalf and on behalf of all Class Members to recover,

1 among other things, unpaid wages (including minimum wages and overtime wages), unpaid meal
2 period premium payments, unpaid rest period premium payments, interest, attorneys' fees,
3 penalties, costs, and expenses.

4 **FIRST CAUSE OF ACTION**

5 **FAILURE TO PAY MINIMUM WAGES**

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

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

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

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

14 40. During the relevant time period, Defendants failed to pay Plaintiff and Class
15 Members all wages owed when Defendants did not pay for all hours worked.

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

18 42. Defendants' failure to pay Plaintiff and Class Members the required minimum
19 wage violates Labor Code §§ 1194 and 1197. Pursuant to these sections, Plaintiff and Class
20 Members are entitled to recover the unpaid balance of their minimum wage compensation as
21 well as interest, costs, and attorneys' fees.

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

25 ///

26 ///

27 ///

28 ///

1 **SECOND CAUSE OF ACTION**

2 **FAILURE TO PAY OVERTIME**

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

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

6 45. Labor Code § 1198 and the applicable IWC Wage Order provide that it is
7 unlawful to employ persons without compensating them at a rate of pay either one and one-half
8 (1½) or two (2) times the person's regular rate of pay, depending on the number of hours
9 worked by the person on a daily or weekly basis.

10 46. Specifically, the applicable IWC Wage Orders provide that Defendants are and
11 were required to pay overtime compensation to Plaintiff and Class Members at the rate of one
12 and one-half times (1½) their regular rate of pay when working and for all hours worked in
13 excess of eight (8) hours in a day or more than forty (40) hours in a workweek and for the first
14 eight (8) hours of work on the seventh day of work in a workweek.

15 47. The applicable IWC Wage Orders further provide that Defendants are and were
16 required to pay overtime compensation to Plaintiff and Class Members at a rate of two times
17 their regular rate of pay when working and for all hours worked in excess of twelve (12) hours in
18 a day or in excess of eight (8) hours on the seventh day of work in a workweek.

19 48. California Labor Code § 510 codifies the right to overtime compensation at one
20 and one-half (1½) times the regular hourly rate for hours worked in excess of eight (8) hours in a
21 day or forty (40) hours in a week and for the first eight (8) hours worked on the seventh
22 consecutive day of work, and overtime compensation at twice the regular hourly rate for hours
23 worked in excess of twelve (12) hours in a day or in excess of eight (8) hours in a day on the
24 seventh day of work in a workweek.

25 49. Labor Code § 510 and the applicable IWC Wage Orders provide that employment
26 of more than six days in a workweek is only permissible if the employer pays proper overtime
27 compensation as set forth herein.
28

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

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

52. During the relevant time period, Defendants failed to pay Plaintiff and Class Members overtime wages for all overtime hours worked when Defendants failed to pay for time spent working off-the-clock and through meal periods, and time rounded in Defendants' favor, among other reasons. To the extent these hours qualify for the payment of overtime wages, Plaintiff and Class Members were not paid proper overtime wages.

53. In violation of California law, Defendants knowingly and willfully refused to perform their obligations and compensate Plaintiff and Class Members for all wages earned and all hours worked.

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

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

THIRD CAUSE OF ACTION

FAILURE TO PROVIDE MEAL PERIODS

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

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

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

58. Section 11 of the applicable IWC Wage Order states, “[n]o employer shall employ any person for a work period of more than five (5) hours without a meal period of not

1 less than 30 minutes, except that when a work period of not more than six (6) hours will
2 complete the day's work the meal period may be waived by mutual consent of the employer and
3 the employee."

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

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

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

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

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

24 64. As a result of Defendants' failure to pay Plaintiff and Class Members an
25 additional hour of pay for each day a compliant meal period was not provided, Plaintiff and
26 Class Members suffered and continue to suffer a loss of wages and compensation.

27 ///

28 ///

1 **FOURTH CAUSE OF ACTION**

2 **FAILURE TO PERMIT REST BREAKS**

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

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

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

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

13 68. During the relevant time period, Plaintiff and Class Members did not receive a ten
14 (10) minute rest period for every four (4) hours or major fraction thereof worked, including
15 working in excess of ten (10) hours in a day, because they were required to work through their
16 rest periods, were required to remain on-duty during rest periods, and/or were not authorized to
17 take their rest periods.

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

21 70. At all relevant times, Defendants failed to pay Plaintiff and Class Members rest
22 period premiums for missed, late, and/or interrupted rest periods pursuant to Labor Code §
23 226.7(b) and section 12 of the applicable IWC Wage Order.

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

27 ///

28 ///

1 **FIFTH CAUSE OF ACTION**

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

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

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

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

17 74. During the relevant time period, Defendants have knowingly and intentionally
18 failed to comply with Labor Code § 226(a) on wage statements that were provided to Plaintiff
19 and Class Members. The deficiencies include, among other things, the failure to correctly state
20 the gross and net wages earned, total hours worked, all applicable hourly rates in effect, and the
21 number of hours worked at each hourly rate by Plaintiff and Class Members.

22 75. As a result of Defendants' knowing and intentional failure to comply with Labor
23 Code § 226(a), Plaintiff and Class Members have suffered injury and damage to their statutorily-
24 protected rights. Specifically, Plaintiff and Class Members are deemed to suffer an injury
25 pursuant to Labor Code § 226(e) where, as here, Defendants intentionally violated Labor Code §
26 226(a). Plaintiff and Class Members were denied both their legal right to receive, and their
27 protected interest in receiving, accurate itemized wage statements under Labor Code § 226(a). In
28 addition, because Defendants failed to provide the accurate rates of pay on wage statements,

1 Defendants prevented Plaintiff and Class Members from determining if all hours worked were
2 paid at the appropriate rate and the extent of the underpayment. Plaintiff had to file this lawsuit
3 in order to analyze the extent of the underpayment, thereby causing Plaintiff to incur expenses
4 and lost time. Plaintiff would not have had to engage in these efforts and incur these costs had
5 Defendants provided the accurate hours worked, wages earned, and rates of pay. This has also
6 delayed Plaintiff's ability to demand and recover the underpayment of wages from Defendants.

7 76. Plaintiff and Class Members are entitled to recover from Defendants the greater of
8 all actual damages caused by Defendants' failure to comply with Labor Code § 226(a) or fifty
9 dollars (\$50.00) for the initial pay period in which a violation occurred and one hundred dollars
10 (\$100.00) per employee for each violation in subsequent pay periods in an amount not exceeding
11 four thousand dollars (\$4,000.00) per employee, plus attorneys' fees and costs.

12 77. Defendants' violations of California Labor Code § 226(a) prevented Plaintiff and
13 Class Members from knowing, understanding, and disputing the wages paid to them and resulted
14 in an unjustified economic enrichment to Defendants. As a result of Defendants' knowing and
15 intentional failure to comply with California Labor Code § 226(a), Plaintiff and Class Members
16 have suffered an injury, in the exact amount of damages and/or penalties to be shown according
17 to proof at trial.

18 **SIXTH CAUSE OF ACTION**

19 **FAILURE TO PAY WEEKLY**

20 (Violation of Labor Code §§ 201.3)

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

23 79. Pursuant to California Labor Code § 201.3, certain types of employees must be
24 paid their wages on a weekly basis.

25 80. During the relevant time period, Defendants failed to pay the Plaintiff and Class
26 Members on a timely basis in accordance with Labor Code § 201.3.

27 81. Such a pattern, practice and uniform administration of corporate policy regarding
28 timely payment of wages as described herein is unlawful and creates an entitlement to recovery

1 by Plaintiff in a civil action, for the unpaid balance of the full amount of damages owed,
2 including interest thereon, penalties, attorneys' fees, and costs of suit according to the mandate of
3 California Labor Code §§ 201.3 and 203.

4 82. As a direct and proximate cause of these violations, Class Members have been
5 damaged, in an amount to be determined at trial.

6 SEVENTH CAUSE OF ACTION

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

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

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

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

17 85. During the relevant time period, Defendants willfully failed to pay the Waiting
18 Time Subclass all their earned wages upon termination, including, but not limited to, proper
19 minimum wage and overtime compensation, meal period premiums, and rest period premiums
20 either at the time of discharge or within seventy-two (72) hours of their leaving Defendants'
21 employ.

22 86. Defendants' failure to pay the Waiting Time Subclass all their earned wages at the
23 time of discharge or within seventy-two (72) hours of their leaving Defendants' employ is in
24 violation of Labor Code §§ 201 and 202.

25 87. Labor Code § 203 provides that if an employer willfully fails to pay wages owed
26 immediately upon discharge or resignation in accordance with Labor Code §§ 201 and 202, then
27 the wages of the employee shall continue as a penalty from the due date at the same rate until
28

1 paid or until an action is commenced; but the wages shall not continue for more than thirty (30)
2 days.

3 88. Pursuant to Labor Code § 203, the Waiting Time Subclass is entitled to recover
4 from Defendants the statutory penalty, which is defined as the Waiting Time Subclass members'
5 regular daily wages at their regular hourly rate of pay for each day they were not paid, up to a
6 maximum of thirty (30) days.

7 **EIGHTH CAUSE OF ACTION**

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

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

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

12 90. California Business and Professions Code §§ 17200, *et seq.*, prohibits acts of
13 unfair competition, which includes any “unlawful, unfair or fraudulent business act or practice . .
14 . .”

15 91. A violation of California Business and Professions Code §§ 17200, *et seq.*, may
16 be predicated on a violation of any state or federal law. In the instant case, Defendants’ policies
17 and practices violated state law, causing Plaintiff and Class Members to suffer and continue to
18 suffer injuries-in-fact.

19 92. Defendants’ policies and practices violated state law in at least the following
20 respects:

- 21 (a) Failing to pay all wages earned (including minimum wage, sick pay, and
22 overtime wages) to Plaintiff and Class Members at the proper rate in
23 violation of Labor Code §§ 204, 246, 510, 1194, 1194.2, 1197, and 1198.
- 24 (b) Failing to provide compliant meal periods without paying Plaintiff and
25 Class Members premium wages for every day said meal periods were not
26 provided in violation of Labor Code §§ 226.7 and 512.
- 27 (c) Failing to authorize or permit compliant rest breaks without paying
28 Plaintiff and Class Members premium wages for every day said rest

breaks were not authorized or permitted in violation of Labor Code § 226.7.

(d) Failing to provide Plaintiff and Class Members with accurate itemized wage statements in violation of Labor Code § 226.

(e) Failing to timely pay wages to Plaintiff and Class Members on a weekly basis in violation of Labor Code § 201.3.

(f) Failing to timely pay all earned wages to the members of the Waiting Time Subclass upon separation of employment in violation of Labor Code §§ 201, 202, and 203.

93. As alleged herein, Defendants systematically engaged in unlawful conduct in violation of the California Labor Code and IWC Wage Orders, such as failing to pay all wages (minimum and overtime wages), failing to provide meal periods and rest breaks or compensation in lieu thereof, failing to furnish accurate wage statements, failing to pay wages weekly, and failing to pay all wages due and owing upon separation of employment in a timely manner to the Waiting Time Subclass, all in order to decrease their costs of doing business and increase their profits.

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

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

96. By violating the foregoing statutes and regulations as herein alleged, Defendants' acts constitute unfair and unlawful business practices under California Business and Professions Code §§ 17200, *et seq.*

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

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

EIGHTH CAUSE OF ACTION

ENFORCEMENT OF LABOR CODE §§ 2698 ET SEQ. (“PAGA”)

99. Plaintiff hereby re-alleges and incorporate by reference the previous paragraphs as though fully set forth herein.

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

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

102. Defendants' conduct violates numerous Wage Order and Labor Code sections, including, but not limited to, the following:

a. violation of Labor Code §§ 201, 202, 203, 204, 210, 510, 1182.12, 1194, 1197, and 1198 for failure to timely pay all earned wages (including minimum wage and overtime wages) owed to Plaintiff and other aggrieved employees during employment and upon separation of employment as herein alleged;

- 1 b. violation of Labor Code §§ 226.7 and 512 for failure to provide meal
2 periods to Plaintiff and other aggrieved employees and failure to pay
3 premium wages for missed meal periods as herein alleged;
- 4 c. violation of Labor Code § 226.7 for failure to permit rest breaks to
5 Plaintiff and other aggrieved employees and failure to pay premium
6 wages for missed rest periods as herein alleged;
- 7 d. violation of Labor Code § 226 for failure to provide accurate itemized
8 wage statements to Plaintiff and other aggrieved employees as herein
9 alleged;
- 10 e. violation of Labor Code § 201.3 for failure to timely pay wages to
11 Plaintiff and other aggrieved employees on a weekly basis in as herein
12 alleged; and
- 13 f. violation of Labor Code §§ 1174 and 1174.5 for failure to maintain
14 accurate and complete records showing, among other things, the hours
15 worked daily by and the wages paid to aggrieved employees.

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

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

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

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

27 ///

28 ///

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

2
3

- 4
5
6
7
8
9
0
1
2
3
4
5
6
7
8
9
20
21
22
23
24
25
26

27

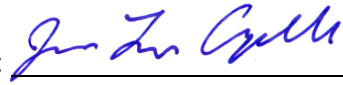
28

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

15. For such other relief as the Court deems just and proper.

Dated: April 25, 2022

AEGIS LAW FIRM, PC

By: 

Jessica L. Campbell

Attorneys for Plaintiff Darrel S. Massey