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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SAN BERNARDINO

JANETH RINCON, individually, and on
behalf of other members of the general
public similarly situated, and on behalf of
other aggrieved employees pursuant to the
California Private Attorneys General Act;
JOHNNY SALAZAR, GABRIELLA
GONZALEZ, individually, and on behalf
of other aggrieved employees pursuant to
the California Private Attorneys General
Act,

Plaintiffs,

vs.

ARCTIC COOLING SYSTEMS, LLC, a
Delaware limited liability company; and
DOES 1 through 100, inclusive,

Defendants.

Case No.: CIVSB2205435

**FIRST AMENDED CLASS ACTION
COMPLAINT FOR DAMAGES**

- (1) Violation of California Labor
Code §§ 510 and 1198 (Unpaid
Overtime);
- (2) Violation of California Labor
Code §§ 226.7 and 512(a)
(Unpaid Meal Period Premiums);
- (3) Violation of California Labor
Code § 226.7 (Unpaid Rest Period
Premiums);
- (4) Violation of California Labor
Code §§ 1194, 1197, and 1197.1
(Unpaid Minimum Wages);
- (5) Violation of California Labor
Code §§ 201 and 202 (Final
Wages Not Timely Paid);
- (6) Violation of California Labor
Code § 204 (Wages Not Timely
Paid During Employment);
- (7) Violation of California Labor
Code § 226(a) (Non-Compliant
Wage Statements);
- (8) Violation of California Labor
Code § 1174(d) (Failure To Keep
Requisite Payroll Records);
- (9) Violation of California Labor
Code §§ 2800 and 2802

(Unreimbursed Business Expenses);
(10) Violation of California Business & Professions Code §§ 17200, et seq.
(11) Civil Penalties Pursuant to Private Attorney General Act, Labor Code § 2698 *et seq.*

DEMAND FOR JURY TRIAL

COMES NOW, Plaintiffs JANETH RINCON, JOHNNY SALAZAR, and GABRIELLA GONZALEZ (collectively “Plaintiffs”), individually, and on behalf of other members of the general public similarly situated, and on behalf of other aggrieved employees pursuant to the California Private Attorneys General Act, and alleges as follows:

JURISDICTION AND VENUE

1. The class action is brought pursuant to the California Code of Civil Procedure section 382. The monetary damages and restitution sought by Plaintiffs exceeds the minimal jurisdiction limits of the Superior Court and will be established according to proof at trial. The “amount in controversy” for the named Plaintiffs, including but not limited to claims for compensatory damages, restitution, penalties, wages, premium pay, and pro rata share of attorneys’ fees, is less than seventy-five thousand dollars (\$75,000).

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

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

4. Venue is proper in this Court because, upon information and belief, Defendants

maintain offices, have agents, employ individuals, and/or transact business in the State of California, County of San Bernardino. The majority of acts and omissions alleged herein relating to Plaintiffs and the other class members took place in the State of California, including the County of San Bernardino.

PARTIES

5. Plaintiff JANETH RINCON is an individual residing in the State of California, County of San Bernardino.

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

7. Plaintiff GABRIELLA GONZALEZ is an individual residing in the State of California.

8. Defendant ARCTIC COOLING SYSTEMS, LLC, at all times herein mentioned, was and is, upon information and belief, an employer whose employees are engaged throughout the State of California, including the County of San Bernardino.

9. At all relevant times, Defendant ARCTIC COOLING SYSTEMS, LLC was the “employer” of Plaintiffs within the meaning of all applicable California laws and statutes.

10. At all times herein relevant, Defendants ARCTIC COOLING SYSTEMS, LLC and DOES 1 through 100, and each of them, were the agents, partners, joint venturers, joint employers, representatives, servants, employees, successors-in-interest, co-conspirators and/or assigns, each of the other, and at all times relevant hereto were acting within the course and scope of their authority as such agents, partners, joint venturers, joint employers, representatives, servants, employees, successors, co-conspirators and/or assigns, and all acts or omissions alleged herein were duly committed with the ratification, knowledge, permission, encouragement, authorization and/or consent of each defendant designated as a DOE herein.

11. The true names and capacities, whether corporate, associate, individual or otherwise, of defendants DOES 1 through 100, inclusive, are unknown to Plaintiffs who sue said defendants by such fictitious names. Plaintiffs are informed and believe, and based on that information and belief allege, that each of the defendants designated as a DOE is legally responsible for the events and happenings referred to in this Complaint, and unlawfully caused

1 the injuries and damages to Plaintiffs and the other class members as alleged in this Complaint.
2 Plaintiffs will seek leave of court to amend this Complaint to show the true names and capacities
3 when the same have been ascertained.

4 12. Defendant ARCTIC COOLING SYSTEMS, LLC, and DOES 1 through 100 will
5 hereinafter collectively be referred to as “Defendants.”

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

10 **CLASS ACTION ALLEGATIONS**

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

14 15. The proposed class is defined as follows:

15 All current and former hourly-paid or non-exempt employees who worked for any
16 of the Defendants within the State of California at any time during the period from
17 four years preceding the filing of this Complaint to final judgment and who reside
18 in California.

19 16. Plaintiffs reserve the right to establish subclasses as appropriate.

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

22 a. Numerosity: The class members are so numerous that joinder of all class
23 members is impracticable. The membership of the entire class is unknown
24 to Plaintiffs at this time; however, the class is estimated to be greater than
25 fifty (50) individuals and the identity of such membership is readily
26 ascertainable by inspection of Defendants’ employment records.

27 b. Typicality: Plaintiffs’ claims are typical of all other class members’ as
28 demonstrated herein. Plaintiffs will fairly and adequately protect the

interests of the other class members with whom she has a well-defined community of interest.

c. Adequacy: Plaintiffs will fairly and adequately protect the interests of each class member, with whom she has a well-defined community of interest and typicality of claims, as demonstrated herein. Plaintiffs have no interest that is antagonistic to the other class members. Plaintiffs' attorneys, the proposed class counsel, are versed in the rules governing class action discovery, certification, and settlement. Plaintiffs have incurred, and during the pendency of this action will continue to incur, costs and attorneys' fees, that have been, are, and will be necessarily expended for the prosecution of this action for the substantial benefit of each class member.

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

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

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

- a. Whether Defendants' failure to pay wages, without abatement or reduction, in accordance with the California Labor Code, was willful;
- b. Whether Defendants had a corporate policy and practice of failing to pay their hourly-paid or non-exempt employees within the State of California

for all hours worked and missed (short, late, interrupted, and/or missed altogether) meal periods and rest breaks in violation of California law;

c. Whether Defendants required Plaintiffs and the other class members to work over eight (8) hours per day and/or over forty (40) hours per week and failed to pay the legally required overtime compensation to Plaintiffs and the other class members;

d. Whether Defendants deprived Plaintiffs and the other class members of meal and/or rest periods or required Plaintiffs and the other class members to work during meal and/or rest periods without compensation;

e. Whether Defendants failed to pay minimum wages to Plaintiffs and the other class members for all hours worked;

f. Whether Defendants failed to pay all wages due to Plaintiffs and the other class members within the required time upon their discharge or resignation;

g. Whether Defendants failed to timely pay all wages due to Plaintiffs and the other class members during their employment;

h. Whether Defendants complied with wage reporting as required by the California Labor Code; including, *inter alia*, section 226;

i. Whether Defendants kept complete and accurate payroll records as required by the California Labor Code, including, *inter alia*, section 1174(d);

j. Whether Defendants failed to reimburse Plaintiffs and the other class members for necessary business-related expenses and costs;

k. Whether Defendants' conduct was willful or reckless;

l. Whether Defendants engaged in unfair business practices in violation of California Business & Professions Code section 17200, et seq.;

m. The appropriate amount of damages, restitution, and/or monetary penalties resulting from Defendants' violation of California law; and

n. Whether Plaintiffs and the other class members are entitled to compensatory damages pursuant to the California Labor Code.

PAGA ALLEGATIONS

19. At all times herein set forth, California Private Attorneys General Act (“PAGA”) was applicable to Plaintiffs’ employment by Defendants.

20. At all times herein set forth, PAGA provides that any provision of law under the California Labor Code that provides for a civil penalty to be assessed and collected by the LWDA for violations of the California Labor Code may, as an alternative, be recovered through a civil action brought by an aggrieved employee on behalf of herself and other current or former employees pursuant to procedures outlined in California Labor Code section 2699.3.

21. Pursuant to PAGA, a civil action under PAGA may be brought by an “aggrieved employee,” who is any person that was employed by the alleged violator and against whom one or more of the alleged violations was committed.

22. Plaintiffs were employed by Defendants and the alleged violations were committed against them during their time of employment and each is, therefore, an aggrieved employee. Plaintiffs and the other employees are “aggrieved employees” as defined by California Labor Code section 2699(c) in that they are all current or former employees of Defendants, and one or more of the alleged violations were committed against them.

23. Pursuant to California Labor Code sections 2699.3 and 2699.5, an aggrieved employee, including each Plaintiff, may pursue a civil action arising under PAGA after the following requirements have been met:

a. The aggrieved employee shall give written notice by online submission (hereinafter “Employee’s Notice”) to the LWDA and by U.S. Certified Mail the employer of the specific provisions of the California Labor Code alleged to have been violated, including the facts and theories to support the alleged violations.

b. The LWDA shall provide notice (hereinafter “LWDA Notice”) to the employer and the aggrieved employee by certified mail that it does not

1 intend to investigate the alleged violation within sixty (60) calendar days
2 of the postmark date of the Employee's Notice. Upon receipt of the
3 LWDA Notice, or if the LWDA Notice is not provided within sixty-five
4 (65) calendar days of the postmark date of the Employee's Notice, the
5 aggrieved employee may commence a civil action pursuant to California
6 Labor Code section 2699 to recover civil penalties in addition to any other
7 penalties to which the employee may be entitled.

8 24. On September 17, 2021, Plaintiffs, by and through submission by Plaintiff
9 SALAZAR, provided written notice by U.S. Certified Mail to the LWDA and to Defendant
10 ARCTIC COOLING SYSTEMS, LLC of the specific provisions of the California Labor Code
11 alleged to have been violated, including the facts and theories to support the alleged violations.
12 Plaintiff have not received an LWDA Notice within sixty-five (65) calendar days of the date of
13 submission of Plaintiff's Notice.

14 25. On November 12, 2021, Plaintiff RINCON provided written notice by online
15 submission to the LWDA and by U.S. Certified Mail to Defendant ARCTIC COOLING SYSTEMS,
16 LLC of the specific provisions of the California Labor Code alleged to have been violated, including
17 the facts and theories to support the alleged violations. Plaintiff RINCON has not received an LWDA
18 Notice within sixty-five (65) calendar days of the date of Plaintiff RINCON's notice.

19 26. On March 22, 2022, Plaintiff GONZALEZ provided written notice by online
20 submission to the LWDA and by U.S. Certified Mail to Defendant ARCTIC COOLING
21 SYSTEMS, LLC of the specific provisions of the California Labor Code alleged to have been
22 violated, including the facts and theories to support the alleged violations. Plaintiff GONZALEZ
23 has not received an LWDA Notice within sixty-five (65) calendar days of the date of Plaintiff
24 GONZALEZ's notice.

25 27. Therefore, Plaintiffs have satisfied the administrative prerequisites under
26 California Labor Code section 2699.3(a) to recover civil penalties against Defendants for
27 violations of California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a),
28 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802.

1 28. At all relevant times set forth herein, Defendants employed Plaintiffs and
2 other aggrieved employees, including, but not limited to (a) all current and former hourly-
3 paid or non-exempt individuals who were employed by any of the Defendants within the
4 State of California (“aggrieved employees in subgroup A”), and (b) all current and former
5 salaried employees who worked for any of the above-referenced entities within the State
6 of California and who were classified as "exempt" under the administrative, executive,
7 professional, and/or inside sales exemptions and who did not meet the requirements of
8 the exemptions under California law who were employed by any of the Defendants within
9 the State of California (“aggrieved employees in subgroup B”).

10 29. Defendants hired Plaintiffs and the other aggrieved employees in subgroup
11 A, and failed to compensate them for all hours worked, missed meal periods or rest
12 breaks.

13 30. Defendants hired Plaintiffs and the other aggrieved employees in subgroup B,
14 misclassified them as “exempt” employees, and paid them on a salary basis, without
15 compensation for overtime hours worked, missed meal periods or rest breaks.

16 31. Defendants continue to employ salaried, employees misclassified as “exempt”
17 and hourly-paid, non-exempt employees within the State of California.

18 32. Plaintiffs are informed and believe, and based thereon allege, that Defendants
19 engaged in a uniform policy and systematic scheme of wage abuse against their “exempt” or
20 salaried employees. This scheme involved, *inter alia*, misclassifying these positions as
21 “exempt,” managerial employees for purposes of the payment of overtime compensation when,
22 in fact, they were “non-exempt,” non-managerial employees according to California law.

23 **GENERAL ALLEGATIONS**

24 33. At all relevant times set forth herein, Defendants employed Plaintiffs and other
25 persons as hourly-paid or non-exempt employees within the State of California, including the
26 County of San Bernardino.

27 34. Defendants, jointly and severally, employed Plaintiff RINCON, as an hourly-
28 paid, non-exempt employee, from approximately May 2020 to approximately February 2021, in

the State of California, County of San Bernardino.

35. Defendants, jointly and severally, employed Plaintiff SALAZAR as a salaried employee misclassified as “exempt” in the State of California, from approximately April 2020 to approximately December 2020.

36. Defendants, jointly and severally, employed Plaintiff GONZALEZ as an hourly-paid, non-exempt employee from approximately August, 2020 to approximately September, 2021 in the State of California, County of San Bernardino.

37. Defendants hired Plaintiffs and the other class members, classified them as hourly-paid or non-exempt employees, or misclassified them as ‘exempt’, and failed to compensate them for all hours worked and missed meal periods and/or rest breaks.

38. Defendants had the authority to hire and terminate Plaintiffs and the other class members, to set work rules and conditions governing Plaintiffs’ and the other class members’ employment, and to supervise their daily employment activities.

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

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

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

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

43. Plaintiffs are informed and believes, and based thereon allege, that Defendants engaged in a pattern and practice of wage abuse against their hourly-paid or non-exempt employees within the State of California. This pattern and practice involved, *inter alia*, failing to pay them for all regular and/or overtime wages earned and for missed meal periods and rest breaks in violation of California law.

44. Plaintiffs are informed and believe, and based thereon allege, that Defendants

1 knew or should have known that Plaintiffs and the other class members were entitled to receive
2 certain wages for overtime compensation and that they were not receiving accurate overtime
3 compensation for all overtime hours worked.

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

8 46. Plaintiffs are informed and believe, and based thereon allege, that Defendants
9 knew or should have known that Plaintiffs and the other class members were entitled to receive
10 all meal periods or payment of one additional hour of pay at Plaintiffs' and the other class
11 member's regular rate of pay when a meal period was missed, and they did not receive all meal
12 periods or payment of one additional hour of pay at Plaintiffs' and the other class member's
13 regular rate of pay when a meal period was missed.

14 47. Plaintiffs are informed and believe, and based thereon allege, that Defendants
15 knew or should have known that Plaintiffs and the other class members were entitled to receive
16 all rest periods or payment of one additional hour of pay at Plaintiffs' and the other class
17 member's regular rate of pay when a rest period was missed, and they did not receive all rest
18 periods or payment of one additional hour of pay at Plaintiffs' and the other class members'
19 regular rate of pay when a rest period was missed.

20 48. Plaintiffs are informed and believe, and based thereon allege, that Defendants
21 knew or should have known that Plaintiffs and the other class members were entitled to receive
22 at least minimum wages for compensation and that they were not receiving at least minimum
23 wages for all hours worked.

24 49. Plaintiffs are informed and believe, and based thereon allege, that Defendants
25 knew or should have known that Plaintiffs and the other class members were entitled to receive
26 all wages owed to them upon discharge or resignation, including overtime and minimum wages
27 and meal and rest period premiums, and they did not, in fact, receive all such wages owed to
28 them at the time of their discharge or resignation.

1 50. Plaintiffs are informed and believe, and based thereon allege, that Defendants
2 knew or should have known that Plaintiffs and the other class members were entitled to receive
3 all wages owed to them during their employment. Plaintiffs and the other class members did not
4 receive payment of all wages, including overtime and minimum wages and meal and rest period
5 premiums, within any time permissible under California Labor Code section 204.

6 51. Plaintiffs are informed and believe, and based thereon allege, that Defendants
7 knew or should have known that Plaintiffs and the other class members were entitled to receive
8 complete and accurate wage statements in accordance with California law, but, in fact, they did
9 not receive complete and accurate wage statements from Defendants. The deficiencies included,
10 *inter alia*, the failure to include the total number of hours worked by Plaintiffs and the other class
11 members.

12 52. Plaintiffs are informed and believe, and based thereon allege, that Defendants
13 knew or should have known that Defendants had to keep complete and accurate payroll records
14 for Plaintiffs and the other class members in accordance with California law, but, in fact, did not
15 keep complete and accurate payroll records.

16 53. Plaintiffs are informed and believe, and based thereon allege, that Defendants
17 knew or should have known that Plaintiffs and the other class members were entitled to
18 reimbursement for necessary business-related expenses.

19 54. Plaintiffs are informed and believe, and based thereon allege, that Defendants
20 knew or should have known that they had a duty to compensate Plaintiffs and the other class
21 members pursuant to California law, and that Defendants had the financial ability to pay such
22 compensation, but willfully, knowingly, and intentionally failed to do so, and falsely represented
23 to Plaintiffs and the other class members that they were properly denied wages, all in order to
24 increase Defendants' profits.

25 55. During the relevant time period, Defendants failed to pay overtime wages to
26 Plaintiffs and the other class members for all overtime hours worked. Plaintiffs and the other
27 class members were required to work more than eight (8) hours per day and/or forty (40) hours
28 per week without overtime compensation for all overtime hours worked.

Commission (“IWC”) Wage Order provide that it is unlawful to employ persons without compensating them at a rate of pay either time-and-one-half or two-times that person’s regular rate of pay, depending on the number of hours worked by the person on a daily or weekly basis.

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

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

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

70. During the relevant time period, Plaintiffs and the other class members worked in excess of eight (8) hours in a day, and/or in excess of forty (40) hours in a week.

71. During the relevant time period, Defendants intentionally and willfully failed to pay overtime wages owed to Plaintiffs and the other class members.

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

73. Pursuant to California Labor Code section 1194, Plaintiffs and the other class members are entitled to recover unpaid overtime compensation, as well as interest, costs, and attorneys’ fees.

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1 **SECOND CAUSE OF ACTION**

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

3 **(Against ARCTIC COOLING SYSTEMS, LLC, and DOES 1 through 100)**

4 74. Plaintiffs incorporate by reference the allegations contained in all previous
5 paragraphs, and each and every part thereof with the same force and effect as though fully set
6 forth herein.

7 75. At all relevant times, the IWC Order and California Labor Code sections 226.7
8 and 512(a) were applicable to Plaintiffs and the other class members' employment by
9 Defendants.

10 76. At all relevant times, California Labor Code section 226.7 provides that no
11 employer shall require an employee to work during any meal or rest period mandated by an
12 applicable order of the California IWC.

13 77. At all relevant times, the applicable IWC Wage Order and California Labor Code
14 section 512(a) provide that an employer may not require, cause or permit an employee to work
15 for a work period of more than five (5) hours per day without providing the employee with a
16 meal period of not less than thirty (30) minutes, except that if the total work period per day of the
17 employee is no more than six (6) hours, the meal period may be waived by mutual consent of
18 both the employer and employee.

19 78. At all relevant times, the applicable IWC Wage Order and California Labor Code
20 section 512(a) further provide that an employer may not require, cause or permit an employee to
21 work for a work period of more than ten (10) hours per day without providing the employee with
22 a second uninterrupted meal period of not less than thirty (30) minutes, except that if the total
23 hours worked is no more than twelve (12) hours, the second meal period may be waived by
24 mutual consent of the employer and the employee only if the first meal period was not waived.

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

1 rest period.

2 80. During the relevant time period, Plaintiffs and the other class members who were
3 scheduled to work for a period of time in excess of six (6) hours were required to work for
4 periods longer than five (5) hours without an uninterrupted meal period of not less than thirty
5 (30) minutes and/or rest period.

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

10 82. During the relevant time period, Defendants failed to pay Plaintiffs and the other
11 class members the full meal period premium due pursuant to California Labor Code section
12 226.7.

13 83. Defendants' conduct violates applicable IWC Wage Order and California Labor
14 Code sections 226.7 and 512(a).

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

19 **THIRD CAUSE OF ACTION**

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

21 **(Against ARCTIC COOLING SYSTEMS, LLC, and DOES 1 through 100)**

22 85. Plaintiffs incorporate by reference the allegations contained in all previous
23 paragraphs, and each and every part thereof with the same force and effect as though fully set
24 forth herein.

25 86. At all times herein set forth, the applicable IWC Wage Order and California Labor
26 Code section 226.7 were applicable to Plaintiffs and the other class members' employment by
27 Defendants.

28 87. At all relevant times, California Labor Code section 226.7 provides that no

1 employer shall require an employee to work during any rest period mandated by an applicable
2 order of the California IWC.

3 88. At all relevant times, the applicable IWC Wage Order provides that “[e]very
4 employer shall authorize and permit all employees to take rest periods, which insofar as
5 practicable shall be in the middle of each work period” and that the “rest period time shall be
6 based on the total hours worked daily at the rate of ten (10) minutes net rest time per four (4)
7 hours or major fraction thereof” unless the total daily work time is less than three and one-half
8 (3 ½) hours.

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

12 90. During the relevant time period, Defendants willfully required Plaintiffs and the
13 other class members to work during rest periods and failed to pay Plaintiffs and the other class
14 members the full rest period premium for work performed during rest periods.

15 91. During the relevant time period, Defendants failed to pay Plaintiffs and the other
16 class members the full rest period premium due pursuant to California Labor Code section 226.7.

17 92. Defendants’ conduct violates applicable IWC Wage Orders and California Labor
18 Code section 226.7.

19 93. Pursuant to the applicable IWC Wage Orders and California Labor Code section
20 226.7(c), Plaintiffs and the other class members are entitled to recover from Defendants one
21 additional hour of pay at the employees’ regular hourly rate of compensation for each work day
22 that the rest period was not provided.

23 **FOURTH CAUSE OF ACTION**

24 **(Violation of California Labor Code §§ 1194, 1197, and 1197.1)**

25 **(Against ARCTIC COOLING SYSTEMS, LLC, and DOES 1 through 100)**

26 94. Plaintiffs incorporate by reference the allegations contained in all previous
27 paragraphs, and each and every part thereof with the same force and effect as though fully set
28 forth herein.

95. At all relevant times, California Labor Code sections 1194, 1197, and 1197.1 provide that the minimum wage to be paid to employees, and the payment of a lesser wage than the minimum so fixed is unlawful.

96. During the relevant time period, Defendants failed to pay minimum wage to Plaintiffs and the other class members as required, pursuant to California Labor Code sections 1194, 1197, and 1197.1.

97. Defendants' failure to pay Plaintiffs and the other class members the minimum wage as required violates California Labor Code sections 1194, 1197, and 1197.1. Pursuant to those sections, Plaintiffs and the other class members are entitled to recover the unpaid balance of their minimum wage compensation as well as interest, costs, and attorney's fees, and liquidated damages in an amount equal to the wages unlawfully unpaid and interest thereon.

98. Pursuant to California Labor Code section 1197.1, Plaintiffs and the other class members are entitled to recover a penalty of \$100.00 for the initial failure to timely pay each employee minimum wages, and \$250.00 for each subsequent failure to pay each employee minimum wages.

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

FIFTH CAUSE OF ACTION

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

(Against ARCTIC COOLING SYSTEMS, LLC, and DOES 1 through 100)

100. Plaintiffs incorporate by reference the allegations contained in all previous paragraphs, and each and every part thereof with the same force and effect as though fully set forth herein.

101. At all relevant times herein set forth, California Labor Code sections 201 and 202 provide that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately, and if an employee quits his or her employment, his or her wages shall become due and payable not later than seventy-two (72) hours thereafter,

1 unless the employee has given seventy-two (72) hours' notice of his or her intention to quit, in
2 which case the employee is entitled to his or her wages at the time of quitting.

3 102. During the relevant time period, Defendants intentionally and willfully failed to
4 pay Plaintiffs and the other class members who are no longer employed by Defendants their
5 wages, earned and unpaid, within seventy-two (72) hours of their leaving Defendants' employ.

6 103. Defendants' failure to pay Plaintiffs and the other class members who are no
7 longer employed by Defendants' their wages, earned and unpaid, within seventy-two (72) hours
8 of their leaving Defendants' employ, is in violation of California Labor Code sections 201 and
9 202.

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

14 105. Plaintiffs and the other class members are entitled to recover from Defendants the
15 statutory penalty wages for each day they were not paid, up to a thirty (30) day maximum
16 pursuant to California Labor Code section 203.

17 **SIXTH CAUSE OF ACTION**

18 **(Violation of California Labor Code § 204)**

19 **(Against ARCTIC COOLING SYSTEMS, LLC, and DOES 1 through 100)**

20 106. Plaintiffs incorporate by reference the allegations contained in all previous
21 paragraphs, and each and every part thereof with the same force and effect as though fully set
22 forth herein.

23 107. At all times herein set forth, California Labor Code section 204 provides that all
24 wages earned by any person in any employment between the 1st and 15th days, inclusive, of any
25 calendar month, other than those wages due upon termination of an employee, are due and
26 payable between the 16th and the 26th day of the month during which the labor was performed.

27 108. At all times herein set forth, California Labor Code section 204 provides that all
28 wages earned by any person in any employment between the 16th and the last day, inclusive, of

any calendar month, other than those wages due upon termination of an employee, are due and payable between the 1st and the 10th day of the following month.

109. At all times herein set forth, California Labor Code section 204 provides that all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period.

110. During the relevant time period, Defendants intentionally and willfully failed to pay Plaintiffs and the other class members all wages due to them, within any time period permissible under California Labor Code section 204.

111. Plaintiffs and the other class members are entitled to recover all remedies available for violations of California Labor Code section 204.

SEVENTH CAUSE OF ACTION

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

(Against ARCTIC COOLING SYSTEMS, LLC, and DOES 1 through 100)

112. Plaintiffs incorporate by reference the allegations contained in all previous paragraphs, and each and every part thereof with the same force and effect as though fully set forth herein.

113. At all material times set forth herein, California Labor Code section 226(a) provides that every employer shall furnish each of his or her employees an accurate itemized statement in writing showing (1) gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and his or her social security number, (8) the name and address of the legal entity that is the employer, and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee. The deductions made from payments of wages shall be recorded in ink or other indelible form, properly dated, showing the month, day, and year, and a copy of the statement or a record of the deductions shall be kept on file by the

1 employer for at least three years at the place of employment or at a central location within the
2 State of California.

3 114. Defendants have intentionally and willfully failed to provide Plaintiffs and the
4 other class members with complete and accurate wage statements. The deficiencies include, but
5 are not limited to: the failure to include the total number of hours worked by Plaintiffs and the
6 other class members.

7 115. As a result of Defendants' violation of California Labor Code section 226(a),
8 Plaintiffs and the other class members have suffered injury and damage to their statutorily-
9 protected rights.

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

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

17 118. Plaintiffs and the other class members are also entitled to injunctive relief to
18 ensure compliance with this section, pursuant to California Labor Code section 226(h).

19 **EIGHTH CAUSE OF ACTION**

20 **(Violation of California Labor Code § 1174(d))**

21 **(Against ARCTIC COOLING SYSTEMS, LLC, and DOES 1 through 100)**

22 119. Plaintiffs incorporate by reference the allegations contained in all previous
23 paragraphs, and each and every part thereof with the same force and effect as though fully set
24 forth herein.

25 120. Pursuant to California Labor Code section 1174(d), an employer shall keep, at a
26 central location in the state or at the plants or establishments at which employees are employed,
27 payroll records showing the hours worked daily by and the wages paid to, and the number of
28 piece-rate units earned by and any applicable piece rate paid to, employees employed at the

1 respective plants or establishments. These records shall be kept in accordance with rules
2 established for this purpose by the commission, but in any case shall be kept on file for not less
3 than two years.

4 121. Defendants have intentionally and willfully failed to keep accurate and complete
5 payroll records showing the hours worked daily and the wages paid, to Plaintiffs and the other
6 class members.

7 122. As a result of Defendants' violation of California Labor Code section 1174(d),
8 Plaintiffs and the other class members have suffered injury and damage to their statutorily-
9 protected rights.

10 123. More specifically, Plaintiffs and the other class members have been injured by
11 Defendants' intentional and willful violation of California Labor Code section 1174(d) because
12 they were denied both their legal right and protected interest, in having available, accurate and
13 complete payroll records pursuant to California Labor Code section 1174(d).

14 **NINTH CAUSE OF ACTION**

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

16 **(Against ARCTIC COOLING SYSTEMS, LLC, and DOES 1 through 100)**

17 124. Plaintiffs incorporate by reference the allegations contained in all previous
18 paragraphs, and each and every part thereof with the same force and effect as though fully set
19 forth herein.

20 125. Pursuant to California Labor Code sections 2800 and 2802, an employer must
21 reimburse its employee for all necessary expenditures incurred by the employee in direct
22 consequence of the discharge of his or her job duties or in direct consequence of his or her
23 obedience to the directions of the employer.

24 126. Plaintiffs and the other class members incurred necessary business-related
25 expenses and costs that were not fully reimbursed by Defendants.

26 127. Defendants have intentionally and willfully failed to reimburse Plaintiffs and the
27 other class members for all necessary business-related expenses and costs.

28 128. Plaintiffs and the other class members are entitled to recover from Defendants

1 their business-related expenses and costs incurred during the course and scope of their
2 employment, plus interest accrued from the date on which the employee incurred the necessary
3 expenditures at the same rate as judgments in civil actions in the State of California.

4 **TENTH CAUSE OF ACTION**

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

6 **(Against ARCTIC COOLING SYSTEMS, LLC, and DOES 1 through 100)**

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

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

14 131. Defendants' activities as alleged herein are violations of California law, and
15 constitute unlawful business acts and practices in violation of California Business & Professions
16 Code section 17200, et seq.

17 132. A violation of California Business & Professions Code section 17200, et seq. may
18 be predicated on the violation of any state or federal law. In this instant case, Defendants'
19 policies and practices of requiring employees, including Plaintiffs and the other class members,
20 to work overtime without paying them proper compensation violate California Labor Code
21 sections 510 and 1198. Additionally, Defendants' policies and practices of requiring employees,
22 including Plaintiffs and the other class members, to work through their meal and rest periods
23 without paying them proper compensation violate California Labor Code sections 226.7 and
24 512(a). Defendants' policies and practices of failing to pay minimum wages violate California
25 Labor Code sections 1194, 1197, and 1197.1. Moreover, Defendants' policies and practices of
26 failing to timely pay wages to Plaintiffs and the other class members violate California Labor
27 Code sections 201, 202 and 204. Defendants also violated California Labor Code sections
28 226(a), 1174(d), 2800 and 2802.

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

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

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

ELEVENTH CAUSE OF ACTION

Violation of California Labor Code § 2698, et seq.

(Against ARCTIC COOLING SYSTEMS, LLC, and DOES 1 through 100)

136. Plaintiffs incorporate by reference the allegations contained in all previous paragraphs, and each and every part thereof with the same force and effect as though fully set forth herein.

137. PAGA expressly establishes that any provision of the California Labor Code which provides for a civil penalty to be assessed and collected by the LWDA, or any of its departments, divisions, commissions, boards, agencies or employees for a violation of the California Labor Code, may be recovered through a civil action brought by an aggrieved employee on behalf of himself or herself, and other current or former employees.

138. Whenever the LWDA, or any of its departments, divisions, commissions, boards, agencies, or employees has discretion to assess a civil penalty, a court in a civil action is authorized to exercise the same discretion, subject to the same limitations and conditions, to assess a civil penalty.

Failure to Pay Overtime

139. Defendants' failure to pay legally required overtime wages to Plaintiffs and the other aggrieved employees is in violation of the applicable IWC Wage Orders and constitutes

1 unlawful or unfair activity prohibited by California Labor Code sections 510 and 1198.

2 **Failure to Provide Meal Periods**

3 140. Defendants' failure to provide legally required meal periods to Plaintiffs and the
4 other aggrieved employees is in violation of the applicable IWC Wage Orders and constitutes
5 unlawful or unfair activity prohibited by California Labor Code sections 226.7 and 512(a).

6 **Failure to Provide Rest Periods**

7 141. Defendants' failure to provide legally required rest periods to Plaintiffs and the
8 other aggrieved employees is in violation of the applicable IWC Wage Orders and constitutes
9 unlawful or unfair activity prohibited by California Labor Code section 226.7.

10 **Failure to Pay Minimum Wages**

11 142. Defendants' failure to pay legally required minimum wages to Plaintiffs and the
12 other aggrieved employees is in violation of the Wage Orders and constitutes unlawful or unfair
13 activity prohibited by California Labor Code sections 1194, 1197 and 1197.1.

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

15 143. Defendants' failure to timely pay wages to Plaintiffs and the other aggrieved
16 employees upon termination in accordance with Labor Code sections 201 and 202 constitutes
17 unlawful and/or unfair activity prohibited by California Labor Code sections 201 and 202.

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

19 144. Defendants' failure to timely pay wages to Plaintiffs and the other aggrieved
20 employees during employment in accordance with Labor Code section 204 constitutes unlawful
21 and/or unfair activity prohibited by California Labor Code section 204.

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

23 145. Defendants' failure to provide complete and accurate wage statements to
24 Plaintiffs and the other aggrieved employees in accordance with Labor Code section 226(a)
25 constitutes unlawful and/or unfair activity prohibited by California Labor Code section 226(a).

26 **Failure to Keep Complete and Accurate Payroll Records**

27 146. Defendants' failure to keep complete and accurate payroll records relating to
28 Plaintiffs and the other aggrieved employees in accordance with California Labor Code section

1 1174(d) constitutes unlawful and/or unfair activity prohibited by California Labor Code section
2 1174(d).

3 **Failure to Reimburse Necessary Business-Related Expenses and Costs**

4 147. Defendants' failure to reimburse Plaintiffs and the other aggrieved employees for
5 necessary business-related expenses and costs in accordance with California Labor Code
6 sections 2800 and 2802 constitutes unlawful and/or unfair activity prohibited by California
7 Labor Code sections 2800 and 2802.

8 148. Pursuant to California Labor Code section 2699, Plaintiffs, individually, and on
9 behalf of all aggrieved employees, requests and is entitled to recover from Defendants and each
10 of them, business expenses, unpaid wages, and/or untimely wages according to proof, interest,
11 attorneys' fees and costs pursuant to California Labor Code section 218.5, as well as all statutory
12 penalties against Defendants, and each of them, including but not limited to:

- 13 a. Penalties under California Labor Code section 2699 in the amount of a
14 hundred dollars (\$100) for each aggrieved employee per pay period for the
15 initial violation, and two hundred dollars (\$200) for each aggrieved
16 employee per pay period for each subsequent violation;
- 17 b. Penalties under California Code of Regulations Title 8 section 11010, et
18 seq. in the amount of fifty dollars (\$50) for each aggrieved employee per
19 pay period for the initial violation, and one hundred dollars (\$100) for each
20 aggrieved employee per pay period for each subsequent violation;
- 21 c. Penalties under California Labor Code section 210 in addition to, and
22 entirely independent and apart from, any other penalty provided in the
23 California Labor Code in the amount of a hundred dollars (\$100) for each
24 aggrieved employee per pay period for the initial violation, and two hundred
25 dollars (\$200) for each aggrieved employee per pay period for each
26 subsequent violation; and
- 27 d. Any and all additional penalties and sums as provided by the California
28 Labor Code and/or other statutes.

1 149. Pursuant to California Labor Code section 2699(i), civil penalties recovered by
2 aggrieved employees shall be distributed as follows: seventy-five percent (75%) to the Labor
3 and Workforce Development Agency for the enforcement of labor laws and education of
4 employers and employees about their rights and responsibilities and twenty-five percent (25%)
5 to the aggrieved employees.

6 150. Further, Plaintiffs is entitled to seek and recover reasonable attorneys' fees and
7 costs pursuant to California Labor Code sections 210, 218.5 and 2699 and any other applicable
8 statute.

9 **DEMAND FOR JURY TRIAL**

10 Plaintiffs, individually, and on behalf of other members of the general public similarly
11 situated, and on behalf of other aggrieved employees pursuant to the California Private Attorneys
12 General Act, requests a trial by jury.

13 **PRAYER FOR RELIEF**

14 WHEREFORE, Plaintiffs, individually, and on behalf of other members of the general
15 public similarly situated, prays for relief and judgment against Defendants, jointly and severally,
16 as follows:

17 **Class Certification**

- 18 1. That this action be certified as a class action;
19 2. That Plaintiffs be appointed as the representatives of the Class;
20 3. That counsel for Plaintiffs be appointed as Class Counsel; and
21 4. That Defendants provide to Class Counsel immediately the names and most
22 current/last known contact information (address, e-mail and telephone numbers) of all class
23 members.

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

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

- 28 6. For general unpaid wages at overtime wage rates and such general and special

1 damages as may be appropriate;

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

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

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

7 **As to the Second Cause of Action**

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

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

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

17 13. For premium wages pursuant to California Labor Code section 226.7(c);

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

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

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

22 **As to the Third Cause of Action**

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

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

- 1 19. For all actual, consequential, and incidental losses and damages, according to
2 proof;
- 3 20. For premium wages pursuant to California Labor Code section 226.7(c);
- 4 21. For pre-judgment interest on any unpaid wages from the date such amounts were
5 due; and
- 6 22. For such other and further relief as the Court may deem just and proper.

7 **As to the Fourth Cause of Action**

- 8 23. That the Court declare, adjudge and decree that Defendants violated California
9 Labor Code sections 1194, 1197, and 1197.1 by willfully failing to pay minimum wages to
10 Plaintiffs and the other class members;
- 11 24. For general unpaid wages and such general and special damages as may be
12 appropriate;
- 13 25. For statutory wage penalties pursuant to California Labor Code section 1197.1 for
14 Plaintiffs and the other class members in the amount as may be established according to proof at
15 trial;
- 16 26. For pre-judgment interest on any unpaid compensation from the date such
17 amounts were due;
- 18 27. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
19 California Labor Code section 1194(a);
- 20 28. For liquidated damages pursuant to California Labor Code section 1194.2; and
- 21 29. For such other and further relief as the Court may deem just and proper.

22 **As to the Fifth Cause of Action**

- 23 30. That the Court declare, adjudge and decree that Defendants violated California
24 Labor Code sections 201, 202, and 203 by willfully failing to pay all compensation owed at the
25 time of termination of the employment of Plaintiffs and the other class members no longer
26 employed by Defendants;
- 27 31. For all actual, consequential, and incidental losses and damages, according to
28 proof;

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

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

34. For such other and further relief as the Court may deem just and proper.

As to the Sixth Cause of Action

35. That the Court declare, adjudge and decree that Defendants violated California Labor Code section 204 by willfully failing to pay all compensation owed at the time required by California Labor Code section 204 to Plaintiffs and the other class members;

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

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

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

As to the Seventh Cause of Action

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

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

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

42. For injunctive relief to ensure compliance with this section, pursuant to California Labor Code section 226(h); and

43. For such other and further relief as the Court may deem just and proper.

As to the Eighth Cause of Action

44. That the Court declare, adjudge and decree that Defendants violated California Labor Code section 1174(d) by willfully failing to keep accurate and complete payroll records for Plaintiffs and the other class members as required by California Labor Code section 1174(d);

- 1 45. For actual, consequential and incidental losses and damages, according to proof;
2 46. For statutory penalties pursuant to California Labor Code section 1174.5; and
3 47. For such other and further relief as the Court may deem just and proper.

4 **As to the Ninth Cause of Action**

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

- 9 49. For actual, consequential and incidental losses and damages, according to proof;
10 50. For the imposition of civil penalties and/or statutory penalties;
11 51. For reasonable attorneys' fees and costs of suit incurred herein; and
12 52. For such other and further relief as the Court may deem just and proper.

13 **As to the Tenth Cause of Action**

14 53. That the Court decree, adjudge and decree that Defendants violated California
15 Business and Professions Code sections 17200, et seq. by failing to provide Plaintiffs and the
16 other class members all overtime compensation due to them, failing to provide all meal and rest
17 periods to Plaintiffs and the other class members, failing to pay at least minimum wages to
18 Plaintiffs and the other class members, failing to pay Plaintiffs and the other class members'
19 wages timely as required by California Labor Code section 201, 202 and 204 and by violating
20 California Labor Code sections 226(a), 1174(d), 2800 and 2802.

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

23 55. For the appointment of a receiver to receive, manage and distribute any and all
24 funds disgorged from Defendants and determined to have been wrongfully acquired by
25 Defendants as a result of violation of California Business and Professions Code sections 17200,
26 et seq.;

27 56. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
28 California Code of Civil Procedure section 1021.5;

1 57. For injunctive relief to ensure compliance with this section, pursuant to California
2 Business and Professions Code sections 17200, et seq.; and

3 58. For such other and further relief as the Court may deem just and proper.

4 **As to the Eleventh Cause of Action**

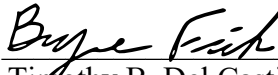
5 59. For civil penalties pursuant to California Labor Code sections 2699(a), (f) and (g)
6 and 558 plus costs/expenses and attorneys' fees for violation of California Labor Code sections
7 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800 and
8 2802;

9 60. Plaintiffs do not seek underpaid wages pursuant to Labor Code section 558; and

10 61. For such other and further relief as the Court may deem equitable and appropriate.

11
12 Dated: April 7, 2025

**CASTLE LAW: CALIFORNIA
EMPLOYMENT COUNSEL, PC**

13
14 By: 
15 Timothy B. Del Castillo
16 Lisa L. Bradner
17 Bryce Q. Fick
18 Attorneys for Plaintiffs
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