

MELMED LAW GROUP P.C.
Jonathan Melmed (SBN 290218)
jm@melmedlaw.com
Megan E. Ross (SBN 227776)
megan@melmedlaw.com
Hannah Becker (SBN 345452)
hb@melmedlaw.com
1801 Century Park East, Suite 850
Los Angeles, California 90067
Phone: (310) 824-3828
Fax: (310) 862-6851

ELECTRONICALLY FILED
Superior Court of California,
County of Tulare
03/01/2023
By: Nay Saelee,
Deputy Clerk

Attorneys for Plaintiff, the Putative Class, and the Aggrieved Employees

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF TULARE**

JOSE ARROYO, an individual, on behalf of
himself, the State of California, as a private
attorney general, and on behalf of all others
similarly situated,

Plaintiff,

v.

AFP ADVANCED FOOD PRODUCTS, LLC., a
Delaware Limited Liability Company; and
DOES 1 TO 50,

Defendants.

Case Number: VCU291498

**Second Amended Class and Representative
Action Complaint For:**

1. Failure to Pay All Minimum Wages,
2. Failure to Pay All Overtime Wages,
3. Failure to Provide Rest Periods and Pay Missed Rest Period Premiums,
4. Failure to Provide Meal Periods and Pay Missed Meal Period Premiums,
5. Failure to Maintain Accurate Employment Records,
6. Failure to Pay All Wages Earned and Unpaid at Separation,
7. Failure to Indemnify All Necessary Business Expenditures,
8. Failure to Furnish Accurate Itemized Wage Statements,
9. Failure to Pay Sick Leave,
10. Violations of California's Unfair Competition Law (Bus. & Prof. Code, §§ 17200–17210), and
11. Penalties Pursuant to the Labor Code Private Attorneys General Act of 2004 ("PAGA") for Violations of California

Labor Code Sections 201, 202, 203, 226,
226.3, 226.7, 246, 256, 510, 512, 1174,
1185, 1194, 1194.2, 1197, 1197.1, 1198,
1198.5, 1199, 2802, 2804, and Other
Provisions of the Labor Code.

DEMAND FOR JURY TRIAL

Plaintiff Jose Arroyo (“Plaintiff”), on behalf of himself, the State of California, as a private attorney general, and all other similarly situated employees within the State of California, complains and alleges of defendants AFP Advanced Food Products, LLC. and Does 1 to 50 (collectively, “Defendants”), and each of them, as follows:

I. INTRODUCTION

1. This is a class action complaint brought pursuant to California Code of Civil Procedure section 382.

2. The “Class Period” as used herein, is defined as the period from April 27, 2018, and continuing into the present and ongoing. Defendants’ violations of California’s laws as described more fully below have been ongoing throughout the Class Period and are still ongoing.

3. Plaintiff brings this class action on behalf of himself and the following class: *All individuals who are or were employed by Defendants as non-exempt employees in California during the Class Period* (the “Class Members”). (Code Civ. Proc., § 382.)

4. Plaintiff brings this action on behalf of himself and the Class Members, as a class action, against Defendants for:

- A. Failure to pay all minimum wages,
- B. Failure to pay all overtime wages,
- C. Failure to provide rest periods and pay missed rest period premiums,
- D. Failure to provide meal periods and pay missed meal period premiums,
- E. Failure to maintain accurate employment records,
- F. Failure to pay all wages earned and unpaid at separation,
- G. Failure to indemnify all necessary business expenditures,
- H. Failure to furnish accurate itemized wage statements,
- I. Failure to fully pay all sick leave wages, and
- J. Violations of California’s Unfair Competition Law (“UCL”) (Bus. & Prof. Code, §§ 17200–17210).

1 5. This action is also a representative action brought pursuant to the California Labor Code
2 Private Attorneys General Act of 2004 (“PAGA”), codified at California Labor Code sections 2698
3 through 2699.6.

4 6. The “PAGA Period” as used herein, is defined as the period from April 27, 2021, and
5 continuing into the present and ongoing.

6 7. This PAGA action is brought on behalf of Plaintiff, the State of California as private
7 attorney general, and on behalf of the following aggrieved employees: *All individuals who are or were*
8 *employed by Defendants as non-exempt employees in California during the PAGA Period* (the
9 “Aggrieved Employees”).

10 8. Plaintiff is informed and believes and thereon alleges that the California Industrial
11 Welfare Commission (“IWC”) Wage Order applicable to the facts of this case is IWC Wage Order 5-
12 2001 (the “Applicable Wage Order”) and possibly others that may be applicable. (Cal. Code of Regs.,
13 tit. 8, § 11050.) Plaintiff reserves the right to amend or modify the definition of “Applicable Wage
14 Order” with greater specificity or add additional IWC Wage Orders if additional applicable wage orders
15 are discovered in litigation.

16 **II. JURISDICTION & VENUE**

17 9. This Court has subject matter jurisdiction over all causes of action asserted herein
18 pursuant to Article VI, section 10, of the California Constitution and Code of Civil Procedure section
19 410.10 because this is a civil action in which the matter in controversy, exclusive of interest, exceeds
20 \$25,000, and because each cause of action asserted arises under the laws of the State of California or
21 is subject to adjudication in the courts of the State of California.

22 10. This Court has personal jurisdiction over Defendants because Defendants have caused
23 injuries in the County of Tulare and the State of California through their acts, and by their violation of
24 the California Labor Code and California state common law. Defendants transact millions of dollars
25 of business within the State of California. Defendants own, maintain offices, transact business, have
26 an agent or agents within the County of Tulare, and/or otherwise are found within the County of Tulare,
27 and Defendants are within the jurisdiction of this Court for purposes of service of process.
28

1 11. Venue as to Defendants is proper in this judicial district, pursuant to section 395 of the
2 Code of Civil Procedure. Defendants operate within California and do business within Tulare County,
3 California. The unlawful acts alleged herein have a direct effect on Plaintiff and all of Defendants'
4 employees identified above within Tulare County and surrounding counties where Defendants may
5 remotely operate.

6 12. This matter is not appropriate for removal under the Class Action Fairness Act (28
7 U.S.C. § 1332) as the amount in controversy for Plaintiff's and the Class Members' claims, in
8 aggregate, is less than \$5 million. Additionally, all the allegations herein occurred in the State of
9 California. As such, even if the amount in controversy did exceed \$5 million this matter would still
10 not be appropriate for removal under the "local controversy" exception to the Class Action Fairness
11 Act. (28 U.S.C. § 1332, subd. (d)(4)(A).)

12 **III. THE PARTIES**

13 **A. PLAINTIFF**

14 13. At all relevant times, Plaintiff, who is over the age of 18, was and currently is a citizen
15 of California residing in the State of California. Defendants employed Plaintiff as a non-exempt hourly
16 employee in the County of Tulare.

17 14. Plaintiff brings this action on behalf of himself and the following class pursuant to
18 section 382 of the Code of Civil Procedure as follows: *All individuals who are or were employed by*
19 *Defendants as non-exempt employees in California during the Class Period* (the "Class Members").

20 15. Plaintiff also brings this action on behalf of himself and the State of California, as a
21 private attorney general, and on behalf of the following group of aggrieved employees: *All individuals*
22 *who are or were employed by Defendants as non-exempt employees in California during the PAGA*
23 *Period* (the "Aggrieved Employees").

24 16. The Class Members and the Aggrieved Employees, at all times pertinent hereto, are or
25 were employees of Defendants during the relevant statutory period.

26 **B. DEFENDANTS**

27 17. Plaintiff is informed and believes and thereon alleges that Defendants were authorized
28 to and doing business in Tulare County and is and/or was the legal employer of Plaintiff, the other

1 Aggrieved Employees, and the other Class Members during the applicable statutory periods. Plaintiff,
2 the other Aggrieved Employees, and the other Class Members were, and are, subject to Defendants'
3 policies and/or practices complained of herein and have been deprived of the rights guaranteed to them
4 by: California Labor Code sections 201, 202, 203, 226, 226.3, 226.7, 246, 256, 510, 512, 1174, 1185,
5 1194, 1194.2, 1197, 1197.1, 1198, 1198.5, 1199, 2802, 2804, and others that may be applicable;
6 California Business and Professions Code sections 17200 through 17210 ("UCL"); and the Applicable
7 Wage Order (Cal. Code of Regs., tit. 8, § 11050).

8 18. Plaintiff is informed and believes, and based thereon alleges, that during the Class
9 Period and PAGA Period, Defendants did (and continue to do) business in the State of California,
10 County of Tulare.

11 19. Plaintiff does not know the true names or capacities, whether individual, partner, or
12 corporate, of the defendants sued herein as Does 1 to 50, inclusive, and for that reason, said defendants
13 are sued under such fictitious names, and Plaintiff will seek leave from this Court to amend this
14 complaint when such true names and capacities are discovered. Plaintiff is informed, and believes, and
15 thereon alleges, that each of said fictitious defendants, whether individual, partners, or corporate, were
16 responsible in some manner for the acts and omissions alleged herein, and proximately caused Plaintiff,
17 the other Aggrieved Employees, and the other Class Members to be subject to the unlawful employment
18 practices, wrongs, injuries, and damages complained of herein.

19 20. Plaintiff is informed, and believes, and thereon alleges, that at all times mentioned
20 herein, Defendants were and/or are the employers of Plaintiff, the other Aggrieved Employees, and the
21 other Class Members. At all times herein mentioned, each of said Defendants participated in the doing
22 of the acts hereinafter alleged to have been done by the named Defendants. Furthermore, the
23 Defendants, and each of them, were the agents, servants, and employees of each and every one of the
24 other Defendants, as well as the agents of all Defendants, and at all times herein mentioned were acting
25 within the course and scope of said agency and employment. Defendants, and each of them, approved
26 of, condoned, or otherwise ratified every one of the acts or omissions complained of herein.

27 21. At all relevant times, Defendants, and each of them, were members of and engaged in a
28 joint venture, partnership, and common enterprise, and acting within the course and scope of and in

1 pursuance of said joint venture, partnership, and common enterprise. Further, Plaintiff is informed,
2 and believes, and thereon alleges, that all Defendants were joint employers for all purposes of Plaintiff,
3 the other Aggrieved Employees, and the other Class Members.

4 **IV. COMMON FACTS & ALLEGATIONS**

5 22. Plaintiff and the other Class Members (collectively, the “Class Members”) are, and were
6 at all relevant times, employed by the Defendants within the State of California.

7 23. Likewise, Plaintiff and the other Aggrieved Employees (collectively, the “Aggrieved
8 Employees”) are, and were at all relevant times, employed by the Defendants within the State of
9 California.

10 24. The Class Members and the Aggrieved Employees are, and were, at all relevant times,
11 non-exempt employees for the purposes of minimum wages, overtime, rest breaks, meal periods, and
12 the other claims alleged in this complaint.

13 25. Specifically, Plaintiff was employed by Defendants within the statutory Class Period
14 and PAGA Period, working as an hourly, non-exempt machine operator for Defendants. Plaintiff’s
15 duties included operating machines.

16 **A. MINIMUM WAGE VIOLATIONS**

17 26. Labor Code section 1197 requires employees to be paid at least the minimum wage fixed
18 by the IWC, and any payment of less than the minimum wage is unlawful. Similarly, Labor Code
19 section 1194 entitles “any employee receiving less than the legal minimum wage . . . to recover in a
20 civil action the unpaid balance of the full amount of this minimum wage.” Likewise, the Applicable
21 Wage Order also obligates employers to pay each employee minimum wages for all hours worked.
22 (Cal. Code of Regs., tit. 8, § 11050.) Labor Code section 1198 makes unlawful the employment of an
23 employee under conditions that the IWC Wage Orders prohibit.

24 27. These minimum wage standards apply to each hour that employees work. Therefore,
25 an employer’s failure to pay for any particular time worked by an employee is unlawful, even if
26 averaging an employee’s total pay over all hours worked, paid or not, results in an average hourly wage
27 above minimum wage. (*Armenta v. Osmose, Inc.* (2005) 135 Cal.App.4th 314, 324.)
28

1 28. Here, Defendants failed to fully conform their pay practices to the requirements of the
2 law during the relevant statutory periods. The Class Members and the Aggrieved Employees were not
3 compensated for all hours worked including, but not limited to, all hours they were subject to the control
4 of Defendants and/or suffered or permitted to work under the California Labor Code and the Applicable
5 Wage Order. Among other violations, the Class Members and the Aggrieved Employees were subject
6 to the control of Defendants while off-the-clock and did not receive minimum wage for each hour
7 worked.

8 29. Additionally, the Class Members and the Aggrieved Employees were not paid all wages
9 for all hours worked due to Defendants' uniform payroll policies and practices that unfairly rounded
10 employees' wages to the detriment of the Class Members and the Aggrieved Employees. This rounding
11 policy routinely failed to capture the entirety of the hours the Class Members and the Aggrieved
12 Employees worked and was structured in a way that in favored underpayment. (See *See's Candy Shops,*
13 *Inc. v. Superior Court* (2012) 210 Cal.App.4th 889, 907.) As a result, the Class Members and the
14 Aggrieved Employees suffered periodic shortages in the hours for which they were compensated. This
15 uncompensated time violated California's requirement that employees be compensated for all hours
16 worked. As a result of this practice, the Class Members and the Aggrieved Employees were not
17 compensated their minimum wages for all hours worked.

18 30. Labor Code sections 1194, subdivision (a), and 1194.2, subdivision (a), provide that an
19 employer who has failed to pay its employees the legal minimum wage is liable to pay those employees
20 the unpaid balance of the unpaid wages as well as liquidated damages in an amount equal to the wages
21 due and interest thereon.

22 31. When employees, such as the Class Members, are not paid for all hours worked under
23 Labor Code section 1194, they are entitled to recover minimum wages for the time which they received
24 no compensation. (See *Sillah v. Command International Security Services* (N.D. Cal. 2015) 154
25 F.Supp.3d 891 [employees suing for failure to pay overtime could recover liquidated damages under
26 Labor Code section 1194.2 if they also showed they were paid less than minimum wage].)
27
28

1 32. Labor Code section 1197.1 authorizes employees who are paid less than the minimum
2 wage fixed by an applicable state or local law, or by an order of the IWC, a civil penalty, among other
3 damages, as follows:

4 (1) “For any initial violation that is intentionally committed, one hundred
5 dollars (\$100) for each underpaid employee for each pay period for
6 which the employee is underpaid.”

7 (2) “For each subsequent violation for the same specific offense, two
8 hundred fifty dollars (\$250) for each underpaid employee for each pay
9 period for which the employee is underpaid regardless of whether the
10 initial violation is intentionally committed.” (Lab. Code, § 1197.1, subd.

11 (a).)

12 33. As set forth above, Defendants failed to fully compensate the Class Members and the
13 Aggrieved Employees for all minimum wages. Accordingly, the Class Members are entitled to recover
14 liquidated damages for violations of Labor Code section 1197.1.

15 34. Based upon these same factual allegations, the Class Members are likewise entitled to
16 penalties under Labor Code sections 1199.

17 **B. OVERTIME VIOLATIONS**

18 35. Labor Code section 510 requires employers to compensate employees who work more
19 than eight hours in one workday, forty hours in a workweek, and for the first eight hours worked on
20 the seventh consecutive day no less than one and one-half times the regular rate of pay for an employee.
21 (Lab. Code, § 510, subd. (a).) Further, Labor Code section 510 obligates employers to compensate
22 employees at no less than twice the regular rate of pay when an employee works more than twelve
23 hours in a day or more than eight hours on the seventh consecutive day of work. (Lab. Code, § 510,
24 subd. (a).) These rules are also reflected in the Applicable Wage Order.

25 36. In accordance with Labor Code section 1194 and the Applicable Wage Order, the Class
26 Members and the Aggrieved Employees could not then agree and cannot now agree to work for a lesser
27 wage than the amount provided by Labor Code sections 510 or the Applicable Wage Order.
28

1 37. Here, Defendants violated their duty to accurately and completely compensate the Class
2 Members and the Aggrieved Employees for all overtime worked. The Class Members and the
3 Aggrieved Employees periodically worked hours that entitled them to overtime compensation under
4 the law but were not fully compensated for those hours.

5 38. Moreover, during the relevant statutory periods, Defendants had a policy and practice
6 of failing to pay overtime wages at the proper rate when it actually paid overtime. Specifically, when
7 Defendants paid overtime wages to the Class Members and the Aggrieved Employees, Defendants
8 failed to include all compensation when calculating the regular rate of pay used in overtime calculations
9 and when paying overtime.

10 39. For instance, the Class Members and the Aggrieved Employees would often receive,
11 along with their hourly rates of pay for their working hours, additional remuneration and/or non-
12 discretionary bonus pay. Defendants, however, calculated the regular rate of pay for the Class
13 Members and the Aggrieved Employees without factoring into the regular rate of pay all other non-
14 hourly pay earnings received during the pay period. As a result, the Class Members and the Aggrieved
15 Employees were underpaid overtime wages when they worked in excess of eight hours in any workday
16 and/or forty hours in a workweek when such additional forms of remuneration were earned. By its
17 practice of periodically requiring the Class Members and the Aggrieved Employees to work in excess
18 of eight hours in a workday and/or forty hours in a workweek without compensating them at the rate
19 of one and one-half (1½) their regular rate of pay, Defendants willfully violated the provisions of Labor
20 Code sections 510, 1194, and 1199.

21 40. These actions were and are in clear violation of California's overtime laws as set forth
22 in Labor Code sections 510, 1194, 1199, and the Applicable Wage Order. (Cal. Code of Regs., tit. 8,
23 § 11050.) As a result of Defendants' faulty policies and practices, the Class Members and the
24 Aggrieved Employees were not compensated for all hours worked or paid accurate overtime
25 compensation.

26 **C. REST BREAK VIOLATIONS**

27 41. Pursuant to Labor Code section 226.7 and the Applicable Wage Order, Defendants were
28 and are required to provide the Class Members and the Aggrieved Employees with compensated, duty-

1 free rest periods of not less than ten minutes for every major fraction of four hours worked. Under the
2 Applicable Wage Order, an employer must authorize and permit all employees to take ten minute duty
3 free rest periods for every major fraction of four hours worked. (Cal. Code of Regs., tit. 8, § 11050.)

4 42. Likewise, Labor Code section 226.7 provides that “[a]n employer shall not require an
5 employee to work during a meal or rest or recovery period mandated pursuant to an applicable statute,
6 or applicable regulation, standard, or order of the Industrial Welfare Commission” (Lab. Code, §
7 226.7, subd. (b).) Labor Code section 226.7 also provides that employers must pay their employees
8 one additional hour of pay at the employee’s regular rate for each workday that a “meal or rest or
9 recovery period is not provided.” (Lab. Code, § 226.7, subd. (c).) The “regular rate” for these purposes
10 must factor in all nondiscretionary payments for work performed by the employee, including non-
11 discretionary bonuses, commissions, and other forms of wage payments exceeding the employees’ base
12 hourly rate. (*Ferra v. Loews Hollywood Hotel, LLC* (2021) 11 Cal.5th 858, 878.) Thus, the Wage
13 Orders set when and for how long the rest period must take place and the Labor Code establishes that
14 violations of the IWC Wage Orders are unlawful and sets forth the premium pay employer must pay
15 their employees when employers fail to provide rest periods.

16 43. The California Supreme Court has held that, during required rest periods, “employers
17 must relieve their employees of all duties and relinquish any control over how employees spend their
18 break time.” (*Augustus v. ABM Security Services, Inc.* (2016) 2 Cal.5th 257, 260.) Relinquishing
19 control over employees during rest periods requires that employees be “free to leave the employer’s
20 premises” and be “permitted to attend to personal business.” (*Id.* at p. 275.) The *Brinker* Court
21 explained in the context of rest breaks that employer liability attaches from adopting an unlawful
22 policy:

23 “An employer is required to authorize and permit the amount of rest break time
24 called for under the wage order for its industry. If it does not—if, for example,
25 it adopts a uniform policy authorizing and permitting only one rest break for
26 employees working a seven-hour shift when two are required—it has violated
27
28

1 the wage order and is liable.” (*Brinker Rest. Corp. v. Superior Court* (2012) 53
2 Cal.4th 1004, 1033.)

3 44. Here, Defendants periodically did not permit the Class Members and the Aggrieved
4 Employees to take compliant duty-free rest breaks, free from Defendants’ control as required by Labor
5 Code section 226.7, the Applicable Wage Order, and applicable precedent. (See *Augustus v. ABM*
6 *Security Services, Inc.* (2016) 2 Cal.5th 257, 269 [concluding that “during rest periods employers must
7 relieve employees of all duties and relinquish control over how employees spend their time.”].) At all
8 relevant times, the Class Members and the Aggrieved Employees were periodically not provided with
9 legally-compliant and timely rest periods of at least ten minutes for each four hour work period, or
10 major fraction thereof due to Defendants’ unlawful rest period policies/practices. The Class Members
11 and the Aggrieved Employees were often expected and required to continue working through rest
12 periods to meet the expectations Defendants and finish the workday. In some cases when the Class
13 Members and the Aggrieved Employees worked more than ten hours in a shift, Defendants failed to
14 authorize and/or permit a third mandated rest period. As a result, the Class Members and the Aggrieved
15 Employees were periodically unable to take compliant rest periods.

16 45. In such cases where Defendants did not offer the Class Members and the Aggrieved
17 Employees the opportunity to receive a compliant off-duty rest period, “the court may not conclude
18 employees voluntarily chose to skip those breaks.” (*Alberts v. Aurora Behavioral Health Care* (2015)
19 241 Cal.App.4th 388, 410 (2015) [“If an employer fails to provide legally compliant meal or rest
20 breaks, the court may not conclude employees voluntarily chose to skip those breaks.”]; *Brinker Rest.*
21 *Corp. v. Superior Court, supra*, 53 Cal.4th at p. 1033 [“No issue of waiver ever arises for a rest break
22 that was required by law but never authorized; if a break is not authorized, an employee has no
23 opportunity to decline to take it.”].)

24 46. In addition to failing to authorize and permit compliant rest periods, the Class Members
25 and the Aggrieved Employees were not compensated with one hour’s worth of pay at their regular rate
26 of compensation when they were not provided with a compliant rest period in accordance with Labor
27 Code section 226.7, subdivision (c). Thus, Defendants have violated Labor Code section 226.7 and
28 the Applicable Wage Order.

1 47. Based on the foregoing, Plaintiff seeks to recover, on behalf of himself and other non-
2 exempt employees, rest period premiums and penalties.

3 **D. MEAL BREAK VIOLATIONS**

4 48. Labor Code section 512 and the Applicable Wage Order require employers to provide
5 employees with a thirty-minute uninterrupted and duty-free meal period within the first five hours of
6 work. (Lab. Code, § 512, subd. (a) [“An employer shall not employ an employee for a work period of
7 more than five hours per day without providing the employee with a meal period of not less than 30
8 minutes”]; Cal. Code of Regs., tit. 8, § 11050 [“No employer shall employ any person for a work
9 period of more than five (5) hours without a meal period of not less than 30 minutes”].)
10 Additionally, an employee who works more than ten hours per day is entitled to receive a second thirty-
11 minute uninterrupted and duty-free meal period. (Lab. Code, § 512, subd. (a) [“An employer shall not
12 employ an employee for a work period of more than 10 hours per day without providing the employee
13 with a second meal period of not less than 30 minutes”].)

14 49. “An on-duty meal period is permitted only when the nature of the work prevents an
15 employee from being relieved of all duty and the parties agree in writing to an on-duty paid meal
16 break.” (*Lubin v. The Wackenhut Corp.* (2016) 5 Cal.App.5th 926, 932.) The written agreement must
17 include a provision allowing the employee to revoke it at any time. (*Ibid.*) Generally, the California
18 Department of Industrial Relations, Division of Labor Standards Enforcement (“DLSE”) and courts
19 have “found that the nature of the work exception applies: (1) where the work has some particular
20 external force that requires the employee to be on duty at all times, and (2) where the employee is the
21 sole employee of a particular employer.” (*Id.* at p. 945, internal quotation marks omitted; *Abdullah v.*
22 *U.S. Security Associates, Inc.* (9th Cir. 2013) 731 F.3d 952, 958–959.) “[I]t is the employer’s obligation
23 to determine whether the nature of the work prevents an employee from being relieved before requiring
24 an employee to take an on-duty meal period.” (*Lubin v. The Wackenhut Corp.*, *supra*, 5 Cal.App.5th
25 at p. 946.)

26 50. Here, the Class Members and the Aggrieved Employees were never asked to sign any
27 enforceable document agreeing to an on-duty meal period. Moreover, nothing in the nature of their
28 work involved the kind of “external force” that might justify on-duty meal breaks. (*Lubin v. The*

1 *Wackenhut Corp.*, *supra*, 5 Cal.App.5th at p. 945.) Nevertheless, Defendants periodically did not
2 provide compliant off-duty meal periods within the first five hours of work for the Class Members and
3 the Aggrieved Employees.

4 51. As with rest breaks, meal breaks must be duty-free. (*Brinker Restaurant Corp. v.*
5 *Superior Court* (2012) 53 Cal.4th 1004, 1035 [“The IWC’s wage orders have long made a meal period’s
6 duty-free nature its defining characteristic.”].) Relinquishing control over employees during meal
7 periods requires that employees be “free to leave the employer’s premises” and be “permitted to attend
8 to personal business.” (*Augustus v. ABM Security Services, Inc.*, *supra*, 2 Cal.5th at p. 275.) Under
9 Labor Code section 512, if an employer maintains a uniform policy that does not authorize and permit
10 the amount of meal time called for under the law (as specified in the Labor Code and/or applicable
11 IWC Wage Order), “it has violated the wage order and is liable.” (*Brinker Restaurant Corp. v. Superior*
12 *Court*, *supra*, 53 Cal.4th at p. 1033.)

13 52. During the applicable statutory periods here, the Class Members and the Aggrieved
14 Employees were periodically denied legally-compliant and timely off-duty meal periods of at least
15 thirty minutes due to Defendants’ unlawful meal period policy and practices. As a result of Defendants’
16 uniform meal period policies and practices, the Class Members and the Aggrieved Employees were
17 often not permitted to take compliant first meal periods before the end of the fifth hour of work. The
18 Class Members and the Aggrieved Employees were also periodically not permitted to take second meal
19 periods for shifts in excess of ten hours. Defendants thus violated Labor Code section 512 and the
20 Applicable Wage Order by failing to advise, authorize, or permit the Class Members and the Aggrieved
21 Employees to receive thirty-minute, off-duty meal periods within the first five hours of their shifts.

22 53. Labor Code section 226.7 provides that “[a]n employer shall not require an employee
23 to work during a meal or rest or recovery period mandated pursuant to an applicable statute, or
24 applicable regulation, standard, or order of the Industrial Welfare Commission.” (Lab. Code, § 226.7,
25 subd. (b).) Labor Code section 226.7, subdivision (c), and the Applicable Wage Order further obligate
26 employers to pay employees one additional hour of pay at the employee’s regular rate of compensation
27 for each workday that the meal period is not provided. (Lab. Code, § 226.7, subd. (c); Cal. Code of
28 Regs., tit. 8, § 11050 [“If an employer fails to provide an employee a meal period in accordance with

1 the applicable provisions of this order, the employer shall pay the employee one (1) hour of pay at the
2 employee's regular rate of compensation for each workday that the meal period is not provided."].)
3 The "regular rate" for these purposes must factor in all nondiscretionary payments for work performed
4 by the employee, including non-discretionary bonuses, commissions, and other forms of wage
5 payments exceeding the employees' base hourly rate. (*Ferra v. Loews Hollywood Hotel, LLC* (2021)
6 11 Cal.5th 858, 878.)

7 54. Accordingly, for each day that the Class Members and the Aggrieved Employees did
8 not receive compliant meal periods, they were and are entitled to receive meal period premiums
9 pursuant to Labor Code section 226.7 and the Applicable Wage Order. Defendants, however, failed to
10 pay the Class Members and the Aggrieved Employees applicable meal period premiums for many
11 workdays that the employees did not receive a compliant meal period. Thus, Defendants have violated
12 Labor Code section 226.7 and the Applicable Wage Order.

13 55. Based on the foregoing, Plaintiff seeks to recover, on behalf of himself and other non-
14 exempt employees, meal period premiums and penalties.

15 **E. UNTIMELY WAGES AT SEPARATION**

16 56. Labor Code section 203 provides "if an employer willfully fails to pay . . . any wages
17 of an employee who is discharged or who quits, the wages of the employee shall continue as a penalty"
18 for up to thirty days. (Lab. Code § 203; *Mamika v. Barca* (1998) 68 Cal.App.4th 487, 492.) As a result
19 of Defendants' failure to pay the Class Members and the Aggrieved Employees for the wages described
20 above, along with rest and meal break premiums, Defendants violated and continue to violate Labor
21 Code section 203.

22 57. Due to Defendants' faulty pay policies, those Class Members and Aggrieved Employees
23 whose employment with Defendants concluded were not compensated for each and every hour worked
24 at the appropriate rate. Defendants have failed to pay formerly-employed Class Members and
25 Aggrieved Employees whose sums were certain at the time of termination within at least seventy-two
26 hours of their resignation and have failed to pay those sums for thirty days thereafter.

27 58. Under Labor Code section 256, "[t]he Labor Commissioner shall impose a civil penalty
28 in an amount not exceeding 30 days pay as waiting time under the terms of Section 203." (Lab. Code,

§ 256.) This type of waiting time penalty can be recovered through PAGA because PAGA allows an employee to recover civil penalties on behalf of the state against his or her employer for Labor Code violations. (*Villacres v. ABM Industries Inc.* (2010) 189 Cal.App.4th 562, 579 [recovery of the section 256 “civil penalty falls within the PAGA”]); *Iskanian v. CLS Transportation Los Angeles, LLC* (2014) 59 Cal.4th 348, 381; *Esparza v. KS Industries, L.P.* (2017) 13 Cal.App.5th 1228, 1242.) Defendants have failed to pay the Aggrieved Employees’ worked wages that were due within at least seventy-two hours of their separation. Thus, the Aggrieved Employees were and are entitled to waiting time penalties as civil penalties under PAGA and Labor Code section 256.

F. FAILURE TO REIMBURSE BUSINESS EXPENSES

59. At all relevant times herein, Defendants were subject to Labor Code section 2802, which states that “an employer shall indemnify his or her employees for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer.” The purpose of this section is to “prevent employers from passing along their operating expenses onto their employees.” (*Gattuso v. Harte-Hanks Shoppers, Inc.* (2007) 42 Cal.4th 554, 562.)

60. At all relevant times herein, Defendants were subject to Labor Code section 2804, which states that “any contract or agreement, express or implied, made by any employee to waive the benefits of this article or any part thereof, is null and void, and this article shall not deprive any employee or his personal representative of any right or remedy to which he is entitled under the laws of this State.”

61. Thus, the Class Members and the Aggrieved Employees were and are entitled to reimbursement for the expenses they incurred during the course of their duties. The duty to reimburse even extends to the use of equipment the employee may already own and would be required to pay for anyway. (*Cochran v. Schwan’s Home Serv., Inc.* (2014) 228 Cal.App.4th 1137, 1144 [“The threshold question in this case is this: Does an employer always have to reimburse an employee for the reasonable expense of the mandatory use of a personal cell phone, or is the reimbursement obligation limited to the situation in which the employee incurred an extra expense that he or she would not have otherwise incurred absent the job? The answer is that reimbursement is always required. Otherwise, the employer would receive a windfall because it would be passing its operating expenses on to the employee.”].)

1 62. Here, Defendants failed to fully reimburse the Class Members and the Aggrieved
2 Employees for necessary expenditures incurred as a direct consequence and requirement of performing
3 their job duties, including the costs associated with their the costs associated with their hair nets and
4 other personal safety equipment they required to perform their work they required to perform their
5 work. Consequently, Defendants failed to comply with Labor Code section 2802.

6 **G. WAGE STATEMENT VIOLATIONS**

7 63. Defendants also failed to provide accurate itemized wage statements in accordance with
8 Labor Code sections 226, subdivisions (a)(1), (2), (5), and (9). Labor Code section 226, subdivision
9 (a), obligates employers, semi-monthly or at the time of each payment to furnish an itemized wage
10 statement in writing showing:

- 11 (1) The gross wages earned;
- 12 (2) The total hours worked by the employee;
- 13 (3) The number of piece-rate units earned and any applicable piece rate if
14 the employee is paid on a piece rate basis;
- 15 (4) All deductions, provided that all deductions made on written orders of
16 the employee may be aggregated and shown as one item;
- 17 (5) The net wages earned;
- 18 (6) The inclusive dates of the period for which the employee is paid;
- 19 (7) The name of the employee and only the last four digits of his or her social
20 security number or an employee identification number other than a social
21 security number;
- 22 (8) The name and address of the legal entity that is the employer; and
- 23 (9) All applicable hourly rates in effect during the pay period and the
24 corresponding number of hours worked at each hourly rate by the
25 employee.

26 64. Due to Defendants' failure to pay the Class Members and the Aggrieved Employees
27 properly as described above, the wage statements issued do not indicate the correct amount of gross
28 wages earned, total hours worked, or the net wages earned, or the applicable hourly rates in effect

1 during the pay period and the corresponding number of hours worked at each hourly rate. Thus,
2 Defendants have violated Labor Code section 226, subdivisions (a)(1), (2), (5), and (9).

3 65. Defendants also failed to include the accrued sick hours on the wage statements
4 provided to the Class Members and the Aggrieved Employees as required by Labor Code section 246,
5 subdivision (i).

6 66. In addition to Labor Code section 226, subdivision (a), Defendants also knowingly and
7 intentionally failed to provide the Class Members and the Aggrieved Employees with accurate itemized
8 wage statements in violation of Labor Code section 226, subdivision (e). Defendants knew that they
9 were not providing the Class Members and the Aggrieved Employees with wage statements required
10 by California law but nevertheless failed to correct their unlawful practices and policies. (See *Garnett*
11 *v. ADT LLC* (E.D. Cal. 2015) 139 F.Supp.3d 1121, 1134 [finding the defendant knowingly and
12 intentionally violated Labor Code section 226 because the “[d]efendant knew that it was not providing
13 total hours worked to plaintiff or other employees paid on commission” even though it believed that
14 employees paid solely on commission or commission and salary “are exempt and therefore we do not
15 record hours on a wage statement.”].)

16 **H. RECORDKEEPING VIOLATIONS**

17 67. Labor Code section 226, subdivision (a), requires employers to keep an accurate record
18 of, among other things, all hours worked by employees. Labor Code section 226.3 provides, in
19 pertinent part, as follows:

20 “Any employer who violates subdivision (a) of Section 226 shall be subject to a
21 civil penalty in the amount of two hundred fifty dollars (\$250) per employee per
22 violation in an initial citation and one thousand dollars (\$1,000) per employee
23 for each violation in a subsequent citation, for which the employer fails to
24 provide the employee a wage deduction statement or fails to keep the records
25 required in subdivision (a) of Section 226. The civil penalties provided for in
26
27
28

1 this section are in addition to any other penalty provided by law.” (Lab. Code,
2 § 226.3, emphasis added.)

3 68. Likewise, Labor Code section 1174, subdivision (d), requires every employer, including
4 Defendants, to:

5 “Keep, at a central location in the state or at the plants or establishments at which
6 employees are employed, payroll records showing the hours worked daily by
7 and the wages paid to, and the number of piece-rate units earned by and any
8 applicable piece rate paid to, employees employed at the respective plants or
9 establishments. These records shall be kept in accordance with rules established
10 for this purpose by the commission, but in any case shall be kept on file for not
11 less than three years. An employer shall not prohibit an employee from
12 maintaining a personal record of hours worked, or, if paid on a piece-rate basis,
13 piece-rate units earned.” (Lab. Code, § 1174, subd. (d), emphasis added.)

14 69. As explained in detail above, Defendants failed to provide the Class Members and the
15 Aggrieved Employees with accurate itemized wage statements. Defendants did so, in part, because
16 they failed to accurately track hours worked by the Class Members and the Aggrieved Employees.
17 Defendants have thus failed to keep accurate records of the “total hours worked by the employee[s]”
18 in violation of Labor Code section 226, subdivision (a), and are therefore subject to the penalties
19 provided by Labor Code section 226.3. These penalties are “in addition to any other penalty provided
20 by law.” (Lab. Code, § 226.3.)

21 70. The failure to accurately track hours worked also resulted in a failure of Defendants to
22 keep a record of all “payroll records showing the hours worked daily by” Defendants’ employees,
23 including Plaintiff and the other Class Members, in violation of Labor Code section 1174, subdivision
24 (d).

25 **I. SICK PAY VIOLATIONS**

26 71. Labor Code section 246 provides that every employee who works in California for the
27 same employer for 30 or more days within a year from the commencement of employment is entitled
28 to paid sick days. (Lab. Code, § 246, subd. (a).) These paid sick days generally accrue at a rate of not

1 less than one hour per every 30 hours worked, and must be paid out using the employees' regular rate
2 of pay. (Lab. Code, § 246, subds. (b), (l).) The "regular rate of pay" for these purposes must factor in
3 all nondiscretionary payments for work performed by the employee, including non-discretionary
4 bonuses, commissions, and other forms of wage payments exceeding the employees' base hourly rate.
5 (Lab. Code, § 246, subds. (l)(1), (2); see, e.g., *Ferra v. Loews Hollywood Hotel, LLC* (2021) 11 Cal.5th
6 858, 878.)

7 72. Here, Defendants employed the Class Members and the Aggrieved Employees for 30
8 or more days within a year from the commencement of employment. Defendants nevertheless failed
9 to fully pay the Class Members and the Aggrieved Employees for all sick pay that was lawfully earned
10 and accrued.

11 73. By failing to fully pay accrued sick time, Defendants have underpaid the Class Members
12 and the Aggrieved Employees and have violated California Labor Code provisions including, but not
13 limited to, section 246.

14 **V. CLASS ACTION ALLEGATIONS**

15 74. As mentioned above, Plaintiff brings this action on behalf of himself and the Class
16 Members pursuant to section 382 of the Code of Civil Procedure.

17 75. **Numerosity/Ascertainability:** The Class Members are so numerous that joinder of all
18 members would be unfeasible and not practicable. The membership of the class is unknown to Plaintiff
19 at this time; however, it is estimated that the number of Class Members is greater than 100 individuals.
20 The identity of such membership is readily ascertainable via inspection of Defendants' employment
21 records.

22 76. **Common Questions of Law and Fact Predominate/Well Defined Community of**
23 **Interest:** There are common questions of law and fact as to Plaintiff and all other similarly situated
24 non-exempt employees, which predominate over questions affecting only individual members
25 including, without limitation to:

26 A. Whether Defendants' pay policies/practices resulted in a failure to pay the Class
27 Members for all hours worked, including all minimum wages;
28

1 B. Whether Defendants' pay policies/practices resulted in a failure to pay the Class
2 Members for all required overtime wages at the Class Members' regular rate of pay;

3 C. Whether Defendants' rest period policies and practices afforded legally
4 compliant rest periods or compensation in lieu thereof;

5 D. Whether Defendants' meal period policies and practices afforded legally
6 compliant meal periods or compensation in lieu thereof;

7 E. Whether Defendants maintained accurate employment records;

8 F. Whether Defendants timely paid all wages earned and unpaid at separation;

9 G. Whether Defendants indemnified their employees for all necessary business
10 expenditures;

11 H. Whether Defendants furnished legally-compliant wage statements to the Class
12 Members pursuant to Labor Code section 226;

13 I. Whether Defendants fully paid all sick pay wages as required by Labor Code
14 section 246; and

15 J. Whether Defendants' violations of the Labor Code and the Applicable Wage
16 Order amounted to a violation of California's UCL.

17 **77. Predominance of Common Questions:** Common questions of law and fact
18 predominate over questions that affect only individual Class Members. The common questions of law
19 set forth above are numerous and substantial and stem from Defendants' uniform policies and practices
20 applicable to each individual class member, such as Defendants' uniform policy and practice of failing
21 to pay for all hours worked, Defendants' uniform policies and practices which failed to provide
22 compliant rest periods, Defendants' uniform policies and practices which failed to provide compliant
23 meal periods, Defendants' failure to provide accurate itemized wage statements, Defendants' uniform
24 policies and practices which failed to provide complete and accurate sick pay, and others. As such, the
25 common questions predominate over individual questions concerning each individual class member's
26 showing as to his or her eligibility for recovery or as to the amount of his or her damages.

27 **78. Typicality:** The claims of Plaintiff are typical of the claims of the Class Members
28 because Plaintiff was employed by Defendants as a non-exempt employee in California during the

1 statute(s) of limitation applicable to each cause of action pleaded in this complaint. As alleged herein,
2 Plaintiff, like the other Class Members, was deprived of minimum, regular, and overtime wages
3 because of Defendants' unlawful timekeeping policies and practices, was deprived of rest periods and
4 premium wages in lieu thereof, was deprived of meal periods and premium wages in lieu thereof, was
5 subject to Defendants' uniform rest period policies and practices, was subject to Defendants' uniform
6 meal period policies and practices, was not provided accurate itemized wage statements, , was not paid
7 all sick pay wages as required by law, and was subject to other similar policies and practices to which
8 the Class Members were subject.

9 79. **Adequacy of Representation:** Plaintiff is fully prepared to take all necessary steps to
10 represent fairly and adequately the interests of the Class Members. Moreover, Plaintiff's attorneys are
11 ready, willing, and able to fully and adequately represent the Class Members and Plaintiff. Plaintiff's
12 attorneys have prosecuted numerous wage-and-hour class actions in state and federal court in the past
13 and are committed to vigorously prosecuting this action on behalf of the Class Members.

14 80. **Superiority:** The California Labor Code is broadly remedial in nature and serves an
15 important public interest in establishing minimum working conditions and standards in California.
16 These laws and labor standards protect the average working employee from exploitation by employers
17 who have the responsibility to follow the laws and who may seek to take advantage of superior
18 economic and bargaining power in setting onerous terms and conditions of employment. The nature
19 of this action and the format of laws available to Plaintiff and the Class Members make the class action
20 format a particularly efficient and appropriate procedure to redress the violations alleged herein. If
21 each employee were required to file an individual lawsuit, Defendants would necessarily gain an
22 unconscionable advantage since they would be able to exploit and overwhelm the limited resources of
23 each individual plaintiff with their vastly superior financial and legal resources.

24 81. Moreover, requiring each Class Member to pursue an individual remedy would also
25 discourage the assertion of lawful claims by employees who would be disinclined to file an action
26 against their former or current employer for real and justifiable fear of retaliation and permanent
27 damages to their careers at subsequent employment. Further, the prosecution of separate actions by
28 the individual Class Members, even if possible, would create a substantial risk of inconsistent or

1 varying verdicts or adjudications with respect to the individual Class Members against Defendants
2 herein, and which would establish potentially incompatible standards of conduct for Defendants or
3 legal determinations with respect to individual Class Members which would, as a practical matter, be
4 dispositive of the interest of the other Class Members not parties to adjudications or which would
5 substantially impair or impede the ability of the Class Members to protect their interests.

6 82. Further, the claims of the individual Class Members are not sufficiently large to warrant
7 vigorous individual prosecution considering the concomitant costs and expenses attending thereto. As
8 such, the Class Members identified above are maintainable as a class under section 382 of the Code of
9 Civil Procedure.

10 **VI. EXHAUSTION OF REMEDIES**

11 83. Plaintiff has fully and completely exhausted administrative remedies under PAGA prior
12 to proceeding with the PAGA claims stated in this complaint. Plaintiff filed a PAGA notice online
13 with the Labor Workforce Development Agency (“LWDA”) and sent a letter by certified mail to
14 Defendants setting forth the facts and theories of the violations alleged against Defendants, as
15 prescribed by PAGA. (Lab. Code, §§ 2698–2699.6.)

16 84. As required by PAGA, Plaintiff submitted the \$75.00 filing fee with the LWDA by
17 regular mail. Pursuant to Labor Code section 2699.3, subdivision (a)(2)(A), no notice was received by
18 Plaintiff from the LWDA evidencing its intention to investigate within sixty-five calendar days of the
19 postmark date of the PAGA notice. Plaintiff is therefore entitled to commence and proceed with a civil
20 action pursuant to Labor Code section 2699.

21 **VII. CAUSES OF ACTION**

22 **First Cause of Action**

23 *Failure to Pay All Minimum Wages* 24 *(Against All Defendants)*

25 85. Plaintiff realleges and incorporates by reference all previous paragraphs.

26 86. Section 4 of the Applicable Wage Order and Labor Code section 1197 establish the right
27 of employees to be paid minimum wages for all hours worked, in amounts set by state law. (Lab. Code,
28 § 1197; Cal. Code of Regs., tit. 8, § 11050.) Labor Code sections 1194, subdivision (a), and 1194.2,
subdivision (a), provide that an employee who has not been paid the legal minimum wage as required

1 by Labor Code section 1197 may recover the unpaid balance, together with attorneys' fees and costs
2 of suit, as well as liquidated damages in an amount equal to the unpaid wages and interest accrued
3 thereon.

4 87. Here, Defendants failed to fully conform their pay practices to the requirements of the
5 law during the relevant statutory periods. Plaintiff and the other Class Members were not compensated
6 for all hours worked including, but not limited to, all hours they were subject to the control of
7 Defendants and/or suffered or permitted to work under the Labor Code and the Applicable Wage Order.

8 88. Labor Code section 1198 makes unlawful the employment of an employee under
9 conditions that the IWC Wage Orders prohibit. Labor Code sections 1194, subdivision (a), and 1194.2,
10 subdivision (a), provide that an employer who has failed to pay its employees the legal minimum wage
11 is liable to pay those employees the unpaid balance of the unpaid wages as well as liquidated damages
12 in an amount equal to the wages due and interest thereon.

13 89. As a direct and proximate result of Defendants' unlawful conduct as alleged herein,
14 Plaintiff and the other Class Members have sustained economic damages, including but not limited to
15 unpaid wages and lost interest, in an amount to be established at trial, and they are entitled to recover
16 economic and statutory damages and penalties and other appropriate relief because of Defendants'
17 violations of the Labor Code and Applicable Wage Order.

18 90. Defendants' practices and policies regarding illegal employee compensation are
19 unlawful and create an entitlement to recovery by Plaintiff and the other Class Members in a civil
20 action for the unpaid amount of minimum wages, liquidated damages, including interest thereon,
21 statutory penalties, attorney's fees, and costs of suit according to Labor Code sections 204, 218.5,
22 1194, 1194.2, 1197, and 1198, and Code of Civil Procedure section 1021.5.

23 **Second Cause of Action**

24 *Failure to Pay All Overtime Wages*
25 *(Against All Defendants)*

26 91. Plaintiff realleges and incorporates by reference all previous paragraphs.

27 92. This cause of action is brought pursuant to Labor Code sections 204, 510, 1194, and
28 1198, which provide that non-exempt employees are entitled to overtime wages for all overtime hours
worked and provide a private right of action for the failure to pay all overtime compensation for

1 overtime work performed. At all times relevant herein, Defendants were required to properly pay
2 Plaintiff and the other Class Members for all overtime wages earned pursuant to Labor Code section
3 1194 and the Applicable Wage Order. Defendants caused Plaintiff and the other Class Members to
4 work overtime hours but did not compensate them at one and one-half times their regular rate of pay
5 for such hours in accordance with California law. Likewise, Defendants caused Plaintiff and the other
6 Class Members to work double-time hours but did not compensate them at twice their regular rate of
7 pay for such hours in accordance with California law.

8 93. Defendants failed to fully conform their pay practices to the requirements of California
9 law. This unlawful conduct includes but is not limited to Defendants' uniform and unlawful pay
10 policies and practices of failing to accurately record all the time that non-exempt employees were under
11 the supervision and control of Defendants. The foregoing policies and practices are unlawful and allow
12 Plaintiff and the other Class Members to recover in a civil action the unpaid amount of overtime
13 premiums owing, including interest thereon, statutory penalties, attorney's fees, and costs of suit
14 according to Labor Code section 204, 510, 1194, and 1198, the Applicable Wage Order, and Code of
15 Civil Procedure section 1021.5.

16 **Third Cause of Action**

17 *Failure to Provide Rest Periods and Pay Missed Rest Period Premiums*
18 *(Against All Defendants)*

19 94. Plaintiff realleges and incorporates by reference all previous paragraphs.

20 95. Section 12 of the Applicable Wage Order, and Labor Code section 226.7 establish the
21 right of employees to be provided with a rest period of at least ten minutes for each four hour period
22 worked, or major fraction thereof. (See Cal. Code of Regs., tit. 8, § 11050.)

23 96. Due to Defendants' unlawful rest period policies and practices described in detail above,
24 Defendants did not authorize and permit Plaintiff and the other Class Members to take all rest periods
25 to which they were legally entitled. Despite Defendants' violations, Defendants have not paid an
26 additional hour of pay to Plaintiff and the other Class Members at their respective regular rates of pay
27 for each violation, in accordance with California Labor Code section 226.7.

28 97. The foregoing violations create an entitlement to recovery by Plaintiff and the other
Class Members in a civil action for the unpaid amount of rest period premiums owing, including interest

1 thereon, statutory penalties, and costs of suit pursuant to the Applicable Wage Order, and California
2 Labor Code section 226.7.

3 **Fourth Cause of Action**

4 *Failure to Provide Meal Periods and Pay Missed Meal Period Premiums*
5 *(Against All Defendants)*

6 98. Plaintiff realleges and incorporates by reference all previous paragraphs.

7 99. Plaintiff is informed and believes and thereon alleges, that Defendants failed in their
8 affirmative obligation to provide their hourly non-exempt employees, including Plaintiff and the other
9 Class Members, with all required meal periods in accordance with the mandates of the Labor Code and
10 the Applicable Wage Order, for the reasons set forth herein above. Despite Defendants' violations,
11 Defendants have not paid an additional hour of pay to Plaintiff and the other Class Members at their
12 respective regular rates of pay for each violation, in accordance with California Labor Code section
13 226.7.

14 100. As a result, Defendants are responsible for paying premium compensation for meal
15 period violations, including interest thereon, statutory penalties, and costs of suit pursuant to the
16 Applicable Wage Order and Labor Code sections 226.7 and 512, and Civil Code sections 3287,
17 subdivision (b), and 3289. (See Cal. Code of Regs., tit. 8, § 11050.)

18 **Fifth Cause of Action**

19 *Failure to Maintain Accurate Employment Records*
20 *(Against All Defendants)*

21 101. Plaintiff realleges and incorporates by reference all previous paragraphs.

22 102. Pursuant to California Labor Code section 1174, subdivision (d), an employer shall keep
23 at a central location in the state or at the plants or establishments at which employees are employed,
24 payroll records showing the hours worked daily by and wages paid to employees employed at the
25 respective plants or establishments. These records must be kept in accordance with rules established
26 for this purpose by the commission, but in any case shall be kept on file for not less than two years.

27 103. Labor Code section 1174.5 imposes a civil penalty of \$500 for an employer's failure to
28 maintain accurate and complete records.

104. Defendant has intentionally and willfully failed to keep accurate and complete records
showing the hours worked daily and wages paid to Plaintiff and the other Class Members. Thus,

1 Plaintiff and the other Class Members have been denied their legal right and protected interest in having
2 available at a central location at the plant or establishment where they are employed, accurate and
3 complete payroll records showing the hours worked daily by, and the wages paid to, employees at those
4 respective locations pursuant to Labor Code 1174.

5 **Sixth Cause of Action**

6 *Failure to Pay All Wages Earned and Unpaid at Separation*
7 *(Against All Defendants)*

8 105. Plaintiff realleges and incorporates by reference all previous paragraphs.

9 106. The actionable period for this cause of action is three years prior to the filing of this
10 complaint through the present, and ongoing until the violations are corrected or the class is certified.
11 (*Pineda v. Bank of America, N.A.* (2010) 50 Cal.4th 1389, 1395; *Murphy v. Kenneth Cole Productions,*
12 *Inc.* (2007) 40 Cal.4th 1094, 1109; Code Civ. Proc., § 338, subd. (a).) Labor Code sections 201 and
13 202 of the California Labor Code require Defendants to pay all compensation due and owing to its
14 former employees (including the formerly-employed Class Members) during the actionable period for
15 this cause of action at or around the time that their employment is or was terminated, or ended.

16 107. Section 203 of the Labor Code provides that if an employer willfully fails to pay
17 compensation promptly upon discharge or resignation, as required by Sections 201 and 202, then the
18 employer is liable for penalties in the form of continued compensation up to thirty workdays.

19 108. Due to Defendants' faulty pay policies, those Class Members whose employment with
20 Defendants has concluded were not compensated for each and every hour worked at the appropriate
21 rate. Defendants have willfully failed to pay those formerly-employed Class Members whose sums
22 were certain at the time of termination within seventy-two hours of their resignation and have failed to
23 pay those sums for thirty days thereafter as required by Labor Code sections 201 through 203.

24 109. As a result, Defendants are liable to the formerly-employed Class Members for waiting
25 time penalties amounting to thirty days wages for the formerly-employed Class Members pursuant to
26 Labor Code section 203. (See, e.g., DLSE Manual, § 4.3.4 [failure to pay any sort of wages due upon
27 termination entitles an employee to recover waiting time penalties].)
28

Seventh Cause of Action

*Failure to Indemnify All Necessary Business Expenditures
(Against All Defendants)*

110. Plaintiff realleges and incorporates by reference all previous paragraphs.

111. California Labor Code Section 2802 states that employers must “indemnify” an employee for “all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer.” Likewise, Labor Code section 2804 states that “any contract or agreement, express or implied, made by any employee to waive the benefits of this article or any part thereof, is null and void, and this article shall not deprive any employee or his personal representative of any right or remedy to which he is entitled under the laws of this State.”

112. Here, Plaintiff and the other Class Members paid out of pocket for necessary business expenditures incurred as a direct consequence and requirement of performing their job duties, including the costs associated with their the costs associated with their hair nets and other personal safety equipment they required to perform their work they required to perform their work. Despite knowing that Plaintiff and the other Class Members incurred these necessary business expenses, and requiring Plaintiff and the other Class Members to use such items, Defendants did not reimburse them.

113. Thus, Plaintiff and the other Class Members are entitled to recover the cost of such necessary business expenses, plus interest from the date each incurred such business expenses, plus fees and costs. (Lab. Code, § 2802, subds. (b), (c).)

Eighth Cause of Action

*Failure to Furnish Accurate Itemized Wage Statements
(Against All Defendants)*

114. Plaintiff realleges and incorporates by reference all previous paragraphs.

115. Labor Code section 226, subdivision (a), obligates employers, semi-monthly or at the time of each payment to furnish an itemized wage statement in writing showing:

- (1) The gross wages earned;
- (2) The 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) The net wages earned;
- (6) The inclusive dates of the period for which the employee is paid;
- (7) The name of the employee and only the last four digits of his or her social security number or an employee identification number other than a social security number;
- (8) The name and address of the legal entity that is the employer; and
- (9) All applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee.

116. As set forth above, Defendants issued and continues to issue wage statements to its non-exempt employees including Plaintiff and the other Class Members that are inadequate under Labor Code section 226, subdivision (a). By failing to pay Plaintiff and the other Class Members properly as described above, Defendants failed to include required information on their wage statements, including, but not limited to, the gross wages earned, the net wages earned in violation of Labor Code section 226, subdivision (a).

117. Defendants also failed to include the accrued sick hours on the wage statements provided to Plaintiff and the other Class Members as required by Labor Code section 246, subdivision (i).

118. Defendants' failure to comply with Labor Code section 226, subdivision (a), of the Labor Code was knowing and intentional. (Lab. Code, § 226, subd. (e)).

119. As a result of Defendants' issuance of inaccurate itemized wage statements to Plaintiff and the other Class Members in violation of Labor Code section 226, subdivision (a), Plaintiff and the other Class Members are each entitled to recover an initial penalty of \$50, and subsequent penalties of \$100, up to an amount not exceeding an aggregate penalty of \$4,000 per Plaintiff and per each Class

1 Member from Defendants pursuant to Labor Code section 226, subdivision (e), along with costs and
2 reasonable attorneys' fees.

3 **Ninth Cause of Action**
4 *Failure to Pay Sick Leave*
(Against All Defendants)

5 120. Plaintiff realleges and incorporates by reference all previous paragraphs.

6 121. Labor Code section 246 provides that an employee who works for the same employer
7 for 30 or more days within a year from the commencement of employment is entitled to paid sick days.
8 (Lab. Code, § 246, subd. (a).) These paid sick days generally accrue at a rate of not less than one hour
9 per every 30 hours worked. (Lab. Code, § 246, subd. (b).)

10 122. The employer must calculate paid sick leave by using one of two calculations: (1) "Paid
11 sick time for nonexempt employees shall be calculated in the same manner as the regular rate of pay
12 for the workweek in which the employee uses paid sick time, whether or not the employee actually
13 works overtime in that workweek," or (2) "Paid sick time for nonexempt employees shall be calculated
14 by dividing the employee's total wages, not including overtime premium pay, by the employee's total
15 hours worked in the full pay periods of the prior 90 days of employment." (Lab. Code, § 246, subds.
16 (l)(1), (2).)

17 123. Here, Defendants employed Plaintiff and the other Class Members for 30 or more days
18 within a year from the commencement of employment. Defendants nevertheless failed to fully pay
19 Plaintiff and the other Class Members for all sick pay that was lawfully earned and accrued. This
20 resulted in Plaintiff and the other Class Members being underpaid for their lawfully-accrued sick leave,
21 and resulted in derivative violations including, among others, of Labor Code section 201, 202, and 203,
22 because Defendants did not pay, or timely pay, Plaintiff and the other Class Members all owing and
23 unpaid wages for work performed by them during their employment and at the end of their employment.

24 124. As a consequence for violating Labor Code section 246, Plaintiff and the other Class
25 Members have sustained damages in an amount to be established at trial, are entitled to attorneys'
26 fees and costs of suit, and Defendants are subject to all applicable penalties.

Tenth Cause of Action

*Violations of California's Unfair Competition Law
(Against All Defendants)*

125. Plaintiff realleges and incorporates by reference all previous paragraphs.

126. Defendants have engaged and continue to engage in unfair and/or unlawful business practices in California in violation of California Business and Professions Code section 17200 through 17210, by committing the unlawful acts described above. Defendants' utilization of these unfair and unlawful business practices deprived and continue to deprive Plaintiff and the other Class Members of compensation to which they are legally entitled. These practices constitute unfair and unlawful competition and provide an unfair advantage over Defendants' competitors who have been and/or are currently employing workers and attempting to do so in honest compliance with applicable wage and hour laws.

127. Because Plaintiff is a victim of Defendants' unfair and unlawful conduct alleged herein, Plaintiff for himself and on behalf of the Class Members, seeks full restitution of monies, as necessary and according to proof, to restore any and all monies withheld, acquired and/or converted by Defendants pursuant to Business and Professions Code sections 17203 and 17208.

128. The acts complained of herein occurred within the four years prior to the initiation of this action and are continuing into the present and ongoing.

129. Plaintiff was compelled to retain the services of counsel to file this Court action to protect his interests and those of the Class Members, to obtain restitution and injunctive relief on behalf of Defendants' current non-exempt employees and to enforce important rights affecting the public interest. Plaintiff has thereby incurred the financial burden of attorneys' fees and costs, which Plaintiff is entitled to recover under Code of Civil Procedure section 1021.5.

Eleventh Cause of Action

*Penalties Pursuant to PAGA for Violations of California Labor Code Sections 201, 202, 203, 226, 226.3, 226.7, 246, 256, 510, 512, 1174, 1185, 1194, 1194.2, 1197, 1197.1, 1198, 1198.5, 1199, 2802, 2804, and Other Provisions of the Labor Code
(Against All Defendants)*

130. Plaintiff realleges and incorporates by reference all previous paragraphs.

131. Based on the above allegations incorporated by reference, Defendants violated Labor Code sections 201, 202, 203, 226, 226.3, 226.7, 246, 256, 510, 512, 1174, 1185, 1194, 1194.2, 1197,

1 1197.1, 1198, 1198.5, 1199, 2802, 2804, and others that may be applicable; and the Applicable Wage
2 Order (Cal. Code of Regs., tit. 8, § 11050), and others that may be applicable.

3 132. As a result of the acts alleged above, Plaintiff seeks penalties under Labor Code sections
4 2698 through 2699.6 because of Defendants' violation of Labor Code sections 201, 202, 203, 226,
5 226.3, 226.7, 246, 256, 510, 512, 1174, 1185, 1194, 1194.2, 1197, 1197.1, 1198, 1198.5, 1199, 2802,
6 2804, and others that may be applicable; and the Applicable Wage Order (Cal. Code of Regs., tit. 8, §
7 11050), and others that may be applicable.

8 133. Under Labor Code section 2699, subdivision (f)(2), and 2699.5, for each such violation,
9 Plaintiff and the Aggrieved Employees are entitled to penalties in an amount to be shown at the time
10 of trial subject to the following formula:

11 A. \$100 for the initial violation per employee per pay period; and

12 B. \$200 for each subsequent violation per employee per pay period.

13 134. Moreover, under Labor Code section 256, the Aggrieved Employees are entitled to
14 penalties "in an amount not exceeding 30 days pay as waiting time under the terms of Section 203"
15 through PAGA. (Lab. Code, §§ 256, 2699.)

16 135. These penalties must be allocated seventy-five percent to the Labor and Workforce
17 Development Agency ("LWDA") and twenty-five percent to the affected employees. These penalties
18 may be stacked separately for each of Defendants violations of the California Labor Code. (*Lopez v.*
19 *Friant & Associates, LLC* (2017) 15 Cal.App.5th 773, 780–781 [citing with approval *Stoddart v.*
20 *Express Services, Inc.* (E.D. Cal., Sept. 16, 2015, No. 2:12-CV-01054-KJM) 2015 WL 5522142, at *9,
21 for the proposition that plaintiff could pursue separate claims for penalties under Labor Code section
22 226, subdivision (e), and penalties for Labor Code section 226, subdivision (a), violations]; see also
23 *Hernandez v. Towne Park, Ltd.* (C.D. Cal., June 22, 2012, No. CV 12-02972 MMM JCGX) 2012 WL
24 2373372, at *17 fn. 70 [noting that federal courts applying California law have found that "PAGA
25 penalties can be stacked, i.e., multiple PAGA penalties can be assessed for the same pay period for
26 different Labor Code violations."], internal quotation marks omitted).

27 136. In addition, to the extent permitted by law, Defendants failed to provide Plaintiff and all
28 Aggrieved Employees with accurate itemized wage statements in compliance with Labor Code section

1 226, subdivision (a). Plaintiff seeks separate PAGA penalties for Defendants' violations of Labor Code
2 section 226, subdivisions (a) and (e). (*Lopez v. Friant & Associates, LLC, supra*, 15 Cal.App.5th at
3 pp. 780, 788.)

4 137. For violations of Labor Code section 226, subdivision (a), Plaintiff seeks the default
5 penalty provided by Labor Code section 226.3. Labor Code section 226.3 provides that "[a]ny
6 employer who violates subdivision (a) of Section 226 shall be subject to a civil penalty in the amount
7 of two hundred fifty dollars (\$250) per employee per violation in an initial violation and one thousand
8 dollars (\$1,000) per employee for each violation in a subsequent citation, for which the employer fails
9 to provide the employee a wage deduction statement or fails to keep the required in subdivision (a) of
10 Section 226." Accordingly, through PAGA and to the extent permitted by law Plaintiff and the
11 Aggrieved Employees are entitled to recover penalties for violations of Labor Code section 226.3 and
12 seeks default PAGA penalties for each of Defendants' numerous violations of Labor Code section 226,
13 subdivision (e).

14 138. Labor Code section 210 provides that "in addition to, an entirely independent and apart
15 from, any other penalty provided in this article, every person who fails to pay the wages of each
16 employee as provided in Sections . . . 204 . . . shall be subject to a civil penalty as follows: (1) For any
17 initial violation, one hundred dollars (\$100) for each failure to pay each employee; (2) For each
18 subsequent violation, or any willful or intentional violation, two hundred dollars (\$200) for each failure
19 to pay each employee, plus 25% of the amount unlawfully withheld." As a result of the faulty
20 compensation policies and practices, Plaintiff and the Aggrieved Employees are also entitled to recover
21 penalties under Labor Code section 210 through PAGA.

22 139. Labor Code section 1197.1 authorizes a civil penalty, restitution of wages, and
23 liquidated damages, in the amount of: (1) one hundred dollars (\$100) for any initial violation that is
24 intentionally committed for each underpaid employee for each pay period for which the employee is
25 underpaid, and (2) two hundred fifty dollars (\$250) for each subsequent violation for the same specific
26 offense for each underpaid employee for each pay period for which the employee is underpaid
27 regardless of whether the initial violation is intentionally committed. Accordingly, through PAGA and
28

1 to the extent permitted by law, Plaintiff and the Aggrieved Employees are entitled to recover pursuant
2 to Labor Code section 1197.1.

3 140. Plaintiff was compelled to retain the services of counsel to file this action to protect his
4 interests and those of the Aggrieved Employees, and to assess and collect the wages and penalties owed
5 by Defendants. Plaintiff has thereby incurred attorneys' fees and costs, which Plaintiff is also entitled
6 to recover under Labor Code section 2699, subdivision (g)(1).

7 **VIII. DEMAND FOR JURY TRIAL**

8 141. Plaintiff hereby demands trial by jury of Plaintiff's and the Class Members' claims
9 against Defendants.

10 **IX. PRAYER FOR RELIEF**

11 Plaintiff prays for judgment for himself and for all others on whose behalf this suit is brought
12 against Defendants, as follows:

- 13 1. For an order certifying the proposed class;
- 14 2. For an order appointing Plaintiff as representative of the class;
- 15 3. For an order appointing Plaintiff's counsel as counsel for the class;
- 16 4. For the failure to pay all minimum wages, compensatory, consequential, general, and
17 special damages according to proof pursuant to Labor Code sections 1194, 1194.2,
18 1197, and others as may be applicable;
- 19 5. For the failure to pay all overtime wages, compensatory, consequential, general, and
20 special damages according to proof pursuant to Labor Code sections 204, 510, 1194,
21 1198, and others as may be applicable;
- 22 6. For the failure to provide rest periods and pay missed rest period premiums,
23 compensatory, consequential, general, and special damages according to proof pursuant
24 to Labor Code section 226.7;
- 25 7. For the failure to provide meal periods and pay missed meal period premiums,
26 compensatory, consequential, general, and special damages according to proof pursuant
27 to Labor Code sections 226.7 and 512;
- 28

- 1 **8.** For the failure to maintain accurate employment records, penalties pursuant to Labor
2 Code sections 226.3, 1174.5, and others that may be applicable;
- 3 **9.** For the failure to pay all wages earned and unpaid at separation, statutory waiting time
4 penalties pursuant to Labor Code sections 201 through 203, for the Class Members who
5 quit or were fired in an amount equal to their daily wage multiplied by thirty days, as
6 may be proven;
- 7 **10.** For the failure to indemnify all necessary business expenditures, all unreimbursed
8 business expenses, and interest thereon, that are owed, pursuant to Labor Code section
9 2802, and attorney fees, pursuant to Labor Code section 2802, subdivision (c);
- 10 **11.** For the failure to pay all sick time wages due and owed, compensatory, consequential,
11 general, and special damages according to proof pursuant to Labor Code section 246,
12 and others as may be applicable;
- 13 **12.** For the violations of California's Unfair Competition Law, restitution to Plaintiff and
14 the other Class Members of all money and/or property unlawfully acquired by
15 Defendants by means of any acts or practices declared by this Court to be in violation
16 of Business and Professions Code sections 17200 through 17210;
- 17 **13.** For the claim of penalties pursuant to PAGA and other provisions of the California
18 Labor Code, a civil penalty in the amount of \$100 for the initial violation and \$200 for
19 each subsequent violation as specified in Labor Code section 2699, subdivision (f)(2),
20 in the representative action brought on behalf of Plaintiff and the Aggrieved Employees
21 pursuant the Labor Code Private Attorneys General Act of 2004, and for civil penalties
22 available under Labor Code section 210 and Labor Code section 256;
- 23 **14.** Prejudgment interest on all due and unpaid wages pursuant to Labor Code section 218.6
24 and Civil Code sections 3287 and 3289;
- 25 **15.** On all causes of action for which attorneys' fees may be available, for attorneys' fees
26 and costs as provided by Labor Code sections 218.5, 226, Code of Civil Procedure
27 section 1021.5, and others as may be applicable;
- 28

1 **16.** For an order enjoining Defendants, and each of them, and their agents, servants, and
2 employees, and all persons acting under, in concert with, or for them, from acting in
3 derogation of any rights or duties adumbrated in this complaint; and

4 **17.** For such other and further relief, this Court may deem just and proper.

5
6 Dated: March 1, 2023

MELMED LAW GROUP P.C.

7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28



MEGAN E. ROSS

Attorney for Plaintiff, the Putative Class, and the
Aggrieved Employees