

DOUGLAS HAN (SBN 232858)
SHUNT TATAVOS-GHARAJEH (SBN 272164)
WILLIAM WILKINSON (SBN 346777)
JUSTICE LAW CORPORATION
751 N. Fair Oaks Avenue, Suite 101
Pasadena, California 91103
Telephone: (818) 230-7502
Facsimile: (818) 230-7259
Attorneys for Plaintiffs

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF KERN

MANUEL PALOMO and BRYANT
HEREDIA, individually, and on behalf of
aggrieved employees pursuant to the Private
Attorneys General Act ("PAGA");

Plaintiffs,

v.

SUNMET JUICE COMPANY, LLC, a
California limited liability company;
SUNMET PACKING & COLD STORAGE,
LLC, a California limited liability company;
ETCHEGARAY FARMS LLC, a California
limited liability company; and DOES 1
through 100, inclusive;

Defendants.

Case No.: BCV-23-101351-BCB

**SECOND AMENDED CLASS ACTION
COMPLAINT FOR DAMAGES**

- (1) Violation of California Labor Code
§§ 246, 510 and 1198 (Unpaid Paid Sick
Leave and 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 and 1197 (Unpaid
Minimum Wages);
- (5) Violation of California Labor Code
§§ 201 and 202 (Final Wages Not Timely
Paid);
- (6) Violation of California Labor Code
§ 226(a) (Non-Compliant Wage
Statements);
- (7) Violation of California Labor Code §§
2800 and 2802 (Unreimbursed Business
Expenses);
- (8) Violation of California Labor Code § 221
(Unlawful Deductions)
- (9) Violation of California Labor Code § 2698,
et seq. (Private Attorneys General Act of
2004);
- (10) Violation of California Business &
Professions Code § 17200, *et seq.*

DEMAND FOR JURY TRIAL

COMES NOW, Plaintiff MANUEL PALOMO and BRYANT HEREDIA (“Plaintiffs,” “Plaintiff Palomo,” and “Plaintiff Heredia”), individually, and on behalf of other members of the general public similarly situated, and alleges as follows:

JURISDICTION AND VENUE

1. This class action is brought pursuant to the 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.

2. This Court has jurisdiction over this 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 the 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, and/or transact business in the State of California, including the County of Kern. The majority of the acts and omissions alleged herein relating to Plaintiffs took place in the State of California, County of Kern. Defendants employed Plaintiffs within the State of California, County of Kern.

PARTIES

5. Plaintiff Palomo is an individual residing in the State of California, County of Kern. Plaintiff Heredia is an individual residing in the State of California, County of Kern.

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1 6. Defendant SUNMET JUICE COMPANY, LLC, at all times herein mentioned,
2 was and is, upon information and belief, a California limited liability company, and at all times
3 herein mentioned, was and is, an employer whose employees are engaged throughout the State of
4 California, including the County of Kern. Defendant SUNMET PACKING & COLD
5 STORAGE, LLC, at all times herein mentioned, was and is, upon information and belief, a
6 California limited liability company, and at all times herein mentioned, was and is, an employer
7 whose employees are engaged throughout the State of California, including the County of Kern.
8 Defendant ETCHEGARAY FARMS LLC, at all times herein mentioned, was and is, upon
9 information and belief, a California limited liability company, and at all times herein mentioned,
10 was and is, an employer whose employees are engaged throughout the State of California,
11 including the County of Kern.

12 7. At all relevant times, Defendants SUNMET JUICE COMPANY, LLC,
13 SUNMET PACKING & COLD STORAGE, LLC, and ETCHEGARAY FARMS LLC were the
14 “employer” of Plaintiffs within the meaning of all applicable laws and statutes.

15 8. At all times herein relevant, Defendant SUNMET JUICE COMPANY, LLC,
16 SUNMET PACKING & COLD STORAGE, LLC, ETCHEGARAY FARMS LLC, and DOES 1
17 through 100, and each of them, were the agents, partners, joint venturers, joint employers,
18 representatives, servants, employees, successors-in-interest, co-conspirators and assigns, each
19 of the other, and at all times relevant hereto were acting within the course and scope of their
20 authority as such agents, partners, joint venturers, joint employers, representatives, servants,
21 employees, successors, co-conspirators and assigns, and all acts or omissions alleged herein
22 were duly committed with the ratification, knowledge, permission, encouragement,
23 authorization, and consent of each defendant designated herein.

24 9. The true names and capacities, whether corporate, associate, individual or
25 otherwise, of Defendants DOES 1 through 100, inclusive, are unknown to Plaintiffs, who sue
26 said defendants by such fictitious names. Plaintiffs are informed and believe, and based on that
27 information and belief allege, that each of the Defendants designated as a DOE is legally
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1 responsible for the events and happenings referred to in this Complaint, and unlawfully caused
2 the injuries and damages to Plaintiffs and the other class members as alleged in this Complaint.
3 Plaintiffs will seek leave of court to amend this Complaint to show the true names and
4 capacities when the same have been ascertained.

5 10. Defendant SUNMET JUICE COMPANY, LLC, SUNMET PACKING & COLD
6 STORAGE, LLC, ETCHEGARAY FARMS LLC, and DOES 1 through 100 will hereinafter
7 collectively be referred to as “Defendants.”

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

12 **CLASS ACTION ALLEGATIONS**

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

16 13. The proposed class is defined as follows:

17 14. All current and former hourly-paid or non-exempt direct hires of Defendants
18 and all current and former hourly-paid or non-exempt employees placed to
19 work at Defendants through the temporary employment agency United Staffing
20 Associates, LLC during the period from May 2, 2019, through preliminary
21 approval.

22 15. Plaintiffs reserve the right to establish subclasses as appropriate.

23 16. The class is ascertainable and there is a well-defined community of interest in
24 the litigation:

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- 1 a. Numerosity: The class members are so numerous that joinder of all class
2 members is impracticable. The membership of the entire class is
3 unknown to Plaintiffs at this time. However, the class is estimated to be
4 greater than fifty (50) individuals and the identity of such membership is
5 readily ascertainable by inspection of Defendants' employment records.
- 6 b. Typicality: Plaintiffs' claims are typical of all other class members'
7 claims as demonstrated herein. Plaintiffs will fairly and adequately
8 protect the interests of the other class members with whom they have a
9 well-defined community of interest.
- 10 c. Adequacy: Plaintiffs will fairly and adequately protect the interests of
11 each class member, with whom they have a well-defined community of
12 interest and typicality of claims, as demonstrated herein. Plaintiffs have
13 no interest that is antagonistic to the other class members. Plaintiffs'
14 attorneys, the proposed class counsel, are versed in the rules governing
15 class action discovery, certification, and settlement. Plaintiffs have
16 incurred, and during the pendency of this action will continue to incur,
17 costs and attorneys' fees, that have been, are, and will be necessarily
18 expended for the prosecution of this action for the substantial benefit of
19 each class member.
- 20 d. Superiority: A class action is superior to other available methods for the
21 fair and efficient adjudication of this litigation because individual joinder
22 of all class members is impractical.
- 23 e. Public Policy Considerations: Certification of this lawsuit as a class
24 action will advance public policy objectives. Employers of this great
25 state violate employment and labor laws every day. Current employees
26 are often afraid to assert their rights out of fear of direct or indirect
27 retaliation. However, class actions provide the class members who are
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not named in the complaint anonymity that allows for the vindication of their rights.

17. 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 Labor Code, was willful;
- b. Whether Defendants failed to pay their hourly-paid or non-exempt employees within the State of California for all hours worked, missed meal periods and rest breaks in violation of the 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 properly calculated the regular rate for Plaintiffs and the other class members to worked overtime and earned incentive pay and sick leave pay;
- e. 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;
- f. Whether Defendants failed to pay minimum wages to Plaintiffs and the other class members for all hours worked;
- g. Whether Defendants failed to pay all wages due to Plaintiffs and the other class members within the required time upon their discharge or resignation;
- h. Whether Defendants failed to timely pay all wages due to Plaintiffs and the other class members during their employment;

- i. Whether Defendants complied with wage reporting as required by the Labor Code, including, *inter alia*, section 226;
- 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 Business & Professions Code section 17200, *et seq.*;
- m. The appropriate amount of damages, restitution, and/or monetary penalties resulting from Defendants' violation of the law; and
- n. Whether Plaintiffs and the other class members are entitled to compensatory damages pursuant to the Labor Code.

GENERAL ALLEGATIONS

18. During the relevant time period set forth herein, Defendants employed Plaintiffs and other persons as hourly-paid or non-exempt employees within the State of California.

19. Defendants, jointly and severally, employed Plaintiffs as hourly-paid, non-exempt employees during the relevant time period in the State of California, County of Kern.

20. Defendants had the authority to hire and terminate Plaintiffs and the other class members; to set work rules and conditions governing Plaintiffs' and other class members' employment; and to supervise their daily employment activities.

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

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

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

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

3 25. Plaintiffs are informed and believe, and based thereon allege, that Defendants
4 engaged in a uniform policy and systematic scheme of wage abuse against their hourly-paid or
5 non-exempt employees within the State of California. This scheme involved, *inter alia*, failing
6 to pay them for all hours worked, sick leave, missed meal periods, and missed rest breaks in
7 violation of the law.

8 26. 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 certain wages for overtime compensation and that Plaintiffs and the other class members were
11 not receiving wages for overtime compensation.

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

16 28. 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 receive
18 all timely and complete meal periods or payment of one additional hour of pay at Plaintiffs'
19 and the other class members' regular rate of pay when a meal period was missed, late or
20 interrupted, and that Plaintiffs and the other class members did not receive all timely and
21 proper meal periods or payment of one additional hour of pay at their regular rate of pay when
22 a meal period was missed.

23 29. Plaintiffs are informed and believe, and based thereon allege, that Defendants
24 knew or should have known that Plaintiffs and other class members were entitled to receive all
25 timely rest periods without interruption or payment of one additional hour of pay at Plaintiffs
26 and the other class members' regular rate of pay when a rest period was missed, late or
27 interrupted, and that Plaintiffs and the other class members did not receive all rest periods or
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1 payment of one additional hour of pay at their regular rate of pay when a rest period was
2 missed.

3 30. Plaintiffs are informed and believe, and based thereon allege, that Defendants
4 knew or should have known that Plaintiffs and the other class members were entitled to receive
5 at least minimum wages for compensation and that Plaintiffs and the other class members were
6 not receiving at least minimum wages for all hours worked.

7 31. Plaintiffs are informed and believe, and based thereon allege, that Defendants
8 knew or should have known that Plaintiffs and the other class members were entitled to receive
9 the wages owed to them upon discharge or resignation, including overtime and minimum
10 wages and meal and rest period premiums, and that Plaintiffs and the other class members did
11 not, in fact, receive such wages owed to them at the time of their discharge or resignation.

12 32. Plaintiffs are informed and believe, and based thereon allege, that Defendants
13 knew or should have known that Plaintiffs and the other class members were entitled to receive
14 complete and accurate wage statements in accordance with the law, but, in fact, Plaintiffs and
15 the other class members did not receive complete and accurate wage statements from
16 Defendants. The deficiencies included, *inter alia*, the failure to include the total number of
17 hours worked by Plaintiffs and the other class members.

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

21 34. Plaintiffs are informed and believe, and based thereon allege, that Defendants
22 knew or should have known that Defendants had to keep complete and accurate payroll records
23 for Plaintiffs and the other class members in accordance with the law, but, in fact, did not keep
24 complete and accurate payroll records for Plaintiffs and the other class members.

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1 35. Plaintiffs are informed and believe, and based thereon allege, that Defendants
2 knew or should have known that they had a duty to compensate Plaintiffs and the other class
3 members pursuant to the law, and that Defendants had the financial ability to pay such
4 compensation, but willfully, knowingly, and intentionally failed to do so, and falsely
5 represented to Plaintiffs and the other class members that they were properly denied wages, all
6 in order to increase Defendants' profits.

7 36. During the relevant time period set forth herein, Defendants failed to pay
8 overtime wages to Plaintiffs and the other class members for all hours worked. Plaintiffs and
9 other class members were required to work more than eight (8) hours per day and/or forty (40)
10 hours per week without overtime compensation. Defendants also failed to pay overtime wages
11 to Plaintiffs and the other class members when required by law when Plaintiffs and the other
12 class members worked on the seventh consecutive day of the workweek.

13 37. During the relevant time period set forth herein, Defendants failed to properly
14 calculate and pay sick leave to Plaintiffs and the other class members.

15 38. During the relevant time period set forth herein, Defendants failed to provide the
16 requisite uninterrupted and timely meal and rest periods to Plaintiffs and the other class
17 members.

18 39. During the relevant time period set forth herein, Defendants failed to pay
19 Plaintiffs and the other class members at least minimum wages for all hours worked.

20 40. During the relevant time period set forth herein, Defendants failed to pay
21 Plaintiffs and the other class members the wages owed to them upon discharge or resignation.

22 41. During the relevant time period set forth herein, Defendants failed to provide
23 complete or accurate wage statements to Plaintiffs and the other class members.

24 42. During the relevant time period set forth herein, Defendants failed to keep
25 complete or accurate payroll records for Plaintiffs and the other class members.

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43. During the relevant time period set forth herein, Defendants failed to properly compensate Plaintiffs and the other class members pursuant to the law in order to increase Defendants' profits.

44. During the relevant time period set forth herein, Defendants unlawfully deducted the wages of Plaintiffs and the other class members.

45. Labor Code section 218 states that nothing in Article 1 of the Labor Code shall limit the right of any wage claimant to “sue directly . . . for any wages or penalty due to him [or her] under this article.”

FIRST CAUSE OF ACTION

(Violation of California Labor Code §§ 246, 510, and 1198)

(Against SUNMET JUICE COMPANY, LLC, SUNMET PACKING & COLD STORAGE, LLC, ETCHEGARAY FARMS LLC, and DOES 1 through 100)

46. Plaintiffs incorporate by reference the allegations contained in Paragraphs 1 through 45, and each and every part thereof with the same force and effect as though fully set forth herein.

47. Labor Code section 1198 and the applicable Industrial Welfare 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.

48. Specifically, the applicable IWC Wage Order provides that Defendants are and were required to pay Plaintiffs and the other class members employed by Defendants, who work(ed) 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.

49. 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.

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

6 51. Labor Code section 246 codifies the right to paid sick leave compensation at
7 specified rate(s), including, but not limited to, the regular rate of pay.

8 52. During the relevant time period set forth herein, Plaintiffs and the other class
9 members worked in excess of eight (8) hours in a day, and/or in excess of forty (40) hours in a
10 week. Plaintiffs and the other class members also worked hours on the seventh day of work for
11 which they were not appropriately compensated for all overtime wages.

12 53. During the relevant time period set forth herein, Defendants intentionally and
13 willfully failed to pay overtime wages owed to Plaintiffs and the other class members.
14 Defendants also intentionally and willfully failed to pay paid sick leave wages owed to
15 Plaintiffs and the other class members at the rate(s) of pay required by law.

16 54. Defendants' failure to pay Plaintiffs and the other class members the unpaid
17 balance of overtime compensation and unpaid sick leave, as required by the laws, violates the
18 provisions of Labor Code sections 246, 510, and 1198, and is, therefore, unlawful.

19 55. Pursuant to Labor Code section 1194, Plaintiffs and the other class members are
20 entitled to recover unpaid overtime compensation, as well as interest, costs, and attorneys'
21 fees.

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

62. During the relevant time period set forth herein, Plaintiffs and the other class members who were scheduled to work for a period of time no longer than twelve (12) hours, and who did not waive their legally-mandated meal periods by mutual consent, were required to work for periods longer than ten (10) hours without an uninterrupted second meal period of not less than thirty (30) minutes and/or without a rest period.

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

64. During the relevant time period set forth herein, Plaintiffs and the other class members who were scheduled to work for a period of time in excess of twelve (12) hours were required to work for periods longer than ten (10) hours without an uninterrupted meal period of not less than thirty (30) minutes and/or without a rest period.

65. During the relevant time period set forth herein, Defendants intentionally and willfully required Plaintiffs and the other class members to work during meal periods and failed to compensate Plaintiffs and the other class members the full meal period premium for work performed during meal periods.

66. During the relevant time period set forth herein, Defendants failed to pay Plaintiffs and the other class members the full meal period premium due pursuant to Labor Code section 226.7.

67. Defendants' conduct violates applicable IWC Wage Order and Labor Code sections 226.7 and 512(a).

68. Pursuant to the applicable IWC Wage Order and Labor Code section 226.7(b), Plaintiffs and the other class members are entitled to recover from Defendants one additional hour of pay at the employee's regular rate of compensation for each workday that the meal or rest period is not provided.

THIRD CAUSE OF ACTION

(Violation of California Labor Code § 226.7)

(Against SUNMET JUICE COMPANY, LLC, SUNMET PACKING & COLD STORAGE, LLC, ETCHEGARAY FARMS LLC, and DOES 1 through 100)

69. Plaintiffs incorporate by reference the allegations contained in paragraphs 1 through 68, and each and every part thereof with the same force and effect as though fully set forth herein.

70. During the relevant time period set forth herein, the applicable IWC Wage Order and Labor Code section 226.7 were applicable to Plaintiffs' and the other class members' employment by Defendants.

71. During the relevant time period set forth herein, Labor Code section 226.7 provides that no employer shall require an employee to work during any rest period mandated by an applicable order of the IWC Wage Order.

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

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

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1 74. During the relevant time period set forth herein, Defendants willfully required
2 Plaintiffs and the other class members to work during rest periods and failed to pay Plaintiffs
3 and the other class members the full rest period premium for work performed during rest
4 periods.

5 75. During the relevant time period set forth herein, Defendants failed to pay
6 Plaintiffs and the other class members the full rest period premium due pursuant to Labor Code
7 section 226.7.

8 76. Defendants' conduct violates applicable IWC Wage Orders and Labor Code
9 section 226.7.

10 77. Pursuant to the applicable IWC Wage Orders and Labor Code section 226.7(b),
11 Plaintiffs and the other class members are entitled to recover from Defendants one additional
12 hour of pay at the employees' regular hourly rate of compensation for each workday that the
13 rest period was not provided.

14 **FOURTH CAUSE OF ACTION**

15 **(Violation of California Labor Code §§ 1194 and 1197)**

16 **(Against SUNMET JUICE COMPANY, LLC, SUNMET PACKING & COLD**
17 **STORAGE, LLC, ETCHEGARAY FARMS LLC, and DOES 1 through 100)**

18 78. Plaintiffs incorporate by reference the allegations contained in paragraphs 1
19 through 77 and each and every part thereof with the same force and effect as though fully set
20 forth herein.

21 79. During the relevant time period set forth herein, Labor Code sections 1194 and
22 1197 provide that the minimum wage to be paid to employees, and the payment of a lesser
23 wage than the minimum so fixed, is unlawful.

24 80. During the relevant time period set forth herein, Defendants failed to pay
25 minimum wages to Plaintiffs and the other class members as required, pursuant to Labor Code
26 sections 1194 and 1197.

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81. Defendants' failure to pay Plaintiffs and the other class members the minimum wage as required violates Labor Code sections 1194 and 1197. Pursuant to those sections, Plaintiffs and 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.

82. Pursuant to 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 SUNMET JUICE COMPANY, LLC, SUNMET PACKING & COLD STORAGE, LLC, ETCHEGARAY FARMS LLC, and DOES 1 through 100)

83. Plaintiffs incorporate by reference the allegations contained in paragraphs 1 through 82, and each and every part thereof with the same force and effect as though fully set forth herein.

84. During the relevant time period set forth herein, 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, unless the employee has given seventy-two (72) hours notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting.

85. During the relevant time period set forth herein, Defendants intentionally and willfully failed to pay Plaintiffs and the other class members who are no longer employed by Defendants their wages, earned and unpaid, either immediately in the case of discharge or in the case of a quitting employee who provided Defendants with at least 72-hours notice, or within seventy-two (72) hours in the case of quitting employees who did not provide

Defendants with at least 72-hours notice of their intention to quit.

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

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

88. Plaintiffs and the other class members are entitled to recover from Defendants the statutory penalty wages for each day they were not paid, up to the thirty (30) day maximum as provided by Labor Code section 203.

SIXTH CAUSE OF ACTION

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

(Against SUNMET JUICE COMPANY, LLC, SUNMET PACKING & COLD STORAGE, LLC, ETCHEGARAY FARMS LLC, and DOES 1 through 100)

89. Plaintiffs incorporate by reference the allegations contained in paragraphs 1 through 88, and each and every part thereof with the same force and effect as though fully set forth herein.

90. During the relevant time period set forth herein, Labor Code section 226(a) provides that every employer shall furnish each of his or her employees an accurate itemized statement in writing showing: (a) gross wages earned; (b) total hours worked by the employee; (c) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis; (d) all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item; (e) net wages earned; (f) the inclusive dates of the period for which the employee is paid; (g) the name of the employee and his or her social security number; (h) the name and address of the legal entity that is the employer; and (i) 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 employer for at least three years at the place of employment or at a central location within the State of California.

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

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

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

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

95. Plaintiffs and the other class members are also entitled to injunctive relief to ensure compliance with this section, pursuant to Labor Code section 226(g).

SEVENTH CAUSE OF ACTION

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

(Against SUNMET JUICE COMPANY, LLC, SUNMET PACKING & COLD STORAGE, LLC, ETCHEGARAY FARMS LLC, and DOES 1 through 100)

96. Plaintiffs incorporate by reference the allegations contained in paragraphs 1 through 95, and each and every part thereof with the same force and effect as though fully set forth herein.

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

98. Defendants have intentionally and willfully failed to reimburse Plaintiffs and the other class members for all necessary business-related expenses and costs. Plaintiffs and the other class members are entitled to recover from Defendants their business-related expenses and costs incurred during the course and scope of their employment, plus interest accrued from the date on which the employee incurred the necessary expenditures at the same rate as judgments in civil actions in the State of California.

EIGHTH CAUSE OF ACTION

(Violation of California Labor Code § 221)

(Against SUNMET JUICE COMPANY, LLC, SUNMET PACKING & COLD STORAGE, LLC, ETCHEGARAY FARMS LLC, and DOES 1 through 100)

99. Plaintiffs incorporate by reference the allegations contained in paragraphs 1 through 98, and each and every part thereof with the same force and effect as though fully set forth herein.

100. Pursuant to Labor Code section 221, it is unlawful for an employer to collect or receive from any employee any part of wages paid by said employer to said employee absent an appropriate authorization from the employee or under law to deduct said wages.

101. Defendants have intentionally and willfully unlawfully deducted wages from Plaintiffs and the other class members. Such deductions were not for any act caused by a dishonest or willful act, or the gross negligence of, Plaintiffs or the other class members, nor were such deductions authorized by law or in writing by Plaintiffs or the other class members. Plaintiffs and the other class members are entitled to recover from Defendants their unlawfully deducted wages, plus interest accrued from the date on which the Defendants unlawfully deducted their wages at the same rate as judgments in civil actions in the State of California.

1 **NINTH CAUSE OF ACTION**

2 **(Violation of California Labor Code § 2698, *et seq.*)**

3 **(Against SUNMET JUICE COMPANY, LLC, SUNMET PACKING & COLD**
4 **STORAGE, LLC, ETCHEGARAY FARMS LLC, and DOES 1 through 100)**

5 102. Plaintiffs incorporate by reference the allegations contained in paragraphs 1
6 through 101, and each and every part thereof with the same force and effect as though fully set
7 forth herein.

8 103. The Private Attorneys General Act of 2004 (“PAGA”) expressly establishes that
9 any provision of the Labor Code which provides for a civil penalty to be assessed and collected
10 by the California Labor and Workforce Development Agency (“LWDA”), or any of its
11 departments, divisions, commissions, boards, agencies, or employees for a violation of the
12 Labor Code, may be recovered through a civil action brought by an aggrieved employee on
13 behalf of himself or herself, and other current or former employees.

14 104. On May 20, 2022, Plaintiff Palomo provided written notice to the LWDA of the
15 specific provisions of the Labor Code he contends were violated and the theories supporting
16 his contentions. Attached hereto as **Exhibit 1** and incorporated by reference is a copy of the
17 written notice to the LWDA. Plaintiff Palomo believes that on or about July 24, 2022, the
18 sixty-five (65) day notice period expired, and the LWDA did not take any action to investigate
19 or prosecute this matter.

20 105. On May 3, 2023, Plaintiff Palomo provided an amended written notice to the
21 LWDA of the specific provisions of the Labor Code he contends were violated and the theories
22 supporting his contentions. Attached hereto as **Exhibit 2** and incorporated by reference is a
23 copy of the amended written notice to the LWDA. Plaintiff Palomo believes that on or about
24 July 7, 2023, the sixty-five (65) day notice period expired, and the LWDA did not take any
25 action to investigate or prosecute this matter. Therefore, Plaintiff Palomo exhausted his
26 administrative remedies.

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1 106. Plaintiff Palomo and the other hourly-paid or non-exempt employees are
2 “aggrieved employees” as defined by Labor Code section 2699(c) in that they are of all current
3 and former hourly-paid or non-exempt direct hires of Defendants and all current and former
4 hourly-paid or non-exempt employees placed to work at Defendants through the temporary
5 employment agency United Staffing Associates, LLC during the period from May 2, 2022,
6 through preliminary approval, and one or more of the alleged violations was committed against
7 them.

8 **Failure to Pay Minimum and Overtime Wages**

9 107. At all times relevant herein, Defendants were required to compensate their non-
10 exempt employees minimum wages for all hours worked and overtime wages for all hours
11 worked in excess of eight (8) hours in a day or forty (40) hours in a workweek, pursuant to the
12 mandate of Labor Code sections 510, 1194, 1197, and 1198.

13 108. As a policy and practice, Defendants failed to compensate Plaintiff Palomo and
14 the other aggrieved current and former employees for all hours worked, resulting in a failure to
15 pay all minimum wages and overtime wages, where applicable.

16 **Failure to Provide Meal Periods and Rest Breaks**

17 109. At all times relevant herein, Defendants were required to authorize and permit
18 their non-exempt employees to take a 10-minute rest break for every four (4) hours worked or
19 major fraction thereof and were further required to provide their non-exempt employees with a
20 30-minute meal period for every five (5) hours worked, pursuant to the mandates of Labor
21 Code sections 226.7 and 512.

22 110. As a policy and practice, Defendants failed to provide Plaintiff Palomo and the
23 other aggrieved current and former employees with legally mandated meal periods and rest
24 breaks and failed to pay proper compensation for this failure.

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

26 111. At all times relevant herein, Defendants were required to pay their employees
27 within a specified time period pursuant to the mandate of Labor Code section 204.
28

1 112. As a policy and practice, Defendants failed to pay Plaintiff Palomo and the other
2 aggrieved current and former employees all wages due and owing them within the required
3 time period.

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

5 113. At all times relevant herein, Defendants were required to pay their employees all
6 wages owed in a timely fashion at the end of employment pursuant to the mandates of Labor
7 Code sections 201 to 204.

8 114. As a policy and practice, because of Defendants' Labor Code violations alleged
9 above, Defendants failed to pay Plaintiff Palomo and the other aggrieved former employees
10 their final wages, pursuant to the mandates of Labor Code sections 201 through 204.
11 Accordingly, Defendants owe waiting time penalties pursuant to section 203.

12 **Failure to Provide Complete and Accurate Wage Statements and/or Payroll**
13 **Records**

14 115. At all times relevant herein, Defendants were required to keep accurate records
15 regarding their California employees, pursuant to the mandates of Labor Code sections 226 and
16 1174.

17 116. As a result of Defendants' various Labor Code violations, Defendants failed to
18 keep accurate records regarding Plaintiff Palomo and the other aggrieved current and former
19 employees. For example, Defendants failed in their affirmative obligation to keep accurate
20 records regarding Plaintiff Palomo and the other aggrieved current and former employees'
21 gross wages earned, total hours worked, all deductions, net wages earned, and all applicable
22 hourly rates and the number of hours worked at each hourly rate.

23 **Failure to Reimburse Business Expenses**

24 117. At all times relevant herein, Defendants were required to reimburse their
25 employees for any and all necessary expenditures or losses incurred by the employees in direct
26 consequences of the discharge of their duties, pursuant to the mandates of Labor Code sections
27 2800 and 2802.

1 118. As a policy and practice, Defendants regularly failed to reimburse Plaintiff
2 Palomo and the other aggrieved current and former employees for all business expenses
3 incurred and owed to them within the required time period.

4 **Failure to Provide and Properly Pay Paid Sick Days**

5 119. At all times relevant herein, Defendants were required to provide their
6 employees with paid sick days at one of the rate(s) specified by Labor Code section 246, *et*
7 *seq.*

8 120. As a policy and practice, Defendants failed to provide Plaintiff Palomo and
9 other aggrieved current and former employees with paid sick days at the proper rate of pay
10 pursuant to Labor Code section 246, *et seq.*

11 **Unlawful Deduction of Wages**

12 121. At all times relevant herein, Defendants were prohibited from deducting from
13 employees' wages without appropriate authorization pursuant to Labor Code section 221.

14 122. As a policy and practice, Defendants unlawfully deducted from the wages of
15 Plaintiff Palomo and other aggrieved current and former employees in violation of Labor Code
16 section 221.

17 **Penalties**

18 123. Pursuant to Labor Code section 2699, Plaintiff Palomo, individually, and on
19 behalf of the other current and former aggrieved employees, requests and is entitled to recover
20 from Defendants, and each of them, civil penalties, interest, attorneys' fees and costs,
21 including but not limited to:

- 22 a. Penalties under Labor Code section 2699 in the amount of a hundred
23 dollars (\$100) for each aggrieved employee per pay period for the initial
24 violation, and two hundred dollars (\$200) for each aggrieved employee
25 per pay period for each subsequent violation;

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- b. Penalties under the applicable IWC Wage Order, which may include, but is not limited to, the Wage Orders reflected in Title 8 sections 11010, 11030, 11080, 11130, and 11140 in the amount of fifty dollars (\$50) for each aggrieved employee per pay period for the initial violation, and one hundred dollars (\$100) for each aggrieved employee per pay period for each subsequent violation;
- c. Penalties under Labor Code section 210 in addition to, and entirely independent and apart from, any other penalty provided in the Labor Code in the amount of a hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation, and two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent violation;
- d. Penalties under Labor Code section 1197.1 in the amount of a hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation, and two hundred fifty dollars (\$250) for each aggrieved employee per pay period for each subsequent violation;
- e. Wages under Labor Code section 558 in addition to, and entirely independent and apart from, any other penalty provided in the Labor Code;
- f. Any and all additional penalties as provided by the Labor Code and/or other statutes for the conduct alleged herein or in the accompanied written notices to the LWDA; and
- g. Attorneys' fees and costs pursuant to Labor Code sections 210, 1194, and 2699, and any other applicable statute.

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TENTH CAUSE OF ACTION

(Violation of California Business & Professions Code § 17200, *et seq.*)
(Against SUNMET JUICE COMPANY, LLC, SUNMET PACKING & COLD
STORAGE, LLC, ETCHEGARAY FARMS LLC, and DOES 1 through 100)

124. Plaintiffs incorporate by reference the allegations contained in paragraphs 1 through 123, and each and every part thereof with the same force and effect as though fully set forth herein.

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

126. Defendants' activities as alleged herein are violations of the law, and constitute unlawful business acts and practices in violation of Business & Professions Code section 17200, *et seq.*

127. A violation of Business & Professions Code section 17200, *et seq.* may be predicated on the violation of any state or federal law. In this instant case, Defendants' policy and practice of requiring Plaintiffs and the other class members work overtime hours without paying them proper compensation violate Labor Code sections 510 and 1198. Additionally, Defendants' policy and practice of requiring Plaintiffs and the other class members, to work through their meal and rest periods without paying them proper compensation violate Labor Code sections 226.7 and 512(a). Moreover, Defendants' policy and practice of failing to timely pay wages to Plaintiffs and the other class members violate Labor Code sections 201 and 202. Defendants also violated Labor Code sections 226(a), 1194, 1197, 2800, and 2802.

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

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

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

9 **DEMAND FOR JURY TRIAL**

10 Plaintiffs, individually, and on behalf of other members of the general public similarly
11 situated, request a trial by jury.

12 **PRAYER FOR RELIEF**

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

16 **Class Certification**

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

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

- 23 5. That the Court declare, adjudge, and decree that Defendants violated Labor
24 Code sections 246, 510, and 1198 and applicable IWC Wage Orders by willfully failing to pay
25 all overtime wages due to Plaintiffs and the other class members;

- 26 6. For general unpaid wages, including paid sick leave wages, at overtime wage
27 rates and such general and special damages as may be appropriate;
28

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

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

5 9. For such other and further relief as the court may deem just and proper.

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

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

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

13 12. For all actual, consequential, and incidental losses and damages, according to
14 proof;

15 13. For premium wages pursuant to Labor Code section 226.7(b);

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

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

19 16. For such other and further relief as the court may deem just and proper.

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

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

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

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1 19. For all actual, consequential, and incidental losses and damages, according to
2 proof;

3 20. For premium wages pursuant to Labor Code section 226.7(b);

4 21. For pre-judgment interest on any unpaid wages from the date such amounts
5 were 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 Labor
9 Code sections 1194 and 1197 by willfully failing to pay minimum wages to Plaintiffs and the
10 other class members;

11 24. For general unpaid wages and such general and special damages as may be
12 appropriate;

13 25. For pre-judgment interest on any unpaid compensation from the date such
14 amounts were due;

15 26. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
16 Labor Code section 1194(a);

17 27. For liquidated damages pursuant to Labor Code section 1194.2; and

18 28. For such other and further relief as the court may deem just and proper.

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

20 29. That the Court declare, adjudge, and decree that Defendants violated Labor
21 Code sections 201, 202, and 203 by willfully failing to pay all compensation owed at the time
22 of termination of the employment of Plaintiffs and the other class members no longer
23 employed by Defendants;

24 30. For all actual, consequential, and incidental losses and damages, according to
25 proof;

26 31. For statutory wage penalties pursuant to Labor Code section 203 for the other
27 class members who have left Defendants' employ;
28

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

33. For such other and further relief as the court may deem just and proper.

As to the Sixth Cause of Action

34. That the Court declare, adjudge, and decree that Defendants violated the record keeping provisions of 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;

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

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

37. For injunctive relief to ensure compliance with this section, pursuant to Labor Code section 226(g); 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 Labor Code sections 2800 and 2802 by willfully failing to reimburse Plaintiffs and the other class members for all necessary business-related expenses as required by Labor Code sections 2800 and 2802;

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

41. For the imposition of civil penalties and/or statutory penalties;

42. For punitive damages and/or exemplary damages according to proof at trial;

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

44. For such other and further relief as the court may deem just and proper.

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46. For the imposition of civil penalties and/or statutory penalties;
47. For punitive damages and/or exemplary damages according to proof at trial;
48. For reasonable attorneys' fees and costs of suit incurred herein; and
49. For such other and further relief as the court may deem just and proper.

50. That the Court declare, adjudge, and decree that Defendants violated Labor Code sections 2698, *et seq.*, the PAGA, for civil penalties pursuant to Defendants' violations of Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1174.5, 1194, 1194.2, 1197, 1197.1, 1198, 2800, and 2802;

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

53. That the Court declare, adjudge, and decree that Defendants violated Business and Professions Code sections 17200, *et seq.* by failing to provide Plaintiffs and the other class members all overtime compensation due to them, failing to provide all meal and rest periods to Plaintiffs and the other class members, failing to pay at least minimum wages to Plaintiffs and the other class members, failing to pay Plaintiffs' and the other class members' wages timely as required by Labor Code section 201 and 202.

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

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

6 57. For injunctive relief to ensure compliance with this section, pursuant to
7 Business and Professions Code sections 17200, *et seq.*; and

8 58. For such other and further relief as the court may deem just and proper.
9

10 Dated: April 11, 2024

JUSTICE LAW CORPORATION

11
12 By: 

13 Douglas Han
14 Shunt Tatavos-Gharajeh
15 William Wilkinson
16 *Attorneys for Plaintiffs*
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EXHIBIT 1

May 20, 2022

BY U.S. EMAIL/ELECTRONIC SUBMISSION

PAGAfilings@dir.ca.gov
State of California
Labor & Workforce Development Agency
800 Capitol Mall, MIC-55
Sacramento, California 95814

Re: SUNMET JUICE COMPANY, LLC

Dear Representative:

We have been retained to represent Manuel Palomo against Sunmet Juice Company, LLC (including any and all affiliates, managers, members, subsidiaries, and parents, and their shareholders, officers, directors, and employees), any individual, owner, officer and managing agent, DOES 1-10 as an "Employer" or person acting on behalf of an "Employer" pursuant to California Labor Code section 558.1, and DOES 11-20¹ for violations of California wage-and-hour laws (hereinafter collectively referred to as "SJC").

Mr. Palomo is pursuing his California Labor Code section 2698, *et seq.*, the Private Attorneys General Act of 2004 ("PAGA") claim on a representative basis. Therefore, Mr. Palomo may seek penalties for violations of the Labor Code on behalf of the State of California and aggrieved employees, which are recoverable under PAGA. This letter is sent in compliance with the reporting requirements of California Labor Code section 2699.3.

Sunmet Juice Company, LLC is a California limited liability company located at 32324 Famoso Rd, McFarland, California 93250.

SJC employed Mr. Palomo as an hourly-paid non-exempt Maintenance Mechanic within one year of the date of this letter (until in or around May of 2022) in the State of California. SJC directly controlled the wages, hours and/or working conditions of Mr. Palomo and other aggrieved employees' employment, including direction, retention, scheduling, supervision, and termination.

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¹ Mr. Palomo does not know the true names or capacities, whether individual, partner or corporate, of DOES 1 through 20, inclusive, and for that reason, said DOES are designated under such fictitious names. Mr. Palomo will amend this notice when the true names and capacities are known. Mr. Palomo is informed and believes that each DOE was responsible in some way for the matters alleged herein and proximately caused Mr. Palomo and other current and former aggrieved employees to be subject to the illegal employment practices, wrongs and injuries complained of herein.

The “aggrieved employees” that Mr. Palomo may seek penalties on behalf of are all current and former hourly-paid or non-exempt employees (whether hired directly or through a staffing agency) of SJC within the State of California.

SJC failed to properly pay its hourly-paid or non-exempt employees for all hours worked, failed to properly provide or compensate minimum and overtime wages and for meal and rest breaks, failed to issue compliant wage statements and failed to reimburse for all necessary business-related costs and expenses, thus resulting in other Labor Code violations as stated below.

Pursuant to *Huff v. Securitas Security Services*, 23 Cal. App. 5th 745, 751 (2018), an employee who brings a representative action and was affected by at least one of the violations alleged in the complaint has standing to pursue penalties on behalf of the state not only for that violation, but for violations affecting other employees as well. Accordingly, Mr. Palomo has standing to pursue penalties on behalf of the state for violations affecting all the aggrieved employees at SJC, regardless of their classification, job title, location, or whether they were hired directly or through a staffing agency.

SJC has violated and/or continues to violate, among other provisions of the California Labor Code and applicable wage law, California Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and the IWC Wage Orders.

California Labor Code sections 510, 1194, and 1198 require employers to pay at least minimum wage for all hours worked, pay time-and-a-half, or double-time overtime wages, and make it unlawful to work employees for hours longer than eight hours in one day and/or over forty hours in one week without paying the premium overtime rates. During the relevant time period, Mr. Palomo and other aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. SJC failed to compensate Mr. Palomo and other aggrieved employees for all hours worked and performing off-the-clock work, including pre- and post-shift, and during meal breaks. SJC also failed to include non-discretionary bonuses and incentives in aggrieved employees’ regular rate of pay for purposes of overtime compensation. Therefore, Mr. Palomo and other aggrieved employees were entitled to receive certain wages for overtime compensation, but they were not paid for all overtime hours worked.

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California Labor Code section 246 requires that employers provide employees with paid sick leave of not less than one hour per every 30 hours worked. California Labor Code section 246(l) also requires that paid sick leave be paid at a non-exempt employee's regular rate of pay for the workweek in which the employee uses paid sick time or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment. During the relevant time period, SJC failed to pay Mr. Palomo and other aggrieved employees with paid sick leave that complied with California Labor Code section 246, by, for example, failing to pay paid sick leave at non-exempt employee's regular rate of pay or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment.

California Labor Code sections 226.7 and 512 require employers to pay an employee one additional hour of pay at the employee's regular rate for each workday that a meal or rest break is not provided. During the relevant time period, SJC routinely required Mr. Palomo and other aggrieved employees to work through, interrupt, cut short, and/or delay their meal and rest breaks to comply with SJC's policies and expectations. SJC failed to provide coverage to Mr. Palomo and other aggrieved employees so they may be relieved of all work duties and take legally mandated meal and rest breaks. Moreover, SJC also failed to authorize and permit Mr. Palomo and other aggrieved employees to take the requisite number of meal and rest breaks, including second meal breaks and third rest breaks, when working shifts exceeding 10 hours in length. Despite these facts, SJC failed to compensate Mr. Palomo and other aggrieved employees all the premium wages they were owed, including failing to pay premium wages at Mr. Palomo and other aggrieved employees' regular rate of pay.

California Labor Code section 551 states "[e]very person employed in any occupation of labor is entitled to one day's rest therefrom in seven." Section 552 further states "[n]o employer of labor shall cause his employees to work more than six days in seven." SJC required aggrieved employees to work seven days in a row or more without one day's rest.

California Labor Code section 432.5 states "[n]o employer, or agent, manager, superintendent, or officer thereof, shall require any employee or applicant for employment to agree, in writing, to any term or condition which is known by such employer, or agent, manager, superintendent, or officer thereof to be prohibited by law." SJC required aggrieved employees to execute arbitration agreements as a condition of employment despite knowing that such agreements are prohibited under Labor Code section 432.6.

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California Labor Code section 201 requires that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately. California Labor Code section 202 requires that if an employee not having a written contract for a definite period quits his or her employment, his or her wages shall become due and payable not later than 72 hours thereafter, unless the employee has given 72 hours previous notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting. California Labor Code section 203 provides that if an employer willfully fails to pay, without abatement or reduction, in accordance with Labor Code sections 201, 201.3, 201.5, 201.6, 201.8, 201.9, 202, and 205.5, any wages of an employee who is discharged or who quits, the wages of the employee shall continue as a penalty from the due date thereof at the same rate until paid or until an action therefor is commenced; but the wages shall not continue for more than 30 days. During the relevant time period, SJC failed to pay Mr. Palomo and other aggrieved employees all wages, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks, due to them within any time period specified by California Labor Code sections 201 and 203 and therefore is liable under California Labor Code section 203.

California Labor Code section 204 requires that all wages earned by any person in any employment between the 1st and the 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed, and that all 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. California Labor Code section 204 also requires 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. During the relevant time period, SJC failed to pay Mr. Palomo and other aggrieved employees all wages due to them, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks within any time period specified by California Labor Code section 204.

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California Labor Code section 226 requires employers to make, keep and provide complete and accurate itemized wage statements to their employees. During the relevant time period, SJC did not provide Mr. Palomo and other aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from SJC were in violation of California Labor Code section 226(a). The violations include, but are not limited to, the failure to include (1) gross wages earned by Mr. Palomo and other aggrieved employees, (2) total hours worked by Mr. Palomo and other aggrieved employees, (3) the number of piece-rate units earned and any applicable piece rate by Mr. Palomo and other aggrieved employees (4) all deductions for Mr. Palomo and other aggrieved employees, (5) net wages earned by Mr. Palomo and other aggrieved employees, (6) the inclusive dates of the period for which Mr. Palomo and other aggrieved employees are paid, (7) the name of the aggrieved 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 Mr. Palomo and other aggrieved employees.

California Labor Code section 558 allows recovery of penalties. (a) Any employer or other person acting on behalf of an employer who violates, or causes to be violated, a section of this chapter or any provision regulating hours and days of work in any order of the Industrial Welfare Commission shall be subject to a civil penalty as follows: (1) For any initial violation, fifty dollars (\$50) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (2) For each subsequent violation, one hundred dollars (\$100) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (3) Wages recovered pursuant to this section shall be paid to the affected employee. Mr. Palomo and other aggrieved employees have been denied their wages and premium wages and, therefore, are entitled to penalties.

California Labor Code sections 1174(d) requires an employer to keep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept with rules established for this purpose by the commission, but in any case, shall be kept on file for not less than two years. During the relevant time period, SJC failed to keep accurate and complete payroll records showing the hours worked daily and the wages paid, to Mr. Palomo and other aggrieved employees.

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California Labor Code sections 1194, 1197 and 1197.1 provide the minimum wage to be paid to employees, and the payment of a lesser wage than the minimum so fixed is unlawful. During the relevant time period, SJC did not provide Mr. Palomo and other aggrieved employees with the minimum wages to which they were entitled despite constructive and actual knowledge of off-the-clock work, including pre- and post-shift, and during meal breaks.

California Labor Code sections 2800 and 2802 require an employer to reimburse its employee for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her obedience to the directions of the employer. During their employment, Mr. Palomo and other aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by SJC, including for purchasing tools, equipment and uniforms they were required to use and wear while working.

We believe that Mr. Palomo and other current and former California-based hourly-paid or non-exempt employees are entitled to penalties as allowed under California Labor Code section 2698, *et seq.* for violations of Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and the IWC Wage Orders.

California Labor Code section 2699.3 requires that a claimant send a certified letter to the employer in questions and the California Labor & Workforce Development Agency setting forth the claims, and the basis for the claims, thereby giving the California Labor & Workforce Development Agency an opportunity to investigate the claims and/or take any action it deems appropriate.

The purpose of this letter is to satisfy the requirement created by California Labor code section 2699 prior to seeking penalties allowed by law for the aforementioned statutory violations. We look forward to determining whether California Labor & Workforce Development Agency intends to take any action in reference to these claims. We kindly request that you respond to this notice according to the time frame contemplated by the California Labor Code.

Mr. Palomo will seek these penalties on his own behalf and on behalf of other similarly situated California-based hourly-paid or non-exempt employees of SJC within one year of the date of this letter, as allowed by law.

If you have any questions or require additional information, please do not hesitate to contact us. Thank you for your attention to this matter and the noble cause you advance each and every day.

LWDA
May 20, 2022
Page 7 of 7

Very truly yours,

JUSTICE LAW CORPORATION

A handwritten signature in black ink, appearing to read "D. Han", with a long horizontal flourish extending to the right.

Douglas Han, Esq.

CC: (By Certified U.S. Mail Only):

Sauveur Etchegaray
c/o Sunmet Juice Company LLC
32324 Famoso Rd.
McFarland, California 93250
Agent for Service of Process for Sunmet Juice Company LLC

EXHIBIT 2

May 1, 2023

BY U.S. EMAIL/ELECTRONIC SUBMISSION

PAGAfilings@dir.ca.gov
State of California
Labor & Workforce Development Agency
800 Capitol Mall, MIC-55
Sacramento, California 95814

**Re: SUNMET JUICE COMPANY, LLC
LWDA Case No. LWDA-CM-884908-22**

Dear Representative:

We hereby amend our May 20, 2022 letter sent to your office in compliance with the reporting requirements of California Labor Code section 2699.3. A true and correct copy of the May 20, 2022 letter is attached to this submission as **Exhibit A** for reference. We are amending this notice to name the DOE employers who are: (i) DOE 1 is now identified as Sunmet Packing & Cold Storage, LLC and (ii) DOE 2 is now identified as Etchegaray Farms, LLC.

We have been retained to represent Manuel Palomo against Sunmet Juice Company, LLC, Sunmet Packing & Cold Storage LLC, and Etchegaray Farms LLC (including any and all affiliates, managers, members, subsidiaries, and parents, and their shareholders, officers, directors, and employees), any individual, owner, officer and managing agent, DOES 1-10 as an "Employer" or person acting on behalf of an "Employer" pursuant to California Labor Code section 558.1, and DOES 11-20¹ for violations of California wage-and-hour laws (hereinafter collectively referred to as "SJC").

Mr. Palomo is pursuing his California Labor Code section 2698, *et seq.*, the Private Attorneys General Act of 2004 ("PAGA") claim on a representative basis. Therefore, Mr. Palomo may seek penalties for violations of the Labor Code on behalf of the State of California and aggrieved employees, which are recoverable under PAGA. This letter is sent in compliance with the reporting requirements of California Labor Code section 2699.3.

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¹ Mr. Palomo does not know the true names or capacities, whether individual, partner or corporate, of DOES 3 through 20, inclusive, and for that reason, said DOES are designated under such fictitious names. Mr. Palomo will amend this notice when the true names and capacities are known. Mr. Palomo is informed and believes that each DOE was responsible in some way for the matters alleged herein and proximately caused Mr. Palomo and other current and former aggrieved employees to be subject to the illegal employment practices, wrongs and injuries complained of herein.

Sunmet Juice Company, LLC, Sunmet Packing & Cold Storage LLC, and Etchegaray Farms LLC are California limited liability companies located at 32324 Famoso Rd, McFarland, California 93250.

SJC employed Mr. Palomo as an hourly-paid non-exempt Maintenance Mechanic within one year of the date of this letter (until in or around May of 2022) in the State of California. SJC directly controlled the wages, hours and/or working conditions of Mr. Palomo and other aggrieved employees' employment, including direction, retention, scheduling, supervision, and termination.

The "aggrieved employees" that Mr. Palomo may seek penalties on behalf of are all current and former hourly-paid or non-exempt employees (whether hired directly or through a staffing agency) of SJC within the State of California.

SJC failed to properly pay its hourly-paid or non-exempt employees for all hours worked, failed to properly provide or compensate minimum and overtime wages and for meal and rest breaks, failed to issue compliant wage statements and failed to reimburse for all necessary business-related costs and expenses, thus resulting in other Labor Code violations as stated below.

Pursuant to *Huff v. Securitas Security Services*, 23 Cal. App. 5th 745, 751 (2018), an employee who brings a representative action and was affected by at least one of the violations alleged in the complaint has standing to pursue penalties on behalf of the state not only for that violation, but for violations affecting other employees as well. Accordingly, Mr. Palomo has standing to pursue penalties on behalf of the state for violations affecting all the aggrieved employees at SJC, regardless of their classification, job title, location, or whether they were hired directly or through a staffing agency.

SJC has violated and/or continues to violate, among other provisions of the California Labor Code and applicable wage law, California Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and the IWC Wage Orders.

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California Labor Code sections 510, 1194, and 1198 require employers to pay at least minimum wage for all hours worked, pay time-and-a-half, or double-time overtime wages, and make it unlawful to work employees for hours longer than eight hours in one day and/or over forty hours in one week without paying the premium overtime rates. During the relevant time period, Mr. Palomo and other aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. SJC failed to compensate Mr. Palomo and other aggrieved employees for all hours worked and performing off-the-clock work, including pre- and post-shift, and during meal breaks. SJC also failed to include non-discretionary bonuses and incentives in aggrieved employees' regular rate of pay for purposes of overtime compensation. Therefore, Mr. Palomo and other aggrieved employees were entitled to receive certain wages for overtime compensation, but they were not paid for all overtime hours worked.

California Labor Code section 246 requires that employers provide employees with paid sick leave of not less than one hour per every 30 hours worked. California Labor Code section 246(l) also requires that paid sick leave be paid at a non-exempt employee's regular rate of pay for the workweek in which the employee uses paid sick time or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment. During the relevant time period, SJC failed to pay Mr. Palomo and other aggrieved employees with paid sick leave that complied with California Labor Code section 246, by, for example, failing to pay paid sick leave at non-exempt employee's regular rate of pay or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment.

California Labor Code sections 226.7 and 512 require employers to pay an employee one additional hour of pay at the employee's regular rate for each workday that a meal or rest break is not provided. During the relevant time period, SJC routinely required Mr. Palomo and other aggrieved employees to work through, interrupt, cut short, and/or delay their meal and rest breaks to comply with SJC's policies and expectations. SJC failed to provide coverage to Mr. Palomo and other aggrieved employees so they may be relieved of all work duties and take legally mandated meal and rest breaks. Moreover, SJC also failed to authorize and permit Mr. Palomo and other aggrieved employees to take the requisite number of meal and rest breaks, including second meal breaks and third rest breaks, when working shifts exceeding 10 hours in length. Despite these facts, SJC failed to compensate Mr. Palomo and other aggrieved employees all the premium wages they were owed, including failing to pay premium wages at Mr. Palomo and other aggrieved employees' regular rate of pay.

California Labor Code section 551 states “[e]very person employed in any occupation of labor is entitled to one day’s rest therefrom in seven.” Section 552 further states “[n]o employer of labor shall cause his employees to work more than six days in seven.” SJC required aggrieved employees to work seven days in a row or more without one day’s rest.

California Labor Code section 432.5 states “[n]o employer, or agent, manager, superintendent, or officer thereof, shall require any employee or applicant for employment to agree, in writing, to any term or condition which is known by such employer, or agent, manager, superintendent, or officer thereof to be prohibited by law.” SJC required aggrieved employees to execute arbitration agreements as a condition of employment despite knowing that such agreements are prohibited under Labor Code section 432.6.

California Labor Code section 201 requires that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately. California Labor Code section 202 requires that if an employee not having a written contract for a definite period quits his or her employment, his or her wages shall become due and payable not later than 72 hours thereafter, unless the employee has given 72 hours previous notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting. California Labor Code section 203 provides that if an employer willfully fails to pay, without abatement or reduction, in accordance with Labor Code sections 201 201.3, 201.5, 201.6, 201.8, 201.9, 202, and 205.5, any wages of an employee who is discharged or who quits, the wages of the employee shall continue as a penalty from the due date thereof at the same rate until paid or until an action therefor is commenced; but the wages shall not continue for more than 30 days. During the relevant time period, SJC failed to pay Mr. Palomo and other aggrieved employees all wages, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks, due to them within any time period specified by California Labor Code sections 201 and 203 and therefore is liable under California Labor Code section 203.

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California Labor Code section 204 requires that all wages earned by any person in any employment between the 1st and the 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed, and that all 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. California Labor Code section 204 also requires 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. During the relevant time period, SJC failed to pay Mr. Palomo and other aggrieved employees all wages due to them, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks within any time period specified by California Labor Code section 204.

California Labor Code section 226 requires employers to make, keep and provide complete and accurate itemized wage statements to their employees. During the relevant time period, SJC did not provide Mr. Palomo and other aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from SJC were in violation of California Labor Code section 226(a). The violations include, but are not limited to, the failure to include (1) gross wages earned by Mr. Palomo and other aggrieved employees, (2) total hours worked by Mr. Palomo and other aggrieved employees, (3) the number of piece-rate units earned and any applicable piece rate by Mr. Palomo and other aggrieved employees (4) all deductions for Mr. Palomo and other aggrieved employees, (5) net wages earned by Mr. Palomo and other aggrieved employees, (6) the inclusive dates of the period for which Mr. Palomo and other aggrieved employees are paid, (7) the name of the aggrieved 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 Mr. Palomo and other aggrieved employees.

California Labor Code section 558 allows recovery of penalties. (a) Any employer or other person acting on behalf of an employer who violates, or causes to be violated, a section of this chapter or any provision regulating hours and days of work in any order of the Industrial Welfare Commission shall be subject to a civil penalty as follows: (1) For any initial violation, fifty dollars (\$50) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (2) For each subsequent violation, one hundred dollars (\$100) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (3) Wages recovered pursuant to this section shall be paid to the affected employee. Mr. Palomo and other aggrieved employees have been denied their wages and premium wages and, therefore, are entitled to penalties.

California Labor Code sections 1174(d) requires an employer to keep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept with rules established for this purpose by the commission, but in any case, shall be kept on file for not less than two years. During the relevant time period, SJC failed to keep accurate and complete payroll records showing the hours worked daily and the wages paid, to Mr. Palomo and other aggrieved employees.

California Labor Code sections 1194, 1197 and 1197.1 provide the minimum wage to be paid to employees, and the payment of a lesser wage than the minimum so fixed is unlawful. During the relevant time period, SJC did not provide Mr. Palomo and other aggrieved employees with the minimum wages to which they were entitled despite constructive and actual knowledge of off-the-clock work, including pre- and post-shift, and during meal breaks.

California Labor Code sections 2800 and 2802 require an employer to reimburse its employee for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her obedience to the directions of the employer. During their employment, Mr. Palomo and other aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by SJC, including for purchasing tools, equipment and uniforms they were required to use and wear while working.

We believe that Mr. Palomo and other current and former California-based hourly-paid or non-exempt employees are entitled to penalties as allowed under California Labor Code section 2698, *et seq.* for violations of Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and the IWC Wage Orders.

California Labor Code section 2699.3 requires that a claimant send a certified letter to the employer in questions and the California Labor & Workforce Development Agency setting forth the claims, and the basis for the claims, thereby giving the California Labor & Workforce Development Agency an opportunity to investigate the claims and/or take any action it deems appropriate.

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LWDA
May 1, 2023
Page 7 of 7

The purpose of this letter is to satisfy the requirement created by California Labor code section 2699 prior to seeking penalties allowed by law for the aforementioned statutory violations. We look forward to determining whether California Labor & Workforce Development Agency intends to take any action in reference to these claims. We kindly request that you respond to this notice according to the time frame contemplated by the California Labor Code.

Mr. Palomo will seek these penalties on his own behalf and on behalf of other similarly situated California-based hourly-paid or non-exempt employees of SJC within one year of the date of the original May 20, 2022 letter, as allowed by law.

If you have any questions or require additional information, please do not hesitate to contact us. Thank you for your attention to this matter and the noble cause you advance each and every day.

Very truly yours,

JUSTICE LAW CORPORATION

A handwritten signature in black ink, appearing to read 'D. Han', with a long horizontal stroke extending to the right.

Douglas Han, Esq.

CC: (By Certified U.S. Mail Only):

Sauveur Etchegaray
c/o Sunmet Juice Company LLC and Sunmet Packing & Cold Storage LLC
32324 Famoso Rd.
McFarland, California 93250
Agent for Service of Process for Sunmet Juice Company LLC and Sunmet Packing & Cold Storage LLC

Sam Etchegaray
c/o Etchegaray Farms LLC
32324 Famoso Rd.
McFarland, California 93250
Agent for Service of Process for Etchegaray Farms LLC

EXHIBIT A

May 20, 2022

BY U.S. EMAIL/ELECTRONIC SUBMISSION

PAGAfilings@dir.ca.gov
State of California
Labor & Workforce Development Agency
800 Capitol Mall, MIC-55
Sacramento, California 95814

Re: SUNMET JUICE COMPANY, LLC

Dear Representative:

We have been retained to represent Manuel Palomo against Sunmet Juice Company, LLC (including any and all affiliates, managers, members, subsidiaries, and parents, and their shareholders, officers, directors, and employees), any individual, owner, officer and managing agent, DOES 1-10 as an "Employer" or person acting on behalf of an "Employer" pursuant to California Labor Code section 558.1, and DOES 11-20¹ for violations of California wage-and-hour laws (hereinafter collectively referred to as "SJC").

Mr. Palomo is pursuing his California Labor Code section 2698, *et seq.*, the Private Attorneys General Act of 2004 ("PAGA") claim on a representative basis. Therefore, Mr. Palomo may seek penalties for violations of the Labor Code on behalf of the State of California and aggrieved employees, which are recoverable under PAGA. This letter is sent in compliance with the reporting requirements of California Labor Code section 2699.3.

Sunmet Juice Company, LLC is a California limited liability company located at 32324 Famoso Rd, McFarland, California 93250.

SJC employed Mr. Palomo as an hourly-paid non-exempt Maintenance Mechanic within one year of the data of this letter (until in or around May of 2022) in the State of California. SJC directly controlled the wages, hours and/or working conditions of Mr. Palomo and other aggrieved employees' employment, including direction, retention, scheduling, supervision, and termination.

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¹ Mr. Palomo does not know the true names or capacities, whether individual, partner or corporate, of DOES 1 through 20, inclusive, and for that reason, said DOES are designated under such fictitious names. Mr. Palomo will amend this notice when the true names and capacities are known. Mr. Palomo is informed and believes that each DOE was responsible in some way for the matters alleged herein and proximately caused Mr. Palomo and other current and former aggrieved employees to be subject to the illegal employment practices, wrongs and injuries complained of herein.

The “aggrieved employees” that Mr. Palomo may seek penalties on behalf of are all current and former hourly-paid or non-exempt employees (whether hired directly or through a staffing agency) of SJC within the State of California.

SJC failed to properly pay its hourly-paid or non-exempt employees for all hours worked, failed to properly provide or compensate minimum and overtime wages and for meal and rest breaks, failed to issue compliant wage statements and failed to reimburse for all necessary business-related costs and expenses, thus resulting in other Labor Code violations as stated below.

Pursuant to *Huff v. Securitas Security Services*, 23 Cal. App. 5th 745, 751 (2018), an employee who brings a representative action and was affected by at least one of the violations alleged in the complaint has standing to pursue penalties on behalf of the state not only for that violation, but for violations affecting other employees as well. Accordingly, Mr. Palomo has standing to pursue penalties on behalf of the state for violations affecting all the aggrieved employees at SJC, regardless of their classification, job title, location, or whether they were hired directly or through a staffing agency.

SJC has violated and/or continues to violate, among other provisions of the California Labor Code and applicable wage law, California Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and the IWC Wage Orders.

California Labor Code sections 510, 1194, and 1198 require employers to pay at least minimum wage for all hours worked, pay time-and-a-half, or double-time overtime wages, and make it unlawful to work employees for hours longer than eight hours in one day and/or over forty hours in one week without paying the premium overtime rates. During the relevant time period, Mr. Palomo and other aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. SJC failed to compensate Mr. Palomo and other aggrieved employees for all hours worked and performing off-the-clock work, including pre- and post-shift, and during meal breaks. SJC also failed to include non-discretionary bonuses and incentives in aggrieved employees’ regular rate of pay for purposes of overtime compensation. Therefore, Mr. Palomo and other aggrieved employees were entitled to receive certain wages for overtime compensation, but they were not paid for all overtime hours worked.

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California Labor Code sections 226.7 and 512 require employers to pay an employee one additional hour of pay at the employee's regular rate for each workday that a meal or rest break is not provided. During the relevant time period, SJC routinely required Mr. Palomo and other aggrieved employees to work through, interrupt, cut short, and/or delay their meal and rest breaks to comply with SJC's policies and expectations. SJC failed to provide coverage to Mr. Palomo and other aggrieved employees so they may be relieved of all work duties and take legally mandated meal and rest breaks. Moreover, SJC also failed to authorize and permit Mr. Palomo and other aggrieved employees to take the requisite number of meal and rest breaks, including second meal breaks and third rest breaks, when working shifts exceeding 10 hours in length. Despite these facts, SJC failed to compensate Mr. Palomo and other aggrieved employees all the premium wages they were owed, including failing to pay premium wages at Mr. Palomo and other aggrieved employees' regular rate of pay.

California Labor Code section 551 states "[e]very person employed in any occupation of labor is entitled to one day's rest therefrom in seven." Section 552 further states "[n]o employer of labor shall cause his employees to work more than six days in seven." SJC required aggrieved employees to work seven days in a row or more without one day's rest.

California Labor Code section 432.5 states "[n]o employer, or agent, manager, superintendent, or officer thereof, shall require any employee or applicant for employment to agree, in writing, to any term or condition which is known by such employer, or agent, manager, superintendent, or officer thereof to be prohibited by law." SJC required aggrieved employees to execute arbitration agreements as a condition of employment despite knowing that such agreements are prohibited under Labor Code section 432.6.

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California Labor Code section 201 requires that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately. California Labor Code section 202 requires that if an employee not having a written contract for a definite period quits his or her employment, his or her wages shall become due and payable not later than 72 hours thereafter, unless the employee has given 72 hours previous notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting. California Labor Code section 203 provides that if an employer willfully fails to pay, without abatement or reduction, in accordance with Labor Code sections 201, 201.3, 201.5, 201.6, 201.8, 201.9, 202, and 205.5, any wages of an employee who is discharged or who quits, the wages of the employee shall continue as a penalty from the due date thereof at the same rate until paid or until an action therefor is commenced; but the wages shall not continue for more than 30 days. During the relevant time period, SJC failed to pay Mr. Palomo and other aggrieved employees all wages, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks, due to them within any time period specified by California Labor Code sections 201 and 203 and therefore is liable under California Labor Code section 203.

California Labor Code section 204 requires that all wages earned by any person in any employment between the 1st and the 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed, and that all 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. California Labor Code section 204 also requires 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. During the relevant time period, SJC failed to pay Mr. Palomo and other aggrieved employees all wages due to them, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks within any time period specified by California Labor Code section 204.

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California Labor Code section 226 requires employers to make, keep and provide complete and accurate itemized wage statements to their employees. During the relevant time period, SJC did not provide Mr. Palomo and other aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from SJC were in violation of California Labor Code section 226(a). The violations include, but are not limited to, the failure to include (1) gross wages earned by Mr. Palomo and other aggrieved employees, (2) total hours worked by Mr. Palomo and other aggrieved employees, (3) the number of piece-rate units earned and any applicable piece rate by Mr. Palomo and other aggrieved employees (4) all deductions for Mr. Palomo and other aggrieved employees, (5) net wages earned by Mr. Palomo and other aggrieved employees, (6) the inclusive dates of the period for which Mr. Palomo and other aggrieved employees are paid, (7) the name of the aggrieved 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 Mr. Palomo and other aggrieved employees.

California Labor Code section 558 allows recovery of penalties. (a) Any employer or other person acting on behalf of an employer who violates, or causes to be violated, a section of this chapter or any provision regulating hours and days of work in any order of the Industrial Welfare Commission shall be subject to a civil penalty as follows: (1) For any initial violation, fifty dollars (\$50) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (2) For each subsequent violation, one hundred dollars (\$100) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (3) Wages recovered pursuant to this section shall be paid to the affected employee. Mr. Palomo and other aggrieved employees have been denied their wages and premium wages and, therefore, are entitled to penalties.

California Labor Code sections 1174(d) requires an employer to keep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept with rules established for this purpose by the commission, but in any case, shall be kept on file for not less than two years. During the relevant time period, SJC failed to keep accurate and complete payroll records showing the hours worked daily and the wages paid, to Mr. Palomo and other aggrieved employees.

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California Labor Code sections 1194, 1197 and 1197.1 provide the minimum wage to be paid to employees, and the payment of a lesser wage than the minimum so fixed is unlawful. During the relevant time period, SJC did not provide Mr. Palomo and other aggrieved employees with the minimum wages to which they were entitled despite constructive and actual knowledge of off-the-clock work, including pre- and post-shift, and during meal breaks.

California Labor Code sections 2800 and 2802 require an employer to reimburse its employee for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her obedience to the directions of the employer. During their employment, Mr. Palomo and other aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by SJC, including for purchasing tools, equipment and uniforms they were required to use and wear while working.

We believe that Mr. Palomo and other current and former California-based hourly-paid or non-exempt employees are entitled to penalties as allowed under California Labor Code section 2698, *et seq.* for violations of Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and the IWC Wage Orders.

California Labor Code section 2699.3 requires that a claimant send a certified letter to the employer in questions and the California Labor & Workforce Development Agency setting forth the claims, and the basis for the claims, thereby giving the California Labor & Workforce Development Agency an opportunity to investigate the claims and/or take any action it deems appropriate.

The purpose of this letter is to satisfy the requirement created by California Labor code section 2699 prior to seeking penalties allowed by law for the aforementioned statutory violations. We look forward to determining whether California Labor & Workforce Development Agency intends to take any action in reference to these claims. We kindly request that you respond to this notice according to the time frame contemplated by the California Labor Code.

Mr. Palomo will seek these penalties on his own behalf and on behalf of other similarly situated California-based hourly-paid or non-exempt employees of SJC within one year of the date of this letter, as allowed by law.

If you have any questions or require additional information, please do not hesitate to contact us. Thank you for your attention to this matter and the noble cause you advance each and every day.

LWDA
May 20, 2022
Page 7 of 7

Very truly yours,

JUSTICE LAW CORPORATION

A handwritten signature in black ink, appearing to read "D. Han", with a long horizontal flourish extending to the right.

Douglas Han, Esq.

CC: (By Certified U.S. Mail Only):

Sauveur Etchegaray
c/o Sunmet Juice Company LLC
32324 Famoso Rd.
McFarland, California 93250
Agent for Service of Process for Sunmet Juice Company LLC

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PROOF OF SERVICE
1013A(3) CCP

STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action. My business address is 751 N. Fair Oaks Avenue, Suite 101, Pasadena, California 91103 and my electronic service address is dmather@justicelawcorp.com.

On April 11, 2024, I served the foregoing document described as

SECOND AMENDED CLASS ACTION COMPLAINT FOR DAMAGES

for the following case: **Palomo v. Sunmet Juice Company, LLC, et al.**
LWDA/Court Case No.: **LWDA Case No.: CM- 884908-22**
Court Case No.: BCV-23-101351
Kern County Superior Court

on interested parties in this action by electronically submitting as follows:

State of California
Labor & Workforce Development Agency
800 Capitol Mall, MIC-55
Sacramento, California 95814

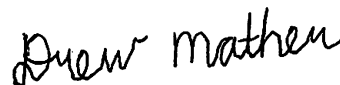
[X] BY ELECTRONIC SUBMISSION

Pursuant to California Senate Bill No. 836, I caused the documents described above to be electronically submitted by and through the procedure stated on the website of the State of California Labor and Workforce Development Agency.

[X] STATE

I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on April 11, 2024, at Pasadena, California.



Drew Mather