

Kane Moon (SBN 249834)  
kane.moon@moonyanglaw.com  
Lilit Ter-Astvatsatryan (SBN 320389)  
lilit@moonyanglaw.com  
**MOON & YANG, APC**  
1055 W. Seventh St., Suite 1880  
Los Angeles, California 90017  
Telephone: (213) 232-3128  
Facsimile: (213) 232-3125

Attorneys for Plaintiff Oscar Felix

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

OSCAR FELIX, individually, and on behalf of  
all others similarly situated,

Plaintiff,

vs.

PENTAIR WATER POOL AND SPA, INC., a  
California corporation; and DOES 1 through 10,  
inclusive,

Defendants

Case No.: 56-2022-00565583-CU-OE-VTA

**FIRST AMENDED CLASS ACTION AND  
PAGA REPRESENTATIVE ACTION  
COMPLAINT:**

1. Failure to Pay Minimum Wages [Cal. Lab. Code §§ 204, 1194, 1194.2, and 1197];
2. Failure to Pay Overtime Compensation [Cal. Lab. Code §§ 1194 and 1198];
3. Failure to Provide Meal Periods [Cal. Lab. Code §§ 226.7, 512];
4. Failure to Authorize and Permit Rest Breaks [Cal. Lab. Code §§ 226.7];
5. Failure to Indemnify Necessary Business Expenses [Cal. Lab. Code § 2802];
6. Failure to Timely Pay Final Wages at Termination [Cal. Lab. Code §§ 201-203];
7. Failure to Provide Accurate Itemized Wage Statements [Cal. Lab. Code § 226]; and
8. Unfair Business Practices [Cal. Bus. & Prof. Code §§ 17200, et seq.];
9. Civil Penalties Under PAGA [Cal. Lab. Code § 2699, et seq.].

**DEMAND FOR JURY TRIAL**

**TABLE OF CONTENTS**

|                                                  |    |
|--------------------------------------------------|----|
| INTRODUCTION & PRELIMINARY STATEMENT .....       | 1  |
| THE PARTIES .....                                | 3  |
| A. Plaintiff.....                                | 3  |
| B. Defendants.....                               | 3  |
| ALLEGATIONS COMMON TO ALL CAUSES OF ACTION ..... | 4  |
| CLASS ACTION ALLEGATIONS .....                   | 8  |
| FIRST CAUSE OF ACTION.....                       | 12 |
| SECOND CAUSE OF ACTION.....                      | 13 |
| THIRD CAUSE OF ACTION .....                      | 14 |
| FOURTH CAUSE OF ACTION.....                      | 15 |
| FIFTH CAUSE OF ACTION.....                       | 16 |
| SIXTH CAUSE OF ACTION.....                       | 16 |
| SEVENTH CAUSE OF ACTION.....                     | 17 |
| EIGHTH CAUSE OF ACTION.....                      | 19 |
| NINTH CAUSE OF ACTION .....                      | 22 |
| PRAYER FOR RELIEF.....                           | 24 |
| DEMAND FOR JURY TRIAL .....                      | 28 |

1 Plaintiff Oscar Felix (“Plaintiff”), based upon facts that either have evidentiary support or  
2 are likely to have evidentiary support after a reasonable opportunity for further investigation and  
3 discovery, alleges as follows:

#### 4 **INTRODUCTION & PRELIMINARY STATEMENT**

5 1. Plaintiff brings this action against Defendants Pentair Water Pool and Spa, Inc., and  
6 Does 1 through 10 (Defendants are collectively referred to as “Defendants”) for California Labor  
7 Code violations and unfair business practices stemming from Defendants’ failure to pay minimum  
8 wages, failure to pay overtime wages, failure to provide meal periods, failure to authorize and  
9 permit rest periods, failure to maintain accurate records of hours worked and meal periods, failure  
10 to timely pay all wages to terminated employees, failure to indemnify necessary business expenses,  
11 and failure to furnish accurate wage statements.

12 2. Plaintiff brings the First through Eighth Causes of Action individually and as a class  
13 action on behalf of himself and certain current and former employees of Defendants (hereinafter  
14 collectively referred to as the “Class” or “Class Members” and defined more fully below). The  
15 Class consists of Plaintiff and all other persons who have been employed by any Defendants in  
16 California as an hourly-paid, non-exempt employee during the statute of limitations period  
17 applicable to the claims pleaded here.

18 3. Plaintiff brings the Ninth Cause of Action as a representative action under the  
19 California Private Attorney General Act (“PAGA”) to recover civil penalties that are owed to  
20 Plaintiff, the State of California, and past and present employees of Defendants (hereinafter  
21 referred to as the “Aggrieved Employees”).

22 4. Defendants own/owned and operate/operated an industry, business, and  
23 establishment within the State of California, including Ventura County. As such, and based upon  
24 all the facts and circumstances incident to Defendants’ business in California, Defendants are  
25 subject to the California Labor Code, Wage Orders issued by the Industrial Welfare Commission  
26 (“IWC”), and the California Business & Professions Code.

27 5. Despite these requirements, throughout the statutory period Defendants maintained  
28 a systematic, company-wide policy and practice of:

- 1 (a) Failing to pay employees for all hours worked, including all minimum  
2 wages, and overtime wages in compliance with the California Labor Code  
3 and IWC Wage Orders;
- 4 (b) Failing to provide employees with timely and duty-free meal periods in  
5 compliance with the California Labor Code and IWC Wage Orders, failing  
6 to maintain accurate records of all meal periods taken or missed, and failing  
7 to pay an additional hour's pay for each workday a meal period violation  
8 occurred;
- 9 (c) Failing to authorize and permit employees to take timely and duty-free rest  
10 periods in compliance with the California Labor Code and IWC Wage  
11 Orders, and failing to pay an additional hour's pay for each workday a rest  
12 period violation occurred;
- 13 (d) Failing to indemnify employees for necessary business expenses incurred;
- 14 (e) Willfully failing to pay employees all minimum wages, overtime wages,  
15 meal period premium wages, and rest period premium wages due within the  
16 time period specified by California law when employment terminates; and
- 17 (f) Failing to maintain accurate records of the hours that employees worked.
- 18 (g) Failing to provide employees with accurate, itemized wage statements  
19 containing all the information required by the California Labor Code and  
20 IWC Wage Orders.

21 6. On information and belief, Defendants, and each of them were on actual and  
22 constructive notice of the improprieties alleged herein and intentionally refused to rectify their  
23 unlawful policies. Defendants' violations, as alleged above, during all relevant times herein were  
24 willful and deliberate.

25 7. At all relevant times, Defendants were and are legally responsible for all of the  
26 unlawful conduct, policies, practices, acts and omissions as described in each and all of the  
27 foregoing paragraphs as the employer of Plaintiff and the Class. Further, Defendants are  
28

1 responsible for each of the unlawful acts or omissions complained of herein under the doctrine of  
2 “respondeat superior”.

### 3 **THE PARTIES**

#### 4 **A. Plaintiff**

5 8. Plaintiff is a California resident that worked for Defendants in the County of  
6 Ventura, State of California, as a maintenance technician from approximately 1998 to January  
7 2022.

8 9. Plaintiff reserves the right to seek leave to amend this complaint to add new  
9 plaintiffs, if necessary, in order to establish suitable representative(s) pursuant to *La Sala v.*  
10 *American Savings and Loan Association* (1971) 5 Cal.3d 864, 872, and other applicable law.

#### 11 **B. Defendants**

12 10. Plaintiff is informed and believes, and based upon that information and belief  
13 alleges, that Defendant Pentair Water Pool and Spa, Inc. is:

- 14 (a) A California corporation with its principal place of business in Ventura,  
15 California.
- 16 (b) A business entity conducting business in numerous counties throughout the  
17 State of California, including in Ventura County; and
- 18 (c) The former employer of Plaintiff, and the current and/or former employer  
19 of the putative Class. Defendants suffered and permitted Plaintiff and the  
20 Class and the Aggrieved Employees work, and/or controlled their wages,  
21 hours, or working conditions.

22 11. Plaintiff does not currently know the true names or capacities of the persons or  
23 entities sued herein as Does 1-10, inclusive, and therefore sues said Defendants by such fictitious  
24 names. Each of the Doe Defendants was in some manner legally responsible for the damages  
25 suffered by Plaintiff and the Class and the Aggrieved Employees as alleged herein. Plaintiff will  
26 amend this complaint to set forth the true names and capacities of these Defendants when they  
27 have been ascertained, together with appropriate charging allegations, as may be necessary.

28 12. At all times mentioned herein, the Defendants named as Does 1-10, inclusive, and

1 each of them, were residents of, doing business in, availed themselves of the jurisdiction of, and/or  
2 injured a significant number of the Plaintiff and the Class and the Aggrieved Employees and the  
3 State of California.

4 13. Plaintiff is informed and believes and thereon alleges that at all relevant times each  
5 Defendant, directly or indirectly, or through agents or other persons, employed Plaintiff and the  
6 other employees described in the class definitions below, and exercised control over their wages,  
7 hours, and working conditions. Plaintiff is informed and believes and thereon alleges that, at all  
8 relevant times, each Defendant was the principal, agent, partner, joint venturer, officer, director,  
9 controlling shareholder, subsidiary, affiliate, parent corporation, successor in interest and/or  
10 predecessor in interest of some or all of the other Defendants, and was engaged with some or all  
11 of the other Defendants in a joint enterprise for profit, and bore such other relationships to some  
12 or all of the other Defendants so as to be liable for their conduct with respect to the matters alleged  
13 below. Plaintiff is informed and believes and thereon alleges that each Defendant acted pursuant  
14 to and within the scope of the relationships alleged above, that each Defendant knew or should  
15 have known about, and authorized, ratified, adopted, approved, controlled, aided and abetted the  
16 conduct of all other Defendants.

17 **ALLEGATIONS COMMON TO ALL CAUSES OF ACTION**

18 14. Plaintiff is a California resident who worked for Defendants in the County of  
19 Ventura, State of California, as a maintenance technician from approximately 1998 to January  
20 2022. During the statutory period, Defendants classified Plaintiff as non-exempt from California's  
21 overtime requirements, and paid Plaintiff an hourly wage.

22 15. Throughout the statutory period, Defendants failed to pay Plaintiff for all hours  
23 worked (including minimum wages and overtime wages), failed to provide Plaintiff with  
24 uninterrupted meal periods, failed to authorize and permit Plaintiff to take uninterrupted rest  
25 periods, failed to indemnify Plaintiff for necessary business expenses, failed to timely pay all final  
26 wages to Plaintiff when Defendants terminated Plaintiff's employment, and failed to furnish  
27 accurate wage statements to Plaintiff. As discussed below, Plaintiff's experience working for  
28 Defendants was typical and illustrative.

1           16.     Throughout the statutory period, Defendants maintained a policy and practice of not  
2     paying Plaintiff and the Class and the Aggrieved Employees for all hours worked, including all  
3     overtime wages. Plaintiff and the Class and the Aggrieved Employees were required to work “off  
4     the clock” and uncompensated. For example, Plaintiff and the Class and the Aggrieved Employees  
5     were required to undergo a security check with their vehicles at the beginning of each workday,  
6     which also included a temperature check and waiting in line, all off the clock and uncompensated.  
7     Also throughout the statutory period, Plaintiff and the Class and the Aggrieved Employees received  
8     non-discretionary bonuses and other remuneration. However, Defendants failed to incorporate all  
9     remuneration when calculating the correct overtime rate of pay, leading to underpayment of wages.  
10    In maintaining a practice of not paying all wages owed, Defendants failed to maintain accurate  
11    records of the hours Plaintiff and the Class and the Aggrieved Employees worked.

12           17.     Throughout the statutory period, Defendants have wrongfully failed to provide  
13    Plaintiff and the Class and the Aggrieved Employees with legally compliant meal periods.  
14    Defendants sometimes, but not always, required Plaintiff and the Class and the Aggrieved  
15    Employees to work in excess of five consecutive hours a day without providing 30-minute,  
16    continuous and uninterrupted, duty-free meal period for every five hours of work, or without  
17    compensating Plaintiff and the Class and the Aggrieved Employees for meal periods that were not  
18    provided by the end of the fifth hour of work or tenth hour of work. Defendants also did not  
19    adequately inform Plaintiff and the Class and the Aggrieved Employees of their right to take a  
20    meal period by the end of the fifth hour of work, or, for shifts greater than 10 hours, by the end of  
21    the tenth hour of work. Plaintiff and the Class and the Aggrieved Employees were required to don  
22    and doff which reduced their meal periods. Accordingly, Defendants’ policy and practice was to  
23    not provide meal periods to Plaintiff and the Class and the Aggrieved Employees in compliance  
24    with California law.

25           18.     Throughout the statutory period, Defendants have wrongfully failed to authorize  
26    and permit Plaintiff and the Class and the Aggrieved Employees to take timely and duty-free rest  
27    periods. Defendants sometimes, but not always, required Plaintiff and the Class and the Aggrieved  
28    Employees to work in excess of four consecutive hours a day without Defendants authorizing and

1 permitting them to take a 10-minute, continuous and uninterrupted, rest period for every four hours  
2 of work (or major fraction of four hours), or without compensating Plaintiff and the Class and the  
3 Aggrieved Employees for rest periods that were not authorized or permitted. Defendants also did  
4 not adequately inform Plaintiff and the Class and the Aggrieved Employees of their right to take  
5 a rest period. Moreover, Defendants did not have adequate policies or practices permitting or  
6 authorizing rest periods for Plaintiff and the Class, nor did Defendants have adequate policies or  
7 practices regarding the timing of rest periods. Defendants also did not have adequate policies or  
8 practices to verify whether Plaintiff and the Class and the Aggrieved Employees were taking their  
9 required rest periods. Plaintiff and the Class and the Aggrieved Employees were also required to  
10 stay on the premises during rest breaks. Accordingly, Defendants' policy and practice was to not  
11 authorize and permit Plaintiff and the Class and the Aggrieved Employees to take rest periods in  
12 compliance with California law.

13         19. Throughout the statutory period, Defendants wrongfully required Plaintiff and the  
14 Class and the Aggrieved Employees to pay expenses that they incurred in direct discharge of their  
15 duties for Defendants without reimbursement, such as certain tools. Plaintiff and the Class and the  
16 Aggrieved Employees were also required to use their own personal cellular telephones for work  
17 purposes, without reimbursement.

18         20. Throughout the statutory period, Defendants willfully failed and refused to timely  
19 pay Plaintiff and the Class and the Aggrieved Employees at the conclusion of their employment  
20 all wages for all minimum wages, overtime wages, meal period premium wages, and rest period  
21 premium wages. Defendants also did not pay the final wages timely after termination. Defendants  
22 also failed to pay Plaintiff and the Class and the Aggrieved Employees their final paychecks in a  
23 timely manner promptly upon termination.

24         21. Throughout the statutory period, Defendants failed to furnish Plaintiff and the Class  
25 and the Aggrieved Employees with accurate, itemized wage statements showing all applicable  
26 hourly rates, and all gross and net wages earned (including correct hours worked, correct wages  
27 earned for hours worked, correct overtime hours worked, correct wages for meal periods that were  
28 not provided in accordance with California law, correct wages for rest periods that were not

1 authorized and permitted to take in accordance with California law, and Defendant's address).  
2 Further, the wage statements do not show Defendant's address as required by California law. As  
3 a result of these violations of California Labor Code § 226(a), the Plaintiff and the Class and the  
4 Aggrieved Employees suffered injury because, among other things:

- 5 (a) the violations led them to believe that they were not entitled to be paid  
6 minimum wages, overtime wages, meal period premium wages, and rest  
7 period premium wages to which they were entitled, even though they were  
8 entitled;
- 9 (b) the violations led them to believe that they had been paid the minimum,  
10 overtime, meal period premium, and rest period premium wages, even  
11 though they had not been;
- 12 (c) the violations led them to believe they were not entitled to be paid minimum,  
13 overtime, meal period premium, and rest period premium wages at the  
14 correct California rate even though they were;
- 15 (d) the violations led them to believe they had been paid minimum, overtime,  
16 meal period premium, and rest period premium wages at the correct  
17 California rate even though they had not been;
- 18 (e) the violations hindered them from determining the amounts of minimum,  
19 overtime, meal period premium, and rest period premium owed to them;
- 20 (f) in connection with their employment before and during this action, and in  
21 connection with prosecuting this action, the violations caused them to have  
22 to perform mathematical computations to determine the amounts of wages  
23 owed to them, computations they would not have to make if the wage  
24 statements contained the required accurate information;
- 25 (g) by understating the wages truly due them, the violations caused them to lose  
26 entitlement and/or accrual of the full amount of Social Security, disability,  
27 unemployment, and other governmental benefits;
- 28

1 (h) the wage statements inaccurately understated the wages, hours, and wages  
2 rates to which Plaintiff and the Class and the Aggrieved Employees were  
3 entitled, and Plaintiff and the Class were paid less than the wages and wage  
4 rates to which they were entitled.

5 Thus, Plaintiff and the Class and the Aggrieved Employees are owed the amounts provided for in  
6 California Labor Code § 226(e), including actual damages.

7 **CLASS ACTION ALLEGATIONS**

8 22. Plaintiff brings certain claims individually, as well as on behalf of each and all other  
9 persons similarly situated, and thus, seek class certification under California Code of Civil  
10 Procedure § 382.

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

13 24. The proposed Class consists of and is defined as:

14 All persons who worked for any Defendant in California as an hourly, non-  
15 exempt employee at any time during the period beginning four years before the  
16 filing of the initial complaint in this action and ending when notice to the Class  
is sent.

17 25. At all material times, Plaintiff was a member of the Class.

18 26. Plaintiff undertakes this concerted activity to improve the wages and working  
19 conditions of all Class Members.

20 27. There is a well-defined community of interest in the litigation and the Class is  
21 readily ascertainable:

22 (a) Numerosity: The members of the Class (and each subclass, if any) are so  
23 numerous that joinder of all members would be unfeasible and impractical.  
24 The membership of the entire Class is unknown to Plaintiff at this time,  
25 however, the Class is estimated to be greater than 100 individuals and the  
26 identity of such membership is readily ascertainable by inspection of  
27 Defendants' records.  
28

- 1 (b) Typicality: Plaintiff is qualified to, and will, fairly and adequately protect  
2 the interests of each Class Member with whom there is a shared, well-  
3 defined community of interest, and Plaintiff's claims (or defenses, if any)  
4 are typical of all Class Members' claims as demonstrated herein.
- 5 (c) Adequacy: Plaintiff is qualified to, and will, fairly and adequately protect  
6 the interests of each Class Member with whom there is a shared, well-  
7 defined community of interest and typicality of claims, as demonstrated  
8 herein. Plaintiff has no conflicts with or interests antagonistic to any Class  
9 Member. Plaintiff's attorneys, the proposed class counsel, are versed in the  
10 rules governing class action discovery, certification, and settlement.  
11 Plaintiff has incurred, and throughout the duration of this action, will  
12 continue to incur costs and attorneys' fees that have been, are, and will be  
13 necessarily expended for the prosecution of this action for the substantial  
14 benefit of each class member.
- 15 (d) Superiority: A Class Action is superior to other available methods for the  
16 fair and efficient adjudication of the controversy, including consideration of:  
17 1) The interests of the members of the Class in individually controlling  
18 the prosecution or defense of separate actions;  
19 2) The extent and nature of any litigation concerning the controversy  
20 already commenced by or against members of the Class;  
21 3) The desirability or undesirability of concentrating the litigation of the  
22 claims in the particular forum; and  
23 4) The difficulties likely to be encountered in the management of a class  
24 action.
- 25 (e) Public Policy Considerations: The public policy of the State of California is  
26 to resolve the California Labor Code claims of many employees through a  
27 class action. Indeed, current employees are often afraid to assert their rights  
28 out of fear of direct or indirect retaliation. Former employees are also fearful

1 of bringing actions because they believe their former employers might  
2 damage their future endeavors through negative references and/or other  
3 means. Class actions provide the class members who are not named in the  
4 complaint with a type of anonymity that allows for the vindication of their  
5 rights at the same time as their privacy is protected.

6 28. There are common questions of law and fact as to the Class (and each subclass, if  
7 any) that predominate over questions affecting only individual members, including without  
8 limitation, whether, as alleged herein, Defendants have:

- 9 (a) Failed to pay Class Members for all hours worked, including minimum  
10 wages, and overtime wages;
- 11 (b) Failed to provide meal periods and pay meal period premium wages to Class  
12 Members;
- 13 (c) Failed to authorize and permit rest periods and pay rest period premium  
14 wages to Class Members;
- 15 (d) Failed to promptly pay all wages due to Class Members upon their discharge  
16 or resignation;
- 17 (e) Failed to maintain accurate records of all hours Class Members worked, and  
18 all meal periods Class Members took or missed;
- 19 (f) Failed to reimburse Class Members for all necessary business expenses; and  
20 (g) Violated California Business & Professions Code §§ 17200 *et. seq.* as a  
21 result of their illegal conduct as described above.

22 29. This Court should permit this action to be maintained as a class action pursuant to  
23 California Code of Civil Procedure § 382 because:

- 24 (a) The questions of law and fact common to the Class predominate over any  
25 question affecting only individual members;
- 26 (b) A class action is superior to any other available method for the fair and  
27 efficient adjudication of the claims of the members of the Class;
- 28 (c) The members of the Class are so numerous that it is impractical to bring all

members of the class before the Court;

(d) Plaintiff, and the other members of the Class, will not be able to obtain effective and economic legal redress unless the action is maintained as a class action;

(e) There is a community of interest in obtaining appropriate legal and equitable relief for the statutory violations, and in obtaining adequate compensation for the damages and injuries for which Defendants are responsible in an amount sufficient to adequately compensate the members of the Class for the injuries sustained;

(f) Without class certification, the prosecution of separate actions by individual members of the class would create a risk of:

1) Inconsistent or varying adjudications with respect to individual members of the Class which would establish incompatible standards of conduct for Defendants; and/or

2) Adjudications with respect to the individual members which would, as a practical matter, be dispositive of the interests of other members not parties to the adjudications, or would substantially impair or impede their ability to protect their interests, including but not limited to the potential for exhausting the funds available from those parties who are, or may be, responsible Defendants; and,

(g) Defendants have acted or refused to act on grounds generally applicable to the Class, thereby making final injunctive relief appropriate with respect to the class as a whole.

30. Plaintiff contemplates the eventual issuance of notice to the proposed members of the Class that would set forth the subject and nature of the instant action. The Defendants' own business records may be utilized for assistance in the preparation and issuance of the contemplated notices. To the extent that any further notices may be required, Plaintiff would contemplate the use of additional techniques and forms commonly used in class actions, such as published notice,

e-mail notice, website notice, first-class mail, or combinations thereof, or by other methods suitable to the Class and deemed necessary and/or appropriate by the Court.

### **FIRST CAUSE OF ACTION**

#### **(Against all Defendants for Failure to Pay Minimum Wages for All Hours Worked)**

31. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 21 in this First Amended Complaint.

32. “Hours worked” is the time during which an employee is subject to the control of an employer, and includes all the time the employee is suffered or permitted to work, whether or not required to do so.

33. At all relevant times herein mentioned, Defendants knowingly failed to pay to Plaintiff and the Class compensation for all hours they worked. By their failure to pay compensation for each hour worked as alleged above, Defendants willfully violated the provisions of Section 1194 of the California Labor Code, and any additional applicable Wage Orders, which require such compensation to non-exempt employees.

34. Accordingly, Plaintiff and the Class are entitled to recover minimum wages for all non-overtime hours worked for Defendants.

35. By and through the conduct described above, Plaintiff and the have been deprived of their rights to be paid wages earned by virtue of their employment with Defendants.

36. By virtue of the Defendants’ unlawful failure to pay additional compensation to Plaintiff and the Class for their non-overtime hours worked without pay, Plaintiff and the Class suffered, and will continue to suffer, damages in amounts which are presently unknown to Plaintiff and the Class, but which exceed the jurisdictional minimum of this Court, and which will be ascertained according to proof at trial.

37. By failing to keep adequate time records required by California Labor Code § 1174(d), Defendants have made it difficult to calculate the full extent of minimum wage compensation due Plaintiff and the Class.

38. Pursuant to California Labor Code section 1194.2, Plaintiff and the Class entitled to recover liquidated damages (double damages) for Defendants’ failure to pay minimum wages.

1           39.     California Labor Code section 204 requires employers to provide employees with  
2 all wages due and payable twice a month. Throughout the statute of limitations period applicable  
3 to this cause of action, Plaintiff and the Class were entitled to be paid twice a month at rates  
4 required by law, including minimum wages. However, during all such times, Defendants  
5 systematically failed and refused to pay Plaintiff and the Class all such wages due, and failed to  
6 pay those wages twice a month.

7           40.     Plaintiff and the Class are also entitled to seek recovery of all unpaid minimum  
8 wages, interest, and reasonable attorneys' fees and costs pursuant to California Labor Code §§  
9 218.5, 218.6, and 1194(a).

## 10                                   **SECOND CAUSE OF ACTION**

### 11                           **(Against all Defendants for Failure to Pay Overtime Wages)**

12           41.     Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs  
13 1 through 21 in this First Amended Complaint.

14           42.     California Labor Code § 510 provides that employees in California shall not be  
15 employed more than eight (8) hours in any workday or forty (40) hours in a workweek unless they  
16 receive additional compensation beyond their regular wages in amounts specified by law.

17           43.     California Labor Code §§ 1194 and 1198 provide that employees in California shall  
18 not be employed more than eight hours in any workday unless they receive additional  
19 compensation beyond their regular wages in amounts specified by law. Additionally, California  
20 Labor Code § 1198 states that the employment of an employee for longer hours than those fixed  
21 by the Industrial Welfare Commission is unlawful.

22           44.     At all times relevant hereto, Plaintiff and the Class have worked more than eight  
23 hours in a workday, as employees of Defendants.

24           45.     At all times relevant hereto, Defendants failed to pay Plaintiff and the Class  
25 overtime compensation for the hours they have worked in excess of the maximum hours  
26 permissible by law as required by California Labor Code § 510 and 1198. Plaintiff and the Class  
27 are regularly required to work overtime hours.

28           46.     By virtue of Defendants' unlawful failure to pay additional premium rate

1 compensation to the Plaintiff and the Class for their overtime hours worked, Plaintiff and the Class  
2 have suffered, and will continue to suffer, damages in amounts which are presently unknown to  
3 them but which exceed the jurisdictional minimum of this Court and which will be ascertained  
4 according to proof at trial.

5 47. By failing to keep adequate time records required by Labor Code § 1174(d),  
6 Defendants have made it difficult to calculate the full extent of overtime compensation due to  
7 Plaintiff and the Class.

8 48. Plaintiff and the Class also request recovery of overtime compensation according to  
9 proof, interest, attorneys' fees and costs pursuant to California Labor Code § 1194(a), as well as  
10 the assessment of any statutory penalties against Defendants, in a sum as provided by the California  
11 Labor Code and/or other statutes.

12 49. California Labor Code § 204 requires employers to provide employees with all  
13 wages due and payable twice a month. The Wage Orders also provide that every employer shall  
14 pay to each employee, on the established payday for the period involved, overtime wages for all  
15 overtime hours worked in the payroll period. Defendants failed to provide Plaintiff and the Class  
16 with all compensation due, in violation of California Labor Code § 204.

### 17 **THIRD CAUSE OF ACTION**

#### 18 **(Against All Defendants for Failure to Provide Meal Periods)**

19 50. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs  
20 1 through 21 in this First Amended Complaint.

21 51. Under California law, Defendants have an affirmative obligation to relieve the  
22 Plaintiff and the Class of all duty in order to take their first daily meal periods no later than the  
23 start of Plaintiff and the Class' sixth hour of work in a workday, and to take their second meal  
24 periods no later than the start of the eleventh hour of work in the workday. Section 512 of the  
25 California Labor Code, and Section 11 of the applicable Wage Orders require that an employer  
26 provide unpaid meal periods of at least 30 minutes for each five-hour period worked. It is a  
27 violation of Section 226.7 of the California Labor Code for an employer to require any employee  
28 to work during any meal period mandated under any Wage Order.

1           52.     Despite these legal requirements, Defendants regularly failed to provide Plaintiff  
2 and the Class with both meal periods as required by California law. By their failure to permit and  
3 authorize Plaintiff and the Class to take all meal periods as alleged above (or due to the fact that  
4 Defendants made it impossible or impracticable to take these uninterrupted meal periods),  
5 Defendants willfully violated the provisions of Section 226.7 of the California Labor Code and the  
6 applicable Wage Orders.

7           53.     Under California law, Plaintiff and the Class are entitled to be paid one hour of  
8 additional wages for each workday he or she was not provided with all required meal period(s),  
9 plus interest thereon.

#### 10                                   **FOURTH CAUSE OF ACTION**

##### 11                   **(Against All Defendants for Failure to Authorize and Permit Rest Periods)**

12           54.     Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs  
13 1 through 21 in this First Amended Complaint.

14           55.     Defendants are required by California law to authorize and permit breaks of 10  
15 uninterrupted minutes for each four hours of work or major fraction of four hours (i.e. more than  
16 two hours). Section 512 of the California Labor Code, the applicable Wage Orders require that the  
17 employer permit and authorize all employees to take paid rest periods of 10 minutes each for each  
18 4-hour period worked. Thus, for example, if an employee's work time is 6 hours and ten minutes,  
19 the employee is entitled to two rest breaks. Each failure to authorize rest breaks as so required is  
20 itself a violation of California's rest break laws. It is a violation of Section 226.7 of the California  
21 Labor Code for an employer to require any employee to work during any rest period mandated  
22 under any Wage Order.

23           56.     Despite these legal requirements, Defendants failed to authorize Plaintiff and the  
24 Class to take rest breaks, regardless of whether employees worked more than 4 hours in a workday.  
25 By their failure to permit and authorize Plaintiff and the Class to take rest periods as alleged above  
26 (or due to the fact that Defendants made it impossible or impracticable to take these uninterrupted  
27 rest periods), Defendants willfully violated the provisions of Section 226.7 of the California Labor  
28 Code and the applicable Wage Orders.

1           57. Under California law, Plaintiff and the Class are entitled to be paid one hour of  
2 premium wages rate for each workday he or she was not provided with all required rest break(s),  
3 plus interest thereon.

4                                   **FIFTH CAUSE OF ACTION**

5                   **(Against All Defendants for Failure to Indemnify Necessary Business Expenses)**

6           58. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs  
7 1 through 21 in this First Amended Complaint.

8           59. Defendants violated Labor Code section 2802 and the IWC Wage Orders, by failing  
9 to pay and indemnify the Plaintiff and the Class for their necessary expenditures and losses incurred  
10 in direct consequence of the discharge of their duties or of their obedience to directions of  
11 Defendants.

12           60. As a result, Plaintiff and the Class were damaged at least in the amounts of the  
13 expenses they paid, or which were deducted by Defendants from their wages.

14           61. Plaintiff and the Class they represent are entitled to attorney's fees, expenses, and  
15 costs of suit pursuant to Labor Code section 2802(c) and interest pursuant to Labor Code section  
16 2802(b).

17                                   **SIXTH CAUSE OF ACTION**

18                   **(Against all Defendants for Failure to Pay Wages of Discharged Employees – Waiting Time**  
19                                   **Penalties)**

20           62. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs  
21 1 through 21 in this First Amended Complaint.

22           63. At all times herein set forth, California Labor Code §§ 201 and 202 provide that if  
23 an employer discharges an employee, the wages earned and unpaid at the time of discharge are due  
24 and payable immediately, and that if an employee voluntarily leaves his or her employment, his or  
25 her wages shall become due and payable not later than seventy-two (72) hours thereafter, unless  
26 the employee has given seventy-two (72) hours previous notice of his or her intention to quit, in  
27 which case the employee is entitled to his or her wages at the time of quitting.

64. Within the applicable statute of limitations, the employment of Plaintiff and many other members of the Class ended, i.e. was terminated by quitting or discharge, and the employment of others will be. However, during the relevant time period, Defendants failed, and continue to fail to pay terminated Class Members, without abatement, all wages required to be paid by California Labor Code sections 201 and 202 either at the time of discharge, or within seventy-two (72) hours of their leaving Defendants' employ.

65. Defendants' failure to pay Plaintiff and those Class members who are no longer employed by Defendants their wages earned and unpaid at the time of discharge, or within seventy-two (72) hours of their leaving Defendants' employ, is in violation of California Labor Code §§ 201 and 202.

66. California Labor Code § 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 wage from the due date, and at the same rate until paid or until an action is commenced; but the wages shall not continue for more than thirty (30) days.

67. Plaintiff and the Class are entitled to recover from Defendants their additionally accruing wages for each day they were not paid, at their regular hourly rate of pay, up to 30 days maximum pursuant to California Labor Code § 203.

68. Pursuant to California Labor Code §§ 218.5, 218.6 and 1194, Plaintiff and the Class are also entitled to an award of reasonable attorneys' fees, interest, expenses, and costs incurred in this action.

#### **SEVENTH CAUSE OF ACTION**

#### **(Against all Defendants for Failure to Provide and Maintain Accurate and Compliant Wage Records)**

69. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 21 in this First Amended Complaint.

70. At all material times set forth herein, California Labor Code § 226(a) provides that every employer shall furnish each of his or her employees an accurate itemized wage statement in writing showing nine pieces of information, including: (1) gross wages earned, (2) total hours

1 worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate  
2 if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made  
3 on written orders of the employee may be aggregated and shown as one item, (5) net wages earned,  
4 (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee  
5 and the last four digits of his or her social security number or an employee identification number  
6 other than a social security number, (8) the name and address of the legal entity that is the  
7 employer, and (9) all applicable hourly rates in effect during the pay period and the corresponding  
8 number of hours worked at each hourly rate by the employee.

9 71. Defendants have intentionally and willfully failed to provide employees with  
10 complete and accurate wage statements. The deficiencies include, among other things, the failure  
11 to correctly identify the gross wages earned by Plaintiff and the Class, the failure to list the true  
12 “total hours worked by the employee,” and the failure to list the true net wages earned.

13 72. As a result of Defendants’ violation of California Labor Code § 226(a), Plaintiff and  
14 the Class have suffered injury and damage to their statutorily-protected rights.

15 73. Specifically, Plaintiff and the members of the Class have been injured by  
16 Defendants’ intentional violation of California Labor Code § 226(a) because they were denied both  
17 their legal right to receive, and their protected interest in receiving, accurate, itemized wage  
18 statements under California Labor Code § 226(a).

19 74. Calculation of the true wage entitlement for Plaintiff and the Class is difficult and  
20 time consuming. As a result of this unlawful burden, Plaintiff and the Class were also injured as a  
21 result of having to bring this action to attempt to obtain correct wage information following  
22 Defendants’ refusal to comply with many of the mandates of California’s Labor Code and related  
23 laws and regulations.

24 75. Plaintiff and the Class are entitled to recover from Defendants their actual damages  
25 caused by Defendants’ failure to comply with California Labor Code § 226(a).

26 76. Plaintiff and the Class are also entitled to injunctive relief, as well as an award of  
27 attorney’s fees and costs to ensure compliance with this section, pursuant to California Labor Code  
28 § 226(h).

1 **EIGHTH CAUSE OF ACTION**

2 **(Against all Defendants for Violation of California Business & Professions Code §§ 17200,**  
3 **et seq.)**

4 77. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs  
5 1 through 21 in this First Amended Complaint.

6 78. Defendants, and each of them, are “persons” as defined under California Business  
7 & Professions Code § 17201.

8 79. Defendants’ conduct, as alleged herein, has been, and continues to be, unfair,  
9 unlawful, and harmful to Plaintiff, other Class members, and to the general public. Plaintiff seeks  
10 to enforce important rights affecting the public interest within the meaning of Code of Civil  
11 Procedure § 1021.5.

12 80. Defendants’ activities, as alleged herein, are violations of California law, and  
13 constitute unlawful business acts and practices in violation of California Business & Professions  
14 Code §§ 17200, *et seq.*

15 81. A violation of California Business & Professions Code §§ 17200, *et seq.* may be  
16 predicated on the violation of any state or federal law. All of the acts described herein as violations  
17 of, among other things, the California Labor Code, are unlawful and in violation of public policy;  
18 and in addition are immoral, unethical, oppressive, fraudulent and unscrupulous, and thereby  
19 constitute unfair, unlawful and/or fraudulent business practices in violation of California Business  
20 & Professions Code §§ 17200, *et seq.*

21 **Failure to Pay Minimum Wages**

22 82. Defendants’ failure to pay minimum wages, and other benefits in violation of the  
23 California Labor Code constitutes unlawful and/or unfair activity prohibited by California  
24 Business & Professions Code §§ 17200, *et seq.*

25 **Failure to Pay Overtime Wages**

26 83. Defendants’ failure to pay overtime compensation and other benefits in violation  
27 of California Labor Code §§ 510, 1194, and 1198 constitutes unlawful and/or unfair activity  
28 prohibited by California Business & Professions Code §§ 17200, *et seq.*

1                   **Failure to Maintain Accurate Records of All Hours Worked**

2           84.     Defendants' failure to maintain accurate records of all hours worked in accordance  
3 with California Labor Code § 1174.5 and the IWC Wage Orders constitutes unlawful and/or  
4 unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

5                   **Failure to Provide Meal Periods**

6           85.     Defendants' failure to provide meal periods in accordance with California Labor  
7 Code §§ 226.7 and 512, and the IWC Wage Orders, as alleged above, constitutes unlawful and/or  
8 unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

9                   **Failure to Authorize and Permit Rest Periods**

10          86.     Defendants' failure to authorize and permit rest periods in accordance with  
11 California Labor Code § 226.7 and the IWC Wage Orders, as alleged above, constitutes unlawful  
12 and/or unfair activity prohibited by Business and Professions Code §§ 17200, *et seq.*

13                  **Failure to Indemnify Necessary Business Expenses**

14          87.     Defendants' failure to indemnify employees for necessary business expenses in  
15 accordance with California Labor Code § 2802 and the IWC Wage Orders, as alleged above,  
16 constitutes unlawful and/or unfair activity prohibited by Business and Professions Code §§  
17 17200, *et seq.*

18                  **Failure to Provide Accurate Itemized Wage Statements**

19          88.     Defendants' failure to provide accurate itemized wage statements in accordance  
20 with California Labor Code § 226, as alleged above, constitutes unlawful and/or unfair activity  
21 prohibited by California Business & Professions Code §§ 17200, *et seq.*

22          89.     By and through their unfair, unlawful and/or fraudulent business practices  
23 described herein, the Defendants, have obtained valuable property, money and services from  
24 Plaintiff, and all persons similarly situated, and have deprived Plaintiff, and all persons similarly  
25 situated, of valuable rights and benefits guaranteed by law, all to their detriment.

26          90.     Plaintiff and the Class Members suffered monetary injury as a direct result of  
27 Defendants' wrongful conduct.

28          91.     Plaintiff, individually, and on behalf of members of the putative Class, is entitled

1 to, and do, seek such relief as may be necessary to disgorge money and/or property which the  
2 Defendants have wrongfully acquired, or of which Plaintiff and the Class have been deprived, by  
3 means of the above-described unfair, unlawful and/or fraudulent business practices. Plaintiff and  
4 the Class are not obligated to establish individual knowledge of the wrongful practices of  
5 Defendants in order to recover restitution.

6 92. Plaintiff, individually, and on behalf of members of the putative class, are further  
7 entitled to and do seek a declaration that the above described business practices are unfair,  
8 unlawful and/or fraudulent, and injunctive relief restraining the Defendants, and each of them,  
9 from engaging in any of the above-described unfair, unlawful and/or fraudulent business  
10 practices in the future.

11 93. Plaintiff, individually, and on behalf of members of the putative class, have no plain,  
12 speedy, and/or adequate remedy at law to redress the injuries which the Class Members suffered  
13 as a consequence of the Defendants' unfair, unlawful and/or fraudulent business practices. As a  
14 result of the unfair, unlawful and/or fraudulent business practices described above, Plaintiff,  
15 individually, and on behalf of members of the putative Class, has suffered and will continue to  
16 suffer irreparable harm unless the Defendants, and each of them, are restrained from continuing to  
17 engage in said unfair, unlawful and/or fraudulent business practices.

18 94. Plaintiff also alleges that if Defendants are not enjoined from the conduct set forth  
19 herein above, they will continue to avoid paying the appropriate taxes, insurance and other  
20 withholdings.

21 95. Pursuant to California Business & Professions Code §§ 17200, *et seq.*, Plaintiff and  
22 putative Class Members are entitled to restitution of the wages withheld and retained by  
23 Defendants during a period that commences four years prior to the filing of this complaint; a  
24 permanent injunction requiring Defendants to pay all outstanding wages due to Plaintiff and Class  
25 Members; an award of attorneys' fees pursuant to California Code of Civil Procedure § 1021.5 and  
26 other applicable laws; and an award of costs.

1 **NINTH CAUSE OF ACTION**

2 **(Against all Defendants for Civil Penalties Under the Private Attorneys General Act of**  
3 **2004, Cal. Lab. Code § 2698 et seq.)**

4 96. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs  
5 1 through 21 in this First Amended Complaint.

6 97. At all times herein mentioned, Defendants were subject to the Labor Code of the  
7 State of California and the applicable Industrial Welfare Commission Orders.

8 98. California Labor Code § 2699(a) specifically provides for a private right of action  
9 to recover penalties for violations of the Labor Code: “Notwithstanding any other provision of law,  
10 any provision of this code that provides for a civil penalty to be assessed and collected by the Labor  
11 and Workforce Development Agency or any of its departments, divisions,  
12 commissions, boards, agencies, or employees, for a violation of this code, may, as an alternative,  
13 be recovered through a civil action brought by an aggrieved employee on behalf of himself or  
14 herself and other current or former employees pursuant to the procedures specified in Section  
15 2699.3.”

16 99. Plaintiff has exhausted his administrative remedies pursuant to California Labor  
17 Code § 2699.3. On May 8, 2022, Plaintiff gave written notice by online filing to the Labor and  
18 Workforce Development Agency and by certified mail to Defendants of the specific provisions of  
19 the Labor Code that Defendants have violated against Plaintiff and current and former Aggrieved  
20 Employees, including the facts and theories to support the violations. At the time of this filing, 65  
21 days has elapsed since Plaintiff provided notice, but the Labor and Workforce Development  
22 Agency has not indicated that it intends to investigate Defendants’ Labor Code violations discussed  
23 in the notice. Accordingly, Plaintiff may commence a civil action to recover penalties under Labor  
24 Code § 2699 pursuant to § 2699.3 for the violations of the Labor Code described in this Complaint.  
25 These penalties include, but are not limited to, penalties under California Labor Code §§ 210,  
26 226.3, 558, 1197.1, and 2699(f)(2).

27 100. In addition, Plaintiff seeks penalties for Defendants’ violation of California  
28

1 Labor Code § 1174(d). Pursuant to California Labor Code § 1174.5, any person, including any  
2 entity, employing labor who willfully fails to maintain accurate and complete records required by  
3 California Labor Code § 1174 is subject to a penalty under § 1174.5. Pursuant to the applicable  
4 IWC Order § 7(A)(3), every employer shall keep time records showing when the employee begins  
5 and ends each work period. Meal periods, and total hours worked daily shall also be recorded.  
6 Additionally, pursuant to the applicable IWC Order § 7(A)(5), every employer shall keep total  
7 hours worked in the payroll period and applicable rates of pay.

8 101. During the time period of employment for Plaintiff and the Aggrieved Employees,  
9 Defendants failed to maintain records pursuant to the Labor Code and IWC Orders by failing to  
10 maintain accurate records showing meal periods, and accurate records showing when employees  
11 begin and end each work period. Defendants' failure to provide and maintain records required by  
12 the Labor Code IWC Wage Orders deprived Plaintiff and the Aggrieved Employees the ability to  
13 know, understand and question the accuracy and frequency of meal periods, and the accuracy of  
14 their hours worked stated in Defendants' records. Therefore, Plaintiff and the Aggrieved  
15 Employees had no way to dispute the resulting failure to pay wages, all of which resulted in an  
16 unjustified economic enrichment to Defendants. As a direct result, Plaintiff and the Aggrieved  
17 Employees have suffered and continue to suffer, substantial losses related to the use and enjoyment  
18 of such wages, lost interest on such wages and expenses and attorney's fees in seeking to compel  
19 Defendants to fully perform its obligation under state law, all to their respective damage in amounts  
20 according to proof at trial. Because of Defendants' knowing failure to comply with the Labor Code  
21 and applicable IWC Wage Orders, Plaintiff and the Aggrieved Employees have also suffered an  
22 injury in that they were prevented from knowing, understanding, and disputing the wage payments  
23 paid to them.

24 102. Based on the conduct described in this First Amended Complaint, Plaintiff is  
25 entitled to an award of civil penalties on behalf of himself, the State of California, and similarly  
26 Aggrieved Employees of Defendants. The exact amount of the applicable penalties, in all, is in an  
27 amount to be shown according to proof at trial. These penalties are in addition to all other remedies  
28 permitted by law.

103. In addition, Plaintiff seeks an award of reasonable attorney's fees and costs pursuant to California Labor Code § 2699(g)(1), which states, "Any employee who prevails in any action shall be entitled to an award of reasonable attorney's fees and costs."

**PRAYER FOR RELIEF**

Plaintiff, individually, and on behalf of all others similarly situated only with respect to the class claims, prays for relief and judgment against Defendants, jointly and severally, as follows:

Class Certification

1. That this action be certified as a class action with respect to the First, Second, Third, Fourth, Fifth, Sixth, Seventh, and Eighth Causes of Action;
2. That Plaintiff be appointed as the representative of the Class; and
3. That counsel for Plaintiff be appointed as Class Counsel.

As to the First Cause of Action

4. That the Court declare, adjudge and decree that Defendants violated California Labor Code §§ 204 and 1194 and applicable IWC Wage Orders by willfully failing to pay all minimum wages due;
5. For general unpaid wages as may be appropriate;
6. For pre-judgment interest on any unpaid compensation commencing from the date such amounts were due;
7. For liquidated damages;
8. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to California Labor Code § 1194(a); and,
9. For such other and further relief as the Court may deem equitable and appropriate.

As to the Second Cause of Action

10. That the Court declare, adjudge and decree that Defendants violated California Labor Code §§ 510 and 1198 and applicable IWC Wage Orders by willfully failing to pay all overtime wages due;
11. For general unpaid wages at overtime wage rates as may be appropriate;
12. For pre-judgment interest on any unpaid overtime compensation commencing

1 from the date such amounts were due;

2 13. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to  
3 California Labor Code § 1194(a); and,

4 14. For such other and further relief as the Court may deem equitable and appropriate.

5 As to the Third Cause of Action

6 15. That the Court declare, adjudge and decree that Defendants violated California  
7 Labor Code §§ 226.7 and 512, and the IWC Wage Orders;

8 16. For unpaid meal period premium wages as may be appropriate;

9 17. For pre-judgment interest on any unpaid compensation commencing from the date  
10 such amounts were due;

11 18. For reasonable attorneys' fees under California Code of Civil Procedure § 1021.5,  
12 and for costs of suit incurred herein; and

13 19. For such other and further relief as the Court may deem equitable and appropriate.

14 As to the Fourth Cause of Action

15 20. That the Court declare, adjudge and decree that Defendants violated California  
16 Labor Code §§ 226.7 and 512, and the IWC Wage Orders;

17 21. For unpaid rest period premium wages as may be appropriate;

18 22. For pre-judgment interest on any unpaid compensation commencing from the date  
19 such amounts were due;

20 23. For reasonable attorneys' fees under California Code of Civil Procedure § 1021.5,  
21 and for costs of suit incurred herein; and

22 24. For such other and further relief as the Court may deem equitable and appropriate.

23 As to the Fifth Cause of Action

24 25. That the Court declare, adjudge and decree that Defendants violated Labor Code §  
25 2802 and the IWC Wage Orders;

26 26. For general unpaid wages and reimbursement of business expenses as may be  
27 appropriate;

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

3           28.     For reasonable attorneys' fees and for costs of suit incurred herein; and

4           29.     For such other and further relief as the Court may deem equitable and appropriate.

5                               As to the Sixth Cause of Action

6           30.     That the Court declare, adjudge and decree that Defendants violated California  
7 Labor Code §§ 201, 202, and 203 by willfully failing to pay all compensation owed at the time of  
8 termination of the employment;

9           31.     For statutory wage penalties pursuant to California Labor Code § 203 for former  
10 employees who have left Defendants' employ;

11          32.     For pre-judgment interest on any unpaid wages from the date such amounts were  
12 due;

13          33.     For reasonable attorneys' fees and for costs of suit incurred herein; and

14          34.     For such other and further relief as the Court may deem equitable and appropriate.

15                               As to the Seventh Cause of Action

16          35.     That the Court declare, adjudge and decree that Defendants violated the record  
17 keeping provisions of California Labor Code § 226(a) and applicable IWC Wage Orders, and  
18 willfully failed to provide accurate itemized wage statements thereto;

19          36.     For penalties and actual damages pursuant to California Labor Code § 226(e);

20          37.     For injunctive relief to ensure compliance with this section, pursuant to California  
21 Labor Code § 226(h);

22          38.     For reasonable attorneys' fees and for costs of suit incurred herein; and

23          39.     For such other and further relief as the Court may deem equitable and appropriate.

24                               As to the Eighth Cause of Action

25          40.     That the Court declare, adjudge and decree that Defendants violated California  
26 Business & Professions Code §§ 17200, *et seq.* by failing to pay wages for all hours worked  
27 (including minimum and overtime wages), failing to provide meal periods, failing to maintain  
28 accurate records of meal periods, failing to authorize and permit rest periods, and failing to

maintain accurate records of all hours worked and meal periods, failing to furnish accurate wage statements, and failing to indemnify necessary business expenses;

41. For restitution of unpaid wages to Plaintiff and all Class Members and prejudgment interest from the day such amounts were due and payable;

42. For the appointment of a receiver to receive, manage and distribute any and all funds disgorged from Defendants and determined to have been wrongfully acquired by Defendants as a result of violations of California Business & Professions Code §§ 17200 *et seq.*;

43. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California Code of Civil Procedure § 1021.5;

44. For injunctive relief to ensure compliance with this section, pursuant to California Business & Professions Code §§ 17200, *et seq.*; and,

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

As to the Ninth Cause of Action

46. That the Court declare, adjudge and decree that Defendants violated the California Labor Code by failing to pay wages for all hours worked (including minimum, straight time, and overtime wages), failing to provide meal periods, failing to maintain accurate records of meal periods, failing to authorize and permit rest periods, failing to maintain accurate records of all hours worked and meal periods, failing to indemnify necessary business expenses, failing to pay final wages at termination, and failing to furnish accurate wage statements;

47. For all actual, consequential and incidental losses and damages, according to proof. For all civil penalties pursuant to California Labor Code § 2699, *et seq.*, and all other applicable Labor Code provisions;

48. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California Labor Code § 2699;

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

As to all Causes of Action

50. For any additional relief that the Court deems just and proper.

Dated: July 13, 2022

Respectfully submitted,

MOON & YANG, APC

By: \_\_\_\_\_

Kane Moon  
Lilit Ter-Astvatsatryan  
Attorneys for Plaintiff

**DEMAND FOR JURY TRIAL**

Plaintiff demands a trial by jury as to all causes of action triable by jury.

Dated: July 13, 2022

MOON & YANG, APC

By: \_\_\_\_\_

Kane Moon  
Lilit Ter-Astvatsatryan  
Attorneys for Plaintiff

1 **PROOF OF SERVICE**

2 **STATE OF CALIFORNIA, COUNTY OF LOS ANGELES**

3 I am employed in the State of California, County of Los Angeles. I am over the age of 18 and not  
a party to the within suit; my business address is 1055 W. 7<sup>th</sup> Street, Suite 1880, Los Angeles, CA 90017.

4 On the date indicated below, I served the document described as: **FIRST AMENDED CLASS**  
5 **ACTION AND PAGA REPRESENTATIVE ACTION COMPLAINT** on the interested parties in this  
action by sending ☐ the original [or] ☒ a true copy thereof ☒ to interested parties as follows [or] ☐  
6 as stated on the attached service list:

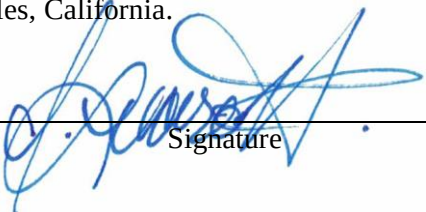
7 CSC Lawyers Incorporating Service, Inc.,  
2710 Gateway Oaks Drive, Suite 150N,  
Sacramento, California 95833

8 *Registered Agent for Service of Process Pentair Water Pool and Spa, Inc.*

9 ☒ **BY U.S. MAIL:** I deposited such envelope in the mail at Los Angeles, California. The  
10 envelope was mailed with postage thereon fully prepaid. I am "readily familiar" with the  
firm's practice of collection and processing correspondence for mailing. Under that practice  
11 it would be deposited with U.S. postal service on that same day with postage thereon fully  
prepaid at Los Angeles, California in the ordinary course of business. I am aware that on  
12 motion of the party served, service is presumed invalid if postal cancellation date or postage  
meter date is more than one day after date of deposit for mailing in affidavit.

13  
14 I declare under penalty of perjury under the laws of the State of California that the foregoing is  
15 true and correct. Executed this **July 13, 2022** at Los Angeles, California.

16  
17 Ivette Hernandez  
Type or Print Name

18   
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
Signature