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ELECTRONICALLY
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Superior Court of California,
County of San Francisco
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Deputy Clerk

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

MARIANNE RAMIREZ, individually, and
on behalf of other members of the general
public similarly situated;

Plaintiff,

v.

DELTA DENTAL OF CALIFORNIA, a
California corporation; and DOES 1 through
100, inclusive;

Defendants.

Case No.: CGC-21-589648

**SECOND AMENDED CLASS ACTION
COMPLAINT FOR DAMAGES**

- (1) Violation of California Labor Code §§ 510 and 1198 (Unpaid Overtime);
- (2) Violation of California Labor Code §§ 226.7 and 512(a) (Unpaid Meal Period Premiums);
- (3) Violation of California Labor Code § 226.7 (Unpaid Rest Period Premiums);
- (4) Violation of California Labor Code §§ 1194 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 Business & Professions Code §§ 17200, *et seq.*
- (9) Violation of California Labor Code §§ 2698, *et seq.* (Private Attorneys General Act of 2004)

DEMAND FOR JURY TRIAL

COMES NOW, Plaintiff MARIANNE RAMIREZ (“Plaintiff”), individually, and on behalf of other members of the general public similarly situated, and Plaintiff WENDY CAMPBELL (“Plaintiff Campbell”) (collectively, “Plaintiffs”), individually, and on behalf of other aggrieved employees pursuant to PAGA, allege as follows:

JURISDICTION AND VENUE

1. This class action is brought pursuant to the California Code of Civil Procedure section 382. The monetary damages and restitution sought by Plaintiff 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 San Francisco. The majority of the acts and omissions alleged herein relating to Plaintiff took place in the State of California. Defendants employed Plaintiff within the State of California, County of San Francisco.

PARTIES

5. Plaintiff MARIANNE RAMIREZ is an individual residing in the State of California.

6. Plaintiff WENDY CAMPBELL is an individual residing in the State of California.

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1 7. Defendant DELTA DENTAL OF CALIFORNIA, at all times herein mentioned,
2 was and is, upon information and belief, a California corporation, and at all times herein
3 mentioned, was and is, an employer whose employees are engaged throughout the State of
4 California, including the County of San Francisco.

5 8. At all relevant times, Defendants DELTA DENTAL OF CALIFORNIA was the
6 “employer” of Plaintiff within the meaning of all applicable California laws and statutes.

7 9. At all times herein relevant, Defendants DELTA DENTAL OF CALIFORNIA
8 and DOES 1 through 100, and each of them, were the agents, partners, joint venturers, joint
9 employers, representatives, servants, employees, successors-in-interest, co-conspirators and
10 assigns, each of the other, and at all times relevant hereto were acting within the course and
11 scope of their authority as such agents, partners, joint venturers, joint employers,
12 representatives, servants, employees, successors, co-conspirators and assigns, and all acts or
13 omissions alleged herein were duly committed with the ratification, knowledge, permission,
14 encouragement, authorization, and consent of each defendant designated herein.

15 10. The true names and capacities, whether corporate, associate, individual or
16 otherwise, of Defendants DOES 1 through 100, inclusive, are unknown to Plaintiffs, who sues
17 said defendants by such fictitious names. Plaintiffs are informed and believe, and based on
18 that information and belief alleges, that each of the Defendants designated as a DOE is legally
19 responsible for the events and happenings referred to in this Complaint, and unlawfully caused
20 the injuries and damages to Plaintiffs and the other class members as alleged in this Complaint.
21 Plaintiffs will seek leave of court to amend this Complaint to show the true names and
22 capacities when the same have been ascertained.

23 11. Defendants DELTA DENTAL OF CALIFORNIA and DOES 1 through 100 will
24 hereinafter collectively be referred to as “Defendants.”

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

CLASS ACTION ALLEGATIONS

13. Plaintiff Ramirez brings this action on her own behalf and on behalf of all other members of the general public similarly situated, and, thus, seeks class certification under Code of Civil Procedure section 382.

14. The proposed class is defined as follows:

All current and former hourly-paid or non-exempt Professional and Clerical employees of Delta Dental of California within the State of California at any time during the period from August 10, 2016¹ to February 8, 2023.

15. Plaintiff reserves the right to establish subclasses as appropriate.

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

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

b. Typicality: Plaintiff Ramirez's claims are typical of all other class members' claims as demonstrated herein. Plaintiff Ramirez will fairly and adequately protect the interests of the other class members with whom she has a well-defined community of interest.

c. Adequacy: Plaintiff Ramirez will fairly and adequately protect the interests of each class member, with whom she has a well-defined community of interest and typicality of claims, as demonstrated herein. Plaintiff Ramirez has no interest that is antagonistic to the other class

¹ Per Emergency Rule 9 (Tolling statute of limitations for civil causes of action) of the Judicial Council's Emergency Rules Related to COVID-19, all statute of limitations for civil causes of action that exceed 180 days are tolled from April 6, 2020 until October 1, 2020. Accordingly, Plaintiff's claims were tolled during that time period.

1 members. Plaintiff Ramirez's attorneys, the proposed class counsel, are
2 versed in the rules governing class action discovery, certification, and
3 settlement. Plaintiff Ramirez has incurred, and during the pendency of
4 this action will continue to incur, costs and attorneys' fees, that have
5 been, are, and will be necessarily expended for the prosecution of this
6 action for the substantial benefit of each class member.

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

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

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

- 20 a. Whether Defendants' failure to pay wages, without abatement or
21 reduction, in accordance with the California Labor Code, was willful;
- 22 b. Whether Defendants failed to pay their hourly-paid or non-exempt
23 employees within the State of California for all hours worked, missed
24 meal periods and rest breaks in violation of California law;
- 25 c. Whether Defendants required Plaintiff and the other class members to
26 work over eight (8) hours per day and/or over forty (40) hours per week
27 and failed to pay the legally required overtime compensation to Plaintiff
28 and the other class members due to Defendants' illegal rounding policy

and requiring class members to work off the clock;

- d. Whether Defendants properly calculated the regular rate for Plaintiff and the other class members who worked overtime or received a meal premium or sick pay and earned incentive pay or other remunerations ;
- e. Whether Defendants deprived Plaintiff and the other class members of meal and/or rest periods or required Plaintiff and the other class members to work during meal and/or rest periods without compensation;
- f. Whether Defendants failed to pay minimum wages to Plaintiff and the other class members for all hours worked;
- g. Whether Defendants failed to pay all wages due to Plaintiff 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 Plaintiff and the other class members during their employment;
- i. Whether Defendants complied with wage reporting as required by the California Labor Code, including, inter alia, section 226;
- j. Whether Defendants failed to reimburse Plaintiff and the other class members for necessary business-related expenses and costs;
- k. Whether Defendants' conduct was willful or reckless;
- l. Whether Defendants engaged in unfair business practices in violation of California Business & Professions Code section 17200, *et seq.*;
- m. The appropriate amount of damages, restitution, and/or monetary penalties resulting from Defendants' violation of California law; and
- n. Whether Plaintiff and the other class members are entitled to compensatory damages pursuant to the California 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.

1 19. Defendants, jointly and severally, employed Plaintiff Ramirez as an hourly-paid
2 non-exempt employee from 2000 to 2019 in the State of California.

3 20. Defendants, jointly and severally, employed Plaintiff Campbell as an hourly-
4 paid non-exempt employee from June 2021 to September 2021 in the State of California.

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

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

11 23. Defendants directly hired and paid wages and benefits to Plaintiffs and the other
12 class members.

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

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

17 26. Plaintiffs are informed and believe, and based thereon allege, that Defendants
18 engaged in a uniform policy and systematic scheme of wage abuse against their hourly-paid or
19 non-exempt employees within the State of California. This scheme involved, inter alia,
20 maintaining an illegal rounding policy, failing to pay them for all hours worked, failing to
21 properly calculate class members' regular rate of pay for purposes of overtime compensation,
22 and sick pay, missed meal periods, and missed rest breaks in violation of California law.

23 27. Plaintiffs are informed and believe, and based thereon allege, that Defendants
24 knew or should have known that Plaintiffs and the other class members were entitled to receive
25 certain wages for overtime compensation and that Plaintiffs and the other class members were
26 not receiving wages for overtime compensation. Specifically, Defendant failed to properly
27 include incentive pay in calculating class members' regular rate of pay for purposes of
28 overtime compensation.

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

5 29. Plaintiffs are informed and believe, and based thereon allege, that Defendants
6 knew or should have known that Plaintiffs and the other class members were entitled to receive
7 all timely and complete meal periods or payment of one additional hour of pay at Plaintiffs'
8 and the other class members' regular rate of pay when a meal period was missed, late or
9 interrupted, and that Plaintiffs and the other class members did not receive all timely and
10 proper meal periods or payment of one additional hour of pay at their regular rate of pay when
11 a meal period was missed.

12 30. Plaintiffs are informed and believe, and based thereon allege, that Defendants
13 knew or should have known that Plaintiffs and other class members were entitled to receive all
14 timely rest periods without interruption or payment of one additional hour of pay at Plaintiffs
15 and the other class members' regular rate of pay when a rest period was missed, late or
16 interrupted, and that Plaintiffs and the other class members did not receive all rest periods or
17 payment of one additional hour of pay at their regular rate of pay when a rest period was
18 missed.

19 31. Plaintiffs are informed and believe, and based thereon allege, that Defendants
20 knew or should have known that Plaintiffs and the other class members were entitled to receive
21 at least minimum wages for compensation and that Plaintiffs and the other class members were
22 not receiving at least minimum wages for all hours worked due to Defendants' illegal rounding
23 policy and practice of requiring class members to work off the clock.

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

1 33. Plaintiffs are informed and believe, and based thereon allege, that Defendants
2 knew or should have known that Plaintiffs and the other class members were entitled to receive
3 complete and accurate wage statements in accordance with California law, but, in fact,
4 Plaintiffs and the other class members did not receive complete and accurate wage statements
5 from Defendants. The deficiencies included, inter alia, the failure to include the total number
6 of hours worked by Plaintiffs and the other class members.

7 34. 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
9 reimbursement for necessary business-related expenses, including inter alia, equipment for
10 class members that were required to work from home,

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

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

21 37. During the relevant time period set forth herein, Defendants failed to pay
22 overtime wages to Plaintiffs and the other class members for all hours worked. Plaintiffs and
23 other class members were required to work more than eight (8) hours per day and/or forty (40)
24 hours per week without overtime compensation.

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

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

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

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

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

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

44. California 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 §§ 510 and 1198)

(Against DELTA DENTAL OF CALIFORNIA and DOES 1 through 100)

45. Plaintiff Ramirez incorporates by reference the allegations contained in Paragraphs 1 through 44, and each and every part thereof with the same force and effect as though fully set forth herein.

46. California 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.

47. Specifically, the applicable IWC Wage Order provides that Defendants are and were required to pay Plaintiff 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

1 the rate of time-and-one-half for all hours worked in excess of eight (8) hours in a day or more
2 than forty (40) hours in a workweek.

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

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

12 50. During the relevant time period set forth herein, Plaintiff Ramirez and the other
13 class members worked in excess of eight (8) hours in a day, and/or in excess of forty (40)
14 hours in a week.

15 51. During the relevant time period set forth herein, Defendants intentionally and
16 willfully failed to pay overtime wages owed to Plaintiff Ramirez and the other class members.
17 Specifically, Defendant maintained an illegal rounding policy that resulted in an underpayment
18 of wages including overtime. Similarly, Defendant's practice of requiring class members to
19 work off the clock resulted in class members not being properly paid all the overtime wages
20 they were entitled to. Lastly, Defendant failed to properly account for incentive pay and other
21 remunerations when calculating class members' regular rate of pay for purposes of overtime
22 compensation.

23 52. Defendants' failure to pay Plaintiff Ramirez and the other class members the
24 unpaid balance of overtime compensation, as required by California laws, violates the
25 provisions of California Labor Code sections 510 and 1198, and is therefore unlawful.

26 53. Pursuant to California Labor Code section 1194, Plaintiff Ramirez and the other
27 class members are entitled to recover unpaid overtime compensation, as well as interest, costs,
28 and attorneys' fees.

1 **SECOND CAUSE OF ACTION**

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

3 **(Against DELTA DENTAL OF CALIFORNIA and DOES 1 through 100)**

4 54. Plaintiff Ramirez incorporates by reference the allegations contained in
5 paragraphs 1 through 53, and each and every part thereof with the same force and effect as
6 though fully set forth herein.

7 55. During the relevant time period set forth herein, the IWC Order and California
8 Labor Code sections 226.7 and 512(a) were applicable to Plaintiff Ramirez's and the other
9 class members' employment by Defendants.

10 56. During the relevant time period set forth herein, California Labor Code section
11 226.7 provides that no employer shall require an employee to work during any meal or rest
12 period mandated by an applicable order of the California IWC.

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

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

26 59. During the relevant time period set forth herein, Plaintiff Ramirez and the other
27 class members who were scheduled to work for a period of time no longer than six (6) hours,
28 and who did not waive their legally-mandated meal periods by mutual consent, were required

1 to work for periods longer than five (5) hours without an uninterrupted meal period of not less
2 than thirty (30) minutes and/or without a rest period.

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

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

12 62. During the relevant time period set forth herein, Plaintiff Ramirez and the other
13 class members who were scheduled to work for a period of time in excess of twelve (12) hours
14 were required to work for periods longer than ten (10) hours without an uninterrupted meal
15 period of not less than thirty (30) minutes and/or without a rest period. Importantly,
16 Defendants' meal break policies fail to provide for a second meal break for class members that
17 work more than 10 hours.

18 63. During the relevant time period set forth herein, Defendants intentionally and
19 willfully required Plaintiff Ramirez and the other class members to work during meal periods.
20 Specifically, Defendant required class members to delay, shorten or skip their meal period to
21 complete their tasks first. A majority of class members were also subject to Defendant's
22 productivity metrics and had an hourly quota that did not adequately account for complete and
23 compliant meal periods. Defendant also failed to compensate Plaintiff Ramirez and the other
24 class members the full meal period premium for work performed during meal periods.

25 64. During the relevant time period set forth herein, Defendants failed to pay
26 Plaintiff Ramirez and the other class members the full meal period premium due pursuant to
27 California Labor Code section 226.7.

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

66. Pursuant to the applicable IWC Wage Order and California Labor Code section 226.7(b), Plaintiff 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 DELTA DENTAL OF CALIFORNIA and DOES 1 through 100)

67. Plaintiff Ramirez incorporates by reference the allegations contained in paragraphs 1 through 66, and each and every part thereof with the same force and effect as though fully set forth herein.

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

69. During the relevant time period set forth herein, California 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 California IWC.

70. 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.

71. During the relevant time period set forth herein, Defendants required Plaintiff Ramirez 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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72. During the relevant time period set forth herein, Defendants willfully required Plaintiff Ramirez and the other class members to work during rest periods and failed to pay Plaintiff Ramirez and the other class members the full rest period premium for work performed during rest periods. Similar to meal periods, Defendant required class members to delay, shorten or skip their rest period to complete their tasks first. A majority of class members were also subject to Defendant's productivity metrics and had an hourly quota that did not adequately account for complete and compliant rest periods.

73. During the relevant time period set forth herein, Defendants failed to pay Plaintiff and the other class members the full rest period premium due pursuant to California Labor Code section 226.7.

74. Defendants' conduct violates applicable IWC Wage Orders and California Labor Code section 226.7.

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

FOURTH CAUSE OF ACTION

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

(Against DELTA DENTAL OF CALIFORNIA and DOES 1 through 100)

76. Plaintiff Ramirez incorporates by reference the allegations contained in paragraphs 1 through 75 and each and every part thereof with the same force and effect as though fully set forth herein.

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

78. During the relevant time period set forth herein, Defendants failed to pay minimum wages to Plaintiff Ramirez and the other class members as required, pursuant to California Labor Code sections 1194 and 1197, because Defendant maintained an illegal

1 rounding policy and a practice of requiring Plaintiff and other class members to work off the
2 clock.

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

9 80. Pursuant to California Labor Code section 1194.2, Plaintiff Ramirez and the
10 other class members are entitled to recover liquidated damages in an amount equal to the
11 wages unlawfully unpaid and interest thereon.

12 **FIFTH CAUSE OF ACTION**

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

14 **(Against DELTA DENTAL OF CALIFORNIA and DOES 1 through 100)**

15 81. Plaintiff Ramirez incorporates by reference the allegations contained in
16 paragraphs 1 through 80, and each and every part thereof with the same force and effect as
17 though fully set forth herein.

18 82. During the relevant time period set forth herein, California Labor Code sections
19 201 and 202 provide that if an employer discharges an employee, the wages earned and unpaid
20 at the time of discharge are due and payable immediately, and if an employee quits his or her
21 employment, his or her wages shall become due and payable not later than seventy-two (72)
22 hours thereafter, unless the employee has given seventy-two (72) hours notice of his or her
23 intention to quit, in which case the employee is entitled to his or her wages at the time of
24 quitting.

25 83. During the relevant time period set forth herein, Defendants intentionally and
26 willfully failed to pay Plaintiff Ramirez and the other class members who are no longer
27 employed by Defendants their wages, earned and unpaid, within seventy-two (72) hours of
28 their leaving Defendants' employ.

84. Defendants' failure to pay Plaintiff Ramirez 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 California Labor Code sections 201 and 202.

85. California 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.

86. Plaintiff Ramirez 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 DELTA DENTAL OF CALIFORNIA and DOES 1 through 100)

87. Plaintiff Ramirez incorporates by reference the allegations contained in paragraphs 1 through 86, and each and every part thereof with the same force and effect as though fully set forth herein.

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

1 showing the month, day, and year, and a copy of the statement or a record of the deductions
2 shall be kept on file by the employer for at least three years at the place of employment or at a
3 central location within the State of California.

4 89. Defendants have intentionally and willfully failed to provide Plaintiff Ramirez
5 and the other class members with complete and accurate wage statements. The deficiencies
6 include but are not limited to: failure to include all hours worked, failure to list the proper rate
7 for overtime compensation, and the failure to include the total number of hours worked by
8 Plaintiff and other class members.

9 90. As a result of Defendants' violation of California Labor Code section 226(a),
10 Plaintiff Ramirez and the other class members have suffered injury and damage to their
11 statutorily protected rights.

12 91. More specifically, Plaintiff Ramirez and the other class members have been
13 injured by Defendants' intentional and willful violation of California Labor Code section
14 226(a) because they were denied both their legal right to receive, and their protected interest in
15 receiving, accurate and itemized wage statements pursuant to California Labor Code section
16 226(a).

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

21 93. Plaintiff Ramirez and the other class members are also entitled to injunctive
22 relief to ensure compliance with this section, pursuant to California Labor Code section 226(g).

23 **SEVENTH CAUSE OF ACTION**

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

25 **(Against DELTA DENTAL OF CALIFORNIA and DOES 1 through 100)**

26 94. Plaintiff Ramirez incorporates by reference the allegations contained in
27 paragraphs 1 through 93, and each and every part thereof with the same force and effect as
28 though fully set forth herein.

95. Pursuant to California 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.

96. Defendants have intentionally and willfully failed to reimburse Plaintiff Ramirez and the other class members for all necessary business-related expenses and costs. Plaintiff Ramirez and other class members were required to work from home but were not reimbursed for the equipment they purchased to be able to work from home, nor provided a stipend for their internet use or cell phone use. Plaintiff Ramirez 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 Business & Professions Code §§ 17200, *et seq.*)

(Against DELTA DENTAL OF CALIFORNIA and DOES 1 through 100)

97. Plaintiff Ramirez incorporates by reference the allegations contained in paragraphs 1 through 96, and each and every part thereof with the same force and effect as though fully set forth herein.

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

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

100. A violation of California Business & Professions Code section 17200, *et seq.* may be predicated on the violation of any state or federal law. In this instant case, Defendants'

1 policy and practice of requiring Plaintiff Ramirez and the other class members work overtime
2 hours without paying them proper compensation violate California Labor Code sections 510
3 and 1198. Additionally, Defendants' policy and practice of requiring Plaintiff Ramirez and the
4 other class members, to work through their meal and rest periods without paying them proper
5 compensation violate California Labor Code sections 226.7 and 512(a). Moreover, Defendants'
6 policy and practice of failing to timely pay wages to Plaintiff Ramirez and the other class
7 members violate California Labor Code sections 201 and 202. Defendants also violated
8 California Labor Code sections 226(a), 1194, 1197, 2800 and 2802.

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

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

14 103. Pursuant to California Business & Professions Code section 17200, *et seq.*,
15 Plaintiff Ramirez and the other class members are entitled to restitution of the wages withheld
16 and retained by Defendants during a period that commences four years prior to the filing of
17 this Complaint; an award of attorneys' fees pursuant to California Code of Civil procedure
18 section 1021.5 and other applicable laws; and an award of costs.

19 **NINTH CAUSE OF ACTION**

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

21 **(Against DELTA DENTAL OF CALIFORNIA and DOES 1 through 100**

22 104. Plaintiff Campbell incorporates by reference the allegations contained in
23 paragraphs 1 through 103, and each and every part thereof with the same force and effect as
24 though fully set forth herein.

25 105. PAGA expressly establishes that any provision of the California Labor Code
26 which provides for a civil penalty to be assessed and collected by the LWDA, or any of its
27 departments, divisions, commissions, boards, agencies or employees for a violation of the
28 California Labor Code, may be recovered through a civil action brought by an aggrieved

1 employee on behalf of himself or herself, and other current or former employees.

2 106. On June 28, 2022, Plaintiff Campbell provided written notice to the LWDA and
3 Defendants of the specific provisions of the Labor Code she contends were violated, and the
4 theories supporting her contentions. Attached hereto as **Exhibit 1** and incorporated by
5 reference is a copy of the June 28, 2022 written notice to the LWDA. Plaintiff Campbell
6 believes that on or about September 1, 2022 the sixty-five (65) day notice period expired as to
7 all Defendants and the LWDA did not take any action to investigate or prosecute this matter.
8 Therefore, Plaintiff Campbell exhausted the statutory time period to bring this action.

9 107. Plaintiff Campbell and the other hourly-paid or non-exempt employees are
10 “aggrieved employees” as defined by California Labor Code § 2699(c) in that they are all
11 current and former hourly-paid or non-exempt employees of Defendants within the State of
12 California who worked for Defendants at any time during the period from November 9, 2019
13 through February 8, 2023, and one or more of the alleged violations was committed against
14 them.

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

16 108. At all times relevant herein, Defendants were required to compensate their non-
17 exempt employees minimum wages for all hours worked and overtime wages for all hours
18 worked in excess of eight (8) hours in a day or forty (40) hours in a workweek, pursuant to the
19 mandate of Labor Code §§ 510, 1194, 1197, and 1198.

20 109. As a policy and practice, Defendants failed to compensate Plaintiff Campbell and
21 the other aggrieved current and former employees for all hours worked because of its illegal
22 rounding policy and practice of requiring class members to work off the clock, resulting in a
23 failure to pay all minimum wages and overtime wages, where applicable.

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

25 110. In accordance with the mandates of Labor Code §§ 226.7 and 512, Defendants
26 were required to authorize and permit their non-exempt employees to take a 10-minute rest break
27 for every four (4) hours worked or major fraction thereof and were further required to provide
28 their non-exempt employees with a 30-minute meal period for every five (5) hours worked.

111. As a policy and practice, Defendants failed to provide Plaintiff Campbell and the other aggrieved current and former employees with legally-mandated meal periods and rest breaks and failed to pay proper compensation for this failure. Plaintiff Campbell and the other aggrieved employees were instructed to complete their daily tasks before taking their meal periods and rest breaks; however, the plethora of tasks assigned did not adequately account for timely and complete meal periods and rest breaks.

Failure to Timely Pay Wages During Employment

112. At all times relevant herein, Defendants were required to pay their employees within a specified time period pursuant to the mandate of Labor Code § 204.

113. As a policy and practice, Defendants failed to pay Plaintiff Campbell and the other aggrieved current and former employees all wages due and owing them within the required time period.

Failure to Timely Pay Wages Upon Termination

114. At all times relevant herein, Defendants were required to pay their employees all wages owed in a timely fashion at the end of employment pursuant to California Labor Code §§ 201 to 204.

115. As a result of Defendants' Labor Code violations alleged above, Defendants failed to pay Plaintiff Campbell and the other aggrieved former employees their final wages pursuant to Labor Code §§ 201 to 204 and accordingly owe waiting time penalties pursuant to Labor Code § 203.

Failure to Provide Complete and Accurate Wage Statements

116. At all times relevant herein, Defendants were required to keep *accurate* records regarding their California employees pursuant to the mandate of Labor Code §§ 226, 1174 and 1776.

117. As a result of Defendants' various Labor Code violations, Defendants failed to keep accurate records regarding Plaintiff Campbell and the other aggrieved current and former employees. For example, Defendants failed in their affirmative obligation to keep accurate records regarding Plaintiff Campbell and the other aggrieved current and former employees'

gross wages earned, total hours worked, all deductions, net wages earned, and all applicable hourly rates and the number of hours worked at each hourly rate.

Failure to Reimburse Business Expenses

118. At all times relevant herein, Defendants were required to reimburse its employees for any and all necessary expenditures or losses incurred by the employees in direct consequences of the discharge or his or her duties pursuant to the mandate of Labor Code §§ 2800 and 2802.

119. As a policy and practice, Defendants failed to reimburse Plaintiff Campbell and the other aggrieved current and former employees for all business expenses incurred and owing them within the required time period.

Penalties

120. Pursuant to California Labor Code § 2699, Plaintiff Campbell, individually, and on behalf of the other current and former aggrieved employees, requests and is entitled to recover from Defendants, and each of them, civil penalties, interest, attorneys' fees and costs, including but not limited to:

- a. Penalties under California Labor Code § 2699 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;
- b. Penalties under California Code of Regulations Title 8 § 11040 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 California Labor Code § 210 in addition to, and entirely independent and apart from, any other penalty provided in the California 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

1 (\$200) for each aggrieved employee per pay period for each subsequent
2 violation;

3 d. Penalties under Labor Code § 1197.1 in the amount of a hundred dollars
4 (\$100) for each aggrieved employee per pay period for the initial violation,
5 and two hundred fifty dollars (\$250) for each aggrieved employee per pay
6 period for each subsequent violation;

7 e. Any and all additional penalties as provided by the Labor Code and/or other
8 statutes; and

9 f. Attorneys' fees and costs pursuant to Labor Code §§ 210, 1194, and 2699,
10 and any other applicable statute.

11 **DEMAND FOR JURY TRIAL**

12 Plaintiff, individually, and on behalf of other members of the general public similarly
13 situated, requests a trial by jury.

14 **PRAYER FOR RELIEF**

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

18 **Class Certification**

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

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

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

28 ///

1 6. For general unpaid wages at overtime wage rates and such general and special
2 damages as may be appropriate;

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

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

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

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

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

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

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

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

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

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

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

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

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

27 18. That the Court make an award to Plaintiff and the other class members of one
28 (1) hour of pay at each employee's regular rate of compensation for each workday that a rest

1 period was not provided;

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

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

5 21. For pre-judgment interest on any unpaid wages from the date such amounts
6 were due; and

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

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

9 23. That the Court declare, adjudge and decree that Defendants violated California
10 Labor Code sections 1194 and 1197 by willfully failing to pay minimum wages to Plaintiff and
11 the other class members;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

11 37. For injunctive relief to ensure compliance with this section, pursuant to
12 California Labor Code section 226(g); and

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

14 **As to the Seventh Cause of Action**

15 39. That the Court declare, adjudge and decree that Defendants violated California
16 Labor Code sections 2800 and 2802 by willfully failing to reimburse Plaintiff and the other
17 class members for all necessary business-related expenses as required by California Labor
18 Code sections 2800 and 2802;

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

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

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

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

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

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

25 45. That the Court declare, adjudge and decree that Defendants violated California
26 Business and Professions Code sections 17200, *et seq.* by failing to provide Plaintiff and the
27 other class members all overtime compensation due to them, failing to provide all meal and
28 rest periods to Plaintiff and the other class members, failing to pay at least minimum wages to

1 Plaintiff and the other class members, failing to pay Plaintiff and the other class members'
2 wages timely as required by California Labor Code section 201, 202.

3 46. For restitution of unpaid wages to Plaintiff and the other class members and all
4 pre-judgment interest from the day such amounts were due and payable;

5 47. For the appointment of a receiver to receive, manage and distribute any and all
6 funds disgorged from Defendants and determined to have been wrongfully acquired by
7 Defendants as a result of violation of California Business and Professions Code sections
8 17200, *et seq.*;

9 48. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
10 California Code of Civil Procedure section 1021.5;

11 49. For injunctive relief to ensure compliance with this section, pursuant to
12 California Business and Professions Code sections 17200, *et seq.*; and

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

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

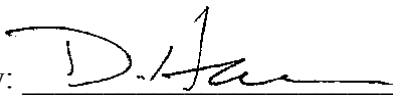
15 51. That the Court declare, adjudge and decree that Defendants violated California
16 Labor Code sections 2698, *et seq.*, the PAGA, for civil penalties pursuant to Defendants'
17 violations of Labor Code §§ 201, 202, 203, 204, 218.5, 221, 226(a), 226.3, 226.7, 510, 512(a),
18 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802;

19 52. Upon the Cause of Action, for costs and attorneys' fees pursuant to Labor Code
20 Sections 210, 1194, and 2699, and any other applicable statute; and

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

22
23 Dated: October 10, 2023

JUSTICE LAW CORPORATION

24
25 By: 

26 Douglas Han
27 Shunt Tatavos-Gharajeh
28 Christopher K. Petersen
Lizette Rodriguez
Attorneys for Plaintiffs

EXHIBIT 1

June 28, 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: DELTA DENTAL OF CALIFORNIA

Dear Representative:

We have been retained to represent Wendy Campbell against Delta Dental of California (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 "DELTA DENTAL").

Ms. Campbell is pursuing her California Labor Code section 2698, *et seq.*, the Private Attorneys General Act of 2004 ("PAGA") claim on a representative basis. Therefore, Ms. Campbell may seek penalties and wages 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.

Delta Dental is a California corporation located at 560 Mission St. Suite 1300 San Francisco, CA 94105.

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¹ Ms. Campbell 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. Ms. Campbell will amend this notice when the true names and capacities are known. Ms. Campbell is informed and believes that each DOE was responsible in some way for the matters alleged herein and proximately caused Ms. Campbell and other current and former aggrieved employees to be subject to the illegal employment practices, wrongs and injuries complained of herein.

DELTA DENTAL employed Ms. Campbell as an hourly-paid non-exempt Appeals Specialist within one year of the date of this letter (until in or around September of 2021²) in the State of California. DELTA DENTAL directly controlled the wages, hours and/or working conditions of Ms. Campbell and other aggrieved employees' employment, including direction, retention, scheduling, supervision, and termination.

The "aggrieved employees" that Ms. Campbell 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 DELTA DENTAL within the State of California.

DELTA DENTAL 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, Ms. Campbell has standing to pursue penalties on behalf of the state for violations affecting all the aggrieved employees at DELTA DENTAL, regardless of their classification, job title, location, or whether they were hired directly or through a labor union.

DELTA DENTAL 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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² Per Emergency Rule 9 (Tolling statute of limitations for civil causes of action) of the Judicial Council's Emergency Rules Related to COVID-19, all statute of limitations for civil causes of action that exceed 180 days are tolled from April 6, 2020 until October 1, 2020. Therefore, the one (1) year statute of limitations for Ms. Campbell PAGA cause of action is tolled.

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, Ms. Campbell and other aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. DELTA DENTAL failed to compensate Ms. Campbell and other aggrieved employees for all hours worked and performing off-the-clock work, including pre- and post-shift, undergoing security procedures, starting up necessary programs before clocking in, and during meal breaks. DELTA DENTAL also failed to include non-discretionary bonuses and incentives in Ms. Campbell and other aggrieved employees' regular rate of pay for purposes of overtime compensation. Moreover, DELTA DENTAL maintained an illegal rounding policy that shaved time from aggrieved employees' pay. Therefore, Ms. Campbell 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, DELTA DENTAL failed to pay Ms. Campbell 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.

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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, DELTA DENTAL routinely required Ms. Campbell and other aggrieved employees to work through, interrupt, cut short, and/or delay their meal and rest breaks to comply with DELTA DENTAL's demanding workload, policies and expectations, and customer service standards. DELTA DENTAL failed to provide coverage to Ms. Campbell and other aggrieved employees so they may be relieved of all work duties and take legally mandated meal and rest breaks. Lastly, DELTA DENTAL also failed to authorize and permit Ms. Campbell 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, DELTA DENTAL failed to compensate Ms. Campbell and other aggrieved employees all the premium wages they were owed, including failing to pay premium wages at Ms. Campbell and other aggrieved employees' regular rate of pay.

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, DELTA DENTAL failed to pay Ms. Campbell 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, DELTA DENTAL failed to pay Ms. Campbell 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, DELTA DENTAL did not provide Ms. Campbell and other aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from DELTA DENTAL 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 Ms. Campbell and other aggrieved employees, (2) total hours worked by Ms. Campbell and other aggrieved employees, (3) the number of piece-rate units earned and any applicable piece rate by Ms. Campbell and other aggrieved employees (4) all deductions for Ms. Campbell and other aggrieved employees, (5) net wages earned by Ms. Campbell and other aggrieved employees, (6) the inclusive dates of the period for which Ms. Campbell 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 Ms. Campbell 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. Ms. Campbell 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, DELTA DENTAL failed to keep accurate and complete payroll records showing the hours worked daily and the wages paid, to Ms. Campbell 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, DELTA DENTAL did not provide Ms. Campbell 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, undergoing security procedures, starting up necessary programs before clocking in, and during meal breaks, and maintaining an illegal rounding policy.

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, Ms. Campbell and other aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by DELTA DENTAL, including for purchasing their own supplies such as notepads, pens, disinfecting wipes, and using their personal cellular phones to communicate with management..

We believe that Ms. Campbell 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
June 28, 2022
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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.

Ms. Campbell will seek these penalties on his own behalf and on behalf of other similarly situated California-based hourly-paid or non-exempt employees of DELTA DENTAL 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.

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):

Michael G. Hankinson
c/o Delta Dental of California
560 Mission Street, Suite 1300
San Francisco, CA 94105
Agent for Service of Process for Delta Dental of California

CC: (By Electronic Mail Only)

Sara A. Moore
smoore@grsm.com
Ryan J. Greenspan
rgreenspan@grsm.com
GORDON REES SCULLY MANSUKHANI, LLP
Counsel of Record for Delta Dental of California

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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, CA 91103 and my electronic service address is manderson@justicelawcorp.com

On October 11, 2023, I served the foregoing document described as

SECOND AMENDED CLASS ACTION COMPLAINT FOR DAMAGES

for the following case: **Ramirez, et al. v. Delta Dental of California**
LWDA/Court Case No.: **LWDA Case No.: CM- 891853-22**
Court Case No.: CGC-21-589648
San Francisco 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 October 11, 2023, at Pasadena, California.



Mariah Anderson