

James R. Hawkins (SBN 192925)
Christina M. Lucio (SBN 253677)
JAMES HAWKINS APLC
9880 Research Drive, Suite 200
Irvine, California 92618
Telephone: (949) 387-7200
Facsimile: (949) 387-6676
James@Jameshawkinsaplc.com
Christina@Jameshawkinsaplc.com

ELECTRONICALLY FILED
Superior Court of California,
County of Placer
06/28/2022 at 10:52:50 AM

By: Megan A Caldwell
Deputy Clerk

Attorneys for Plaintiff DARWIN COLINAYO,
on behalf of themselves and all others similarly situated

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF PLACER

DARWIN COLINAYO, individually and
on behalf of himself and all others
similarly situated,

Plaintiff,

v.

MCKESSON MEDICAL-SURGICAL
INC., a Virginia Corporation, and DOES
1-50, inclusive,

Defendants.

Case No. S-CV-0048672

COMPLAINT

Assigned for All Purposes To:
Hon.
Dept.:

COMPLAINT FOR DAMAGES FOR:

- 1) **Failure to Pay Minimum Wages;**
- 2) **Failure to Pay Overtime Owed;**
- 3) **Failure to Provide Lawful Meal Periods;**
- 4) **Failure To Authorize And Permit Rest Periods;**
- 5) **Failure to Timely Pay Wages During Employment**
- 6) **Failure to Timely Pay Wages Owed Upon Separation From Employment;**
- 7) **Failure to Reimburse Necessary Expenses;**
- 8) **Knowing and Intentional Failure to Comply with Itemized Wage Statement Provisions;**
- 9) **Violation of the Unfair Competition Law;**

DEMAND FOR JURY TRIAL

1 Plaintiff DARWIN COLINAYO (“Plaintiff”), individually and on behalf of others similarly
2 situated, and asserts claims against Defendant MCKESSON MEDICAL-SURGICAL, INC., a
3 Virginia Corporation; and DOES 1-50, inclusive (collectively “Defendants” or “McKesson
4 Medical-Surgical, Inc.”) as follows:

5 **INTRODUCTION**

6 1. This is a Class Action, pursuant to California Code of Civil Procedure section 382,
7 on behalf of Plaintiff and any and all persons who are or were employed by Defendants, either
8 directly or indirectly, in the State of California at any time from four years prior to the filing of this
9 Complaint through resolution or trial of the matter. (“Class Members” or “Non-Exempt
10 Employees”.)

11 2. Defendants implemented uniform policies and practices that deprived Plaintiff and
12 Class Members of earned wages, including minimum wages; straight time wages; overtime wages;
13 premium wages; lawful meal and/or rest breaks; reimbursement for necessary expenses; and timely
14 payment of wages.

15 3. Such actions and policies, as described above and further herein, were and continue
16 to be in violation of the California Labor Code. Plaintiff, on behalf of himself and all Class
17 Members, bring this action pursuant to the California Labor Code, including sections 201, 202,
18 203, 204, 218.5, 218.6, 221-224, 226, 226.3, 226.7, 227.3, 245-249, 510, 512, 516, 558, 1174, 1194,
19 1194.2, 1195, 1197, 1198, 2802, applicable IWC California Wage Orders and California Code of
20 Regulations, Title 8, section 11000 *et seq.*, seeking unpaid wages, unpaid meal and rest period
21 compensation, unreimbursed expenses, penalties, liquidated damages, and reasonable attorneys’
22 fees and costs.

23 4. Plaintiff, on behalf of himself and others similarly situated, pursuant to Business and
24 Professions Code sections 17200-17208, also seek restitution from Defendants for their failure to
25 pay to Plaintiff and Class Members all of their wages, including overtime and premium wages.

26 **JURISDICTION AND VENUE**

27 5. This action is brought as a Class Action on behalf of Plaintiff and similarly situated
28 employees of Defendants pursuant to California Code of Civ. Proc. Section 382. The monetary

1 damages and restitution sought by Plaintiff exceeds the minimum jurisdiction limits of the
2 California Superior Court and will be established according to proof at trial.

3 6. This Court has jurisdiction over this action pursuant to the California Constitution
4 Article VI §10, which grants the California Superior Court original jurisdiction in all causes except
5 those given by statute to other courts. The statutes under which this action is brought do not give
6 jurisdiction to any other court.

7 7. This Court has jurisdiction over this Action pursuant to California Code of Civil
8 Procedure, Section 410.10 and California Business & Professions Code, Section 17203.

9 8. This Court has jurisdiction over Defendants because, upon information and belief,
10 each Defendant is either a resident of California, has sufficient minimum contacts in California, or
11 otherwise intentionally avails itself of the California market so as to render the exercise of
12 jurisdiction over them by the California Courts consistent with traditional notions of fair play and
13 substantial justice. Defendants have done and are doing business throughout California and Placer
14 County.

15 9. The unlawful acts alleged herein have a direct effect on Plaintiff and other similarly
16 situated Non-Exempt Employees within Placer County and it is believed that Defendants have
17 employed hundreds of Class Members as Non-Exempt Employees in Placer County, and
18 throughout the State.

19 10. The California Superior Court also has jurisdiction in this matter because the
20 individual claims of the Class Members described herein are presently believed to be under the
21 seventy-five thousand dollar (\$75,000.00) jurisdictional threshold for Federal Court and the
22 aggregate potential damages and recovery by all of the claims of the Plaintiff's Class, including
23 attorneys' fees, placed in controversy by Plaintiff's class-wide claims, is presently believed to be
24 under the five million dollar (\$5,000,000.00) threshold of the Class Action Fairness Act of 2005.
25 Further, there is no federal question at issue, as the issues herein are based solely on California
26 statutes and law, including the Labor Code, IWC Wage Orders, the California Code of Civil
27 Procedure, the California Civil Code, and the California Business and Professions Code.

28 11. Venue is proper in this Court because one or more of the Defendants reside, transact

1 business, or have offices in this County, Plaintiff is a resident of this County, and the acts or
2 omissions alleged herein took place in this County.

3 **PARTIES**

4 12. Defendant McKesson Medical-Surgical, Inc. is a Virginia Corporation doing
5 business in the state of California. Its principal address is 9954 Mayland Dr., Suite 4000,
6 Richmond, VA 23233.

7 13. Upon information and belief, McKesson Medical-Surgical, Inc. employs Non-
8 Exempt Employees, like Plaintiff, throughout the State of California.

9 14. Plaintiff is and during the liability period has been, a resident of California.

10 15. Plaintiff was employed in an hourly, non-exempt position by Defendants during the
11 relevant time period. Specifically, he was employed as Picker.

12 16. Plaintiff and the members of the putative class were employed as hourly paid
13 employees employed by Defendants, either directly or indirectly, in the State of California at any
14 time from four years prior to the filing of this Complaint.

15 17. Whenever in this complaint reference is made to any act, deed, or conduct of
16 Defendants, the allegation means that Defendants engaged in the act, deed, or conduct by or through
17 one or more of Defendants' officers, directors, agents, employees, or representatives, who was
18 actively engaged in the management, direction, control, or transaction of the ordinary business and
19 affairs of Defendants.

20 18. The true names and capacities of Defendants, whether individual, corporate,
21 associate, or otherwise, sued herein as DOES 1 through 50, inclusive, are currently unknown to
22 Plaintiff, who therefore sue Defendants by such fictitious names under Code of Civil Procedure §
23 474. Plaintiff will seek leave of court to amend this Complaint to reflect the true names and
24 capacities of the Defendants designated hereinafter as DOES when such identities become known.

25 19. Plaintiff is informed and believes, and thereon alleges, that the Doe Defendants are
26 the partners, agents, or principals and co-conspirators of Defendants and of each other; that
27 Defendants and the Doe Defendants performed the acts and conduct herein alleged directly, aided
28 and abetted the performance thereof, or knowingly acquiesced in, ratified, and accepted the benefits

of such acts and conduct, and therefore each of the Doe Defendants is liable to the extent of the liability of the Defendants as alleged herein.

20. Plaintiff is further informed and believe, and thereon allege, that at all times material herein, each Defendant was completely dominated and controlled by its co-Defendants and each was the alter ego of the other. Whenever and wherever reference is made in this complaint to any conduct by Defendant or Defendants, such allegations and references shall also be deemed to mean the conduct of each of the Defendants, acting individually, jointly, and severally. Whenever and wherever reference is made to individuals who are not named as Defendants in this complaint, but were employees and/or agents of Defendants, such individuals, at all relevant times acted on behalf of Defendants named in this complaint within the scope of their respective employments.

FACTUAL ALLEGATIONS

21. During the relevant time frame, Defendants compensated Plaintiff and the Non-Exempt Employees based upon an hourly wage.

22. Plaintiff and the Class Members were, and at all times pertinent hereto, have been non-exempt employees within the meaning of the California Labor Code, and the implementing rules and regulations of the IWC California Wage Orders. They are subject to the protections of the IWC Wage Orders and the Labor Code.

23. During the relevant time, Plaintiff was employed by Defendants in an hourly, non-exempt position from approximately October 2021 through April 2022. Plaintiff was employed in the position of cherry picker. He usually worked approximately 5 days per week and 8 hours per day. His typical workweek was from 7 a.m. to 3:30 pm from Saturday through Wednesday. He also often worked several hours of overtime several times a week.

24. Plaintiff is informed and believes, and thereon alleges, that Defendants are and were advised by skilled lawyers and other professionals, employees, and advisors with knowledge of the requirements of California's wage and employment laws.

25. All Class Members are similarly situated in that they are all subject to Defendants' uniform policies and systemic practices as specified herein.

26. Plaintiff and the Class Members clocked in at the beginning of their shifts, clocked

1 out for lunch, in at the end of their lunch periods and out at the end of their shifts.

2 27. However, Plaintiff and the Class Members were not paid for all hours worked
3 because employees were required to work off the clock, including without limitation for Covid
4 screenings, donning and doffing, and other pre shift activities prior to clocking in.

5 28. By way of example, Plaintiff and the Class Members were required to wait in line,
6 to participate in daily temperature checks and fill out Covid screening questionnaires prior to
7 clocking in. These are hours worked that should have been compensated. However, they were
8 not. Accordingly, Plaintiff and the Class Members were not properly paid for all hours worked.

9 29. By way of further example, Plaintiff and the Class Members were required to wear
10 protective gear. Plaintiff and, upon information and belief, the Class Members were required to
11 put on the protective gear prior to clocking in. Plaintiff and, upon information and belief, the
12 Class Members were also required, on occasion, to take off their protective gear after clocking out
13 for their shifts. As such, Plaintiff and the Class Members were not properly paid for all hours
14 worked.

15 30. Further, Plaintiff and the Class Members were required to perform certain pre-shift
16 activities prior to clocking in, including to prepare for work by replacing batteries in work
17 devices.

18 31. In addition, Plaintiff and the Class Members were also required to clean and
19 maintain uniforms while off the clock. However, the Company did not pay employees for such
20 time and did not reimburse for maintenance expenses.

21 32. In addition, Plaintiff and the Class Members frequently worked in excess of eight
22 (8) hours in day and/or over forty (40) hours in a workweek, but were not properly paid for such
23 time at a rate of time and one-half the employee's regular rate of pay per hour.

24 33. Upon information and belief, Defendants failed to incorporate all forms of non
25 discretionary compensation into the regular rate, including differentials, bonuses, vouchers, gift
26 cards, and incentives. The failure to include these non-discretionary sums in the regular rate
27 resulted in systemic underpayment of Class Members.

28 34. By way of example, Plaintiff and the Class Members earned gift cards as bonuses

1 at various times during the year, and for performing certain tasks and meeting certain
2 requirements. Such sums were not incorporated into the regular rate. In addition, such gift cards
3 were not recorded or shown on wage statements.

4 35. By way of further example, Defendants paid certain incentives to Plaintiff and the
5 Class Members, including without limitation the DC Incent. but did not incorporate such
6 additional sums into the regular rate.

7 36. Further, Plaintiff and the Class Members earned certain differentials and
8 “supplemental rates” that were not factored into the regular rate.

9 37. Further, Plaintiff and the Class Members earned vouchers by completing certain
10 tasks and meeting certain expectations/targets. The value of these vouchers were not
11 incorporated into the regular rate. In addition, such vouchers were not recorded or shown on
12 wage statements.

13 38. Moreover, Defendants failed to pay sick leave and vacation at the regular rate as
14 required by Labor Code section 246 and Labor Code 227.3.

15 39. Plaintiff and the Class Members were regularly required to work shifts in excess of
16 five hours without being provided a lawful meal period and, on occasion, over ten hours in a day
17 without being provided a second lawful meal period as required by law.

18 40. Indeed, during the relevant time, as a consequence of Defendants’ scheduling
19 practices, work demands, and Defendants’ policies and practices, Defendants frequently failed to
20 provide Plaintiff and the Class Members timely, legally complaint uninterrupted 30-minute meal
21 periods as required by law. Not only were Plaintiff and the Class Members’ first meal breaks
22 frequently not provided, untimely, interrupted or short, but also Plaintiff and the Class Members
23 were not provided a second meal period when working shifts in excess of 10 hours and in excess
24 of 12 hours as a matter of pattern and practice.

25 41. On information and belief, Plaintiff and Class Members did not waive their rights
26 to a second meal period.

27 42. Despite the above-mentioned meal period violations, Defendants failed to
28 compensate Plaintiff, and on information and belief, failed to compensate Class Members, one

1 additional hour of pay at their regular rate as required by California law when meal periods were
2 not timely or lawfully provided in a compliant manner.

3 43. Plaintiff is informed and believes, and thereon alleges, that Defendants know,
4 should know, knew, and/or should have known that Plaintiff and the other Class Members were
5 entitled to receive accurate premium wages under Labor Code §226.7 but were not receiving
6 accurately calculated compensation.

7 44. In addition, during the relevant time frame, Plaintiff and the Class Members were
8 systematically not authorized and permitted to take one net ten-minute paid, rest period for every
9 four hours worked or major fraction thereof, which is a violation of the Labor Code and IWC
10 wage order.

11 45. Defendants maintained and enforced scheduling practices, policies, and imposed
12 work demands that frequently required Plaintiff and Class Members to forego their lawful, paid
13 rest periods of a net ten minutes for every four hours worked or major fraction thereof. Such
14 requisite rest periods were not timely authorized and permitted.

15 46. Moreover, Plaintiff and the Class Members were not permitted to leave the
16 premises during rest periods. Defendants' failure to relinquish control over employees during rest
17 periods constitutes a violation of the Labor Code.

18 47. In addition, Defendants failed to authorize and permit third rest periods as a matter
19 of policy and practice on shifts over ten hours.

20 48. Despite the above-mentioned rest period violations, Defendants did not
21 compensate Plaintiff, and on information and belief, did not pay Class Members one additional
22 hour of pay at their regular rate as required by California law, including Labor Code section 226.7
23 and the applicable IWC wage order, for each day on which lawful rest periods were not
24 authorized and permitted.

25 49. Moreover, Plaintiff and the Class Members were required to incur necessary
26 expenses in the discharge of their duties, but were not reimbursed for such costs.

27 50. By way of example only, Class Members were required to use cellular phones in
28 the discharge of their duties, including to download applications and to answer Covid-19

1 screening questionnaires. In addition, Defendants did not reimburse Plaintiff and the Class
2 Members for costs incurred to clean and maintain their work uniforms.

3 51. Defendants also failed to provide accurate, lawful itemized wage statements to
4 Plaintiff and the Class Members in part because of the above specified violations. In addition,
5 Defendants failed to include the applicable rates and hours on pay stubs as required by law.
6 Defendants also omitted the period of earning on wage statements for certain incentives. All of
7 these omissions constitute violations of the law.

8 52. Defendants have also made it difficult to determine applicable rates of pay and
9 account with precision for the unlawfully withheld wages and deductions due to be paid to Non-
10 exempt Employees, including Plaintiff, during the liability period because they did not implement
11 and preserve a lawful record-keeping method to record all hours worked, and non-provided rest
12 and meal periods owed to employees as required for non-exempt employees by 29 U.S.C. section
13 211(c), California Labor Code section 226, and applicable California Wage Orders.

14 53. Plaintiff is informed and believes, and thereon alleges, that at all times herein
15 mentioned, Defendants knew that at the time of termination of employment (or within 72 hours
16 thereof for resignations without prior notice as the case may be) they had a duty to accurately
17 compensate Plaintiff and Class Members for all wages owed including straight time, overtime, meal
18 and rest period premiums, and that Defendants had the financial ability to pay such compensation,
19 but willfully, knowingly, recklessly, and/or intentionally failed to do so in part because of the
20 above-specified violations.

21 54. Plaintiff and the Class Members are covered by applicable California IWC Wage
22 Orders and corresponding applicable provisions of the California Code of Regulations, Title 8,
23 section 11000 *et seq.*

24 **CLASS ACTION ALLEGATIONS**

25 55. Plaintiff brings this action on his own behalf, as well as on behalf of each and every
26 other person similarly situated, and thus, seeks class certification under California Code of Civil
27 Procedure §382.

28 56. All claims alleged herein arise under California law for which Plaintiff seeks relief

as authorized by California law.

57. The proposed class is comprised of and defined as: **all persons who are or were employed by the Defendants as hourly paid, non-exempt employees in the State of California at any time from four years prior to the filing of this action through resolution or trial of the matter.** (hereinafter collectively referred to as the “Class” or “Class Members”).

58. Plaintiff also seek to represent Subclasses included in the Plaintiff’ Class, which are composed of Class Members satisfying the following definitions:

a. All Class Members who were required to complete Covid-19 screenings while off the clock. (collectively “**Covid-19 Subclass**”);

b. All Class Members who had to don or doff protective gear while off the clock (collectively “**Donning/Doffing Subclass**”)

c. All Class Members who were not paid at least minimum wage for all hours worked (collectively “**Minimum Wage Subclass**”);

d. All Class Members who were required to maintain and launder uniforms (collectively “**Uniform Subclass**”)

e. All Class Members who were not accurately paid overtime for hours worked over eight in a day or over forty in a workweek (collectively “**Overtime Subclass**”);

f. All Class Members who worked more than five (5) hours in a workday and were not provided with a timely, uninterrupted lawful meal period of net thirty (30) minutes, and were not paid compensation of one hour premium wages at the employee’s regular rate in lieu thereof (hereinafter collectively referred to as the “**First Meal Period Subclass**”);

g. All Class Members who worked more than ten hours in a workday and were not provided with a timely, uninterrupted lawful second meal period of thirty (30) minutes, and were not paid compensation of one hour premium wages at the employee’s regular rate in lieu thereof (hereinafter collectively referred to as the “**Second Meal Period Subclass**”);

h. All Class Members who worked more than three and a half hours in a workday and were not authorized and permitted to take a net 10-minute rest period for every four (4) hours or major fraction thereof worked per day and were not paid compensation of one hour

premium wages at the employee's regular rate in lieu thereof (hereinafter collectively referred to as the "**Rest Period Subclass**");

i. All Class Members who worked over ten hours in a shift. (collectively referred to as the "**Over 10 Subclass**");

j. All Class Members who were not reimbursed for all necessary expenditures (collectively "**Indemnification Subclass**");

k. All Class Members who did not receive all owed wages at time of separation or within 72 hours in the case of resignation (hereinafter collectively referred to as the "**Waiting Time Subclass**");

l. All Class Members who were not provided with accurate and complete itemized wage statements (hereinafter collectively referred to as the "**Inaccurate Wage Statement Subclass**");

m. All Class Members who were employed by Defendants and subject to Defendant's Unfair Business Practices (hereinafter collectively referred to as the "**Unfair Business Practices Subclass**").

n. All Class Members who were not paid vested vacation wages upon separation from employment (hereinafter collectively referred to as the "**Vacation Pay Subclass**");

59. Plaintiff reserves the right, under Rule 3.765, California Rules of Court, to amend or modify the descriptions of the Class and Subclasses to provide greater specificity as appropriate, or if it should be deemed necessary by the Court or to further divide the Class Members into additional Subclasses or to limit the Subclasses to particular issues. Any reference herein to the Class Members or the Plaintiff's Class includes the members of each of the Subclasses.

60. As set forth in further detail below, this action has been brought and may properly be maintained as a class action under the provisions of section 382 of the Code of Civil Procedure because there is a well-defined community of interest in the litigation, and the proposed Class and Subclasses are easily ascertainable through Defendants' records.

a. Numerosity: The members of the Class and Subclasses are so numerous that joinder of all members of the Class and Subclasses would be unfeasible and impractical. The

1 membership of the entire Class and Subclasses is unknown to Plaintiff at this time, however, the
2 Class is estimated to be hundreds of individuals. Accounting for employee turnover during the
3 relevant periods necessarily increases this number substantially. Plaintiff alleges Defendants'
4 employment records would provide information as to the number and location of all Class
5 Members. Joinder of all members of the proposed Class is not practicable.

6 b. The proposed class is easily ascertainable. The number and identity of the
7 class members are determinable from Defendants' payroll records and time records for each class
8 member.

9 c. Commonality: There are common questions of law and fact as to the Class
10 and Subclasses that predominate over questions affecting only individual Class Members. These
11 common questions of law and fact include, without limitation:

- 12 1. Whether Defendants accurately paid Class Members for all hours worked;
- 13 2. Whether Defendants knew or should have known that Class Members were
14 required to perform work off the clock;
- 15 3. Whether Defendants required Class Members to participate in off-the-clock
16 Covid 19 questionnaires and screenings;
- 17 4. Whether Defendants required Class Members to don and/or doff off the
18 clock;
- 19 5. Whether Defendants accurately calculated and paid all Class Members
20 overtime premiums for the hours which Plaintiff and Class Members worked
21 in excess of eight (8) hours per day and/or forty (40) hours per week;
- 22 6. Whether Defendants accurately paid employees double time for hours
23 worked in excess of 12 hours in one day or for work over 8 hours in a day
24 on the seventh day of work in a workweek;
- 25 7. Whether Defendants provided second meal periods on shifts over ten hours;
- 26 8. Whether Defendants had a policy and practice of providing lawful, timely
27 meal periods in accordance with Labor Code § 512, as well as the applicable
28 Industrial Welfare Commission ("IWC") wage order;

9. Whether Defendants had a policy and practice of complying with Labor Code section 226.7 and IWC Wage Order on each instance that a lawful, timely 30-minute uninterrupted meal period was not provided;
10. Whether Defendants failed to authorize and permit a lawful, net 10-minute rest period to the Class Members for every four (4) hours or major fraction thereof worked;
11. Whether Defendants authorized and permitted third rest periods on shifts over ten hours;
12. Whether Defendants had a policy and practice of complying with Labor Code section 226.7 and the IWC Wage Order on each instance that a lawful rest period was not provided;
13. Whether Defendants failed to timely pay all wages upon separation in accordance with Labor Code sections 201-202;
14. Whether Defendants failed to reimburse employees for necessary expenses in accordance with Labor Code section 2802;
15. Whether Defendants omitted required information from itemized wage statements;
16. Whether Defendants failed to maintain accurate records of Class Members' earned wages, work periods, meal periods and deductions;
17. Whether Defendants engaged in unfair competition in violation of section 17200 et seq. of the Business and Professions Code;
18. Whether Defendants' conduct was willful and/or reckless;
19. Whether Defendants failed to provide accurate itemized wage statements in violation of Labor Code § 226; and
20. The appropriate amount of damages, restitution, and/or monetary penalties resulting from Defendants' violations of California law.
 - a. Typicality: Plaintiff is qualified to, and will fairly and adequately protect the interests of each member of the Class and Subclasses with whom he has a well-defined

1 community of interest. Plaintiff's claims herein alleged are typical of those claims which could be
2 alleged by any member of the Class and/or Subclasses, and the relief sought is typical of the relief
3 which would be sought by each member of the Class and/or Subclasses in separate actions. All
4 members of the Class and/or Subclasses have been similarly harmed by Defendants' failure to
5 provide lawful meal and rest periods, failure to reimburse expenses, failure to provide accurate
6 wage statements, failure to timely pay wages at termination, failure to pay minimum wages, failure
7 to accurately pay all wages earned including all owed premium and overtime wages, all due to
8 Defendants' policies and practices that affected each member of the Class and/or Subclasses
9 similarly. Further, Defendants benefited from the same type of unfair and/or wrongful acts as to
10 each member of the Class and/or Subclasses.

11 b. Adequacy: Plaintiff is qualified to, and will fairly and adequately protect the
12 interests of each member of the Class and/or Subclasses with whom he has a well-defined
13 community of interest and typicality of claims, as demonstrated herein. Plaintiff acknowledges that
14 he has an obligation to make known to the Court any relationships, conflicts, or differences with
15 any member of the Class and/or Subclasses, and no such relationships or conflicts are currently
16 known to exist. Plaintiff's attorneys and the proposed counsel for the Class and Subclasses are
17 versed in the rules governing class action discovery, certification, litigation, and settlement and
18 experienced in handling such matters. Other former and current employees of Defendants may also
19 serve as representatives of the Class and Subclasses if needed.

20 c. Superiority: The nature of this action makes the use of class action
21 adjudication superior to other methods. A class action will achieve economies of time, effort,
22 judicial resources, and expense, which would not be achieved with separate lawsuits. The
23 prosecution of separate actions by individual members of the Class and/or Subclasses would create
24 a risk of inconsistent and/or varying adjudications with respect to the individual members of the
25 Class and/or Subclasses, establishing incompatible standards of conduct for the Defendants, and
26 resulting in the impairment of the rights of the members of the Class and/or Subclasses and the
27 disposition of their interests through actions to which they were not parties. Thus, a class action is
28 superior to other available means for the fair and efficient adjudication of this controversy because

1 individual joinder of all Class Members is not practicable, and questions of law and fact common
2 to the Class predominate over any questions affecting only individual Class Members. Each
3 member of the Class has been damaged and is entitled to recovery by reason of Defendants'
4 unlawful policies and practices that affected each member of the Class and/or Subclasses similarly.
5 Class action treatment will allow those similarly situated persons to litigate their claims in the
6 manner that is most efficient and economical for both parties and the judicial system. Plaintiff is
7 unaware of any difficulties that are likely to be encountered in the management of this action that
8 would preclude its maintenance as a class action.

9 d. Public Policy Considerations: Employers in the state of California violate
10 employment and labor laws every day. However, current employees are often afraid to assert their
11 rights out of fear of direct or indirect retaliation. Former employees are fearful of bringing actions
12 because they believe their former employers may damage their future endeavors through negative
13 references and/or other means. The nature of this action allows for the protection of current and
14 former employees' rights without fear of retaliation or damage. Additionally, the citizens of
15 California have a significant interest in ensuring employers comply with California's labor laws
16 and in ensuring those employers who do not are prevented from taking further advantage of their
17 employees.

18 **CLASS ACTION CLAIMS**

19 **FIRST CAUSE OF ACTION**

20 **FAILURE TO PAY MINIMUM WAGES**

21 **(By Plaintiff and the Class Against Defendants)**

22 61. Plaintiff incorporates each and every allegation set forth in all of the foregoing
23 paragraphs as if fully set forth herein.

24 62. Labor Code section 204 establishes the fundamental right of all employees in the
25 State of California to be paid wages, including minimum wage, straight time and overtime, in a
26 timely fashion for their work.

27 63. Labor Code section 1194(a) provides that notwithstanding any agreement to work
28 for a lesser wage, any employee receiving less than the legal minimum wage or the legal overtime

1 compensation applicable to the employee is entitled to recover in a civil action the unpaid balance
2 of the full amount of this minimum wage or overtime compensation, including interest thereon,
3 reasonable attorney's fees, and costs of suit.

4 64. Labor Code section 1197 provides: The minimum wage for employees fixed by the
5 commission or by any applicable state or local law, is the minimum wage to be paid to employees,
6 and the payment of a lower wage than the minimum so fixed is unlawful.

7 65. Pursuant to Labor Code section 1198, it is unlawful to employ persons for longer
8 than the hours set by the Industrial Welfare Commission or under conditions prohibited by the IWC
9 Wage Order(s).

10 66. The applicable wage orders and California Labor Code sections 1197 and 1182.12
11 establish the right of employees to be paid minimum wages for all hours worked, in amounts set by
12 state law.

13 67. Labor Code sections 1194(a) and 1194.2(a) provide that an employee who has not
14 been paid the legal minimum wage as required by Labor Code section 1197 may recover the unpaid
15 balance together with attorneys' fees and costs of suit, as well as liquidated damages in an amount
16 equal to the unpaid wages and interest accrued thereon.

17 68. During all relevant periods, the California Labor Code and wage orders required that
18 Defendants fully and timely pay its non-exempt, hourly employees all wages earned and due for all
19 hours worked.

20 69. The IWC Wage Orders define "hours worked" as "the time during which an
21 employee is subject to the control of an employer, and includes all the time the employee is suffered
22 or permitted to work, whether or not required to do so."

23 70. At all times relevant, Plaintiff and Class Members consistently worked hours for
24 which they were not paid because Defendants frequently required Plaintiff and the Class Members
25 to work off the clock, including without limitation for Covid-19 screenings and security checks,]
26 to wait in line for screenings, for donning/doffing, maintenance of uniforms, and pre- and post-
27 shift activities.

28 71. Plaintiff is informed and believes that Defendants were aware that Plaintiff and the

1 Class Members were working off the clock and that they should have been paid for this time.

2 72. In addition, Defendants failed to pay at least minimum wage for all hours worked
3 because, upon information and belief, Defendants rounded hours worked against Plaintiff and the
4 Class Members' interests.

5 73. Defendant's policy and practice of not paying all minimum wages violates
6 California Labor Code sections 204, 210, 216, 558, 1182.12, 1194, 1197, 1197.1, 1198, and the
7 applicable wage order 1-2001 and 9-2001.

8 74. Due to Defendants' violations of the California Labor Code and wage orders,
9 Plaintiff and the Class Members are entitled to recover from Defendant their unpaid wages,
10 statutory penalties, reasonable attorneys' fees and costs in this action, and pre-judgment and post-
11 judgment interest, as well as liquidated damages.

12
13 **SECOND CAUSE OF ACTION**
14 **FAILURE TO PAY OVERTIME OWED**

15 **(By Plaintiff and the Class Against All Defendants)**

16 75. Plaintiff incorporates each and every allegation set forth in all of the foregoing
17 paragraphs as if fully set forth herein.

18 76. During all relevant periods, Defendants required Plaintiff and the Class Members to
19 work shifts in excess of eight (8) hours per workday and/or to work in excess of forty (40) hours
20 per workweek.

21 77. During all relevant periods, both the California Labor Code sections 1194, 1197,
22 510, 1198, and the pertinent wage order 1-2001 and 9-2001 required that all work performed by an
23 employee in excess of eight (8) hours in any workday, on the seventh day of work in any workweek,
24 or in excess of forty (40) hours in any workweek be compensated at one and one-half (1.5) times
25 the employee's regular rate of pay. Any work in excess of twelve (12) hours in one (1) day is
26 required to be compensated at the rate of no less than twice the regular rate of pay for an employee.
27 In addition, any work in excess of eight (8) hours on any seventh (7th) day of a workweek is
28 required to be compensated at the rate of no less than twice the regular rate of pay of an employee.

1 78. During all relevant periods, Defendants had a uniform policy of requiring Plaintiff
2 and the Class members to work in excess of eight (8) hours in a workday and/or in excess of forty
3 (40) hours in a workweek without compensating them at a rate of one and one-half (1.5) times their
4 regular rate of pay. Upon information and belief, Defendants also failed to properly compensate
5 Plaintiff and the Class Members for hours worked in excess of twelve (12) hours in one (1) day, or
6 eight (8) hours on the seventh (7th) day of a workweek.

7 79. The IWC Wage Orders define “hours worked” as “the time during which an
8 employee is subject to the control of an employer, and includes all the time the employee is suffered
9 or permitted to work, whether or not required to do so.”

10 80. At all times relevant, Plaintiff and Class Members consistently worked hours for
11 which they were not paid because Plaintiff and the Class Members were required to work off the
12 clock—some of these hours were over eight (8) hours in one (1) workday or in excess of forty (40)
13 hours in a workweek and should have been paid at the overtime rate.

14 81. Plaintiff are informed and believe that Defendants were aware that Plaintiff and the
15 Class Members were working off the clock and that they should have been paid for this time.

16 82. As a result, Defendants failed to pay Plaintiff and the Class Members earned
17 overtime wages and such employees suffered damages as a result.

18 83. In addition, upon information and belief, Defendants failed to incorporate all forms
19 of compensation, including without limitation bonuses, differentials, gift cards, vouchers, and
20 incentives, into the regular rate for overtime purposes.

21 84. Defendants knew or should have known Plaintiff and the Class Members were
22 undercompensated as a result of these practices.

23 85. Due to Defendant’s violations of the California Labor Code, Plaintiff and the Class
24 members are entitled to recover from Defendants their unpaid overtime wages, reasonable
25 attorneys’ fees and costs in this action, and pre-judgment and post-judgment interest, statutory
26 penalties, and liquidated damages.

THIRD CAUSE OF ACTION
FAILURE TO PROVIDE LAWFUL MEAL PERIODS
(By Plaintiff and the Class Against All Defendants)

86. Plaintiff incorporates by reference and realleges each and every allegation contained above, as though fully set forth herein.

87. Pursuant to Labor Code § 512, no employer shall employ an employee for a work period of more than five (5) hours without providing a meal break of not less than thirty (30) minutes in which the employee is relieved of all of his or her duties, except that when a work period of not more than six (6) hours will complete the day's work the meal period may be waived by mutual consent of the employer and employee.

88. For the four (4) years preceding the filing of this lawsuit, Defendants failed to provide Plaintiff and Class Members timely and uninterrupted first meal periods of not less than thirty (30) minutes within the first five hours of a shift.

89. As a consequence of Defendants' policies and practices, requirements, demands, coverage and staffing, Plaintiff and the Class Members were often required to forego such meal periods, take shortened meal periods, and/or commence their meal periods into and beyond the sixth hour of their shifts.

90. Upon information and belief, Plaintiff and the Class Members were not properly paid one hour of pay at their regular rate for each day that a meal period was not lawfully provided.

91. Moreover, as a matter of policy and practice, upon information and belief, the Class members were also not provided second meal periods on days when shifts exceeded ten hours (and twelve hours), nor were they provided premium wages in lieu of a second meal period. On information and belief, Plaintiff and the Class Members did not lawfully waive their rights to a second meal period on shifts in excess of ten hours.

92. As a proximate result of the aforementioned violations, Plaintiff and the Class Members have been damaged in an amount according to proof at time of trial.

93. Pursuant to Labor Code § 226.7, Plaintiff and Class Members are entitled to recover one (1) hour of premium pay for each day in which a meal period violation occurred. They are also

1 entitled to recover reasonable attorneys' fees, cost, interest, and penalties as applicable.

2 94. As a result of the unlawful acts of Defendants, Plaintiff and the Class they seek to
3 represent have been deprived of premium wages in amounts to be determined at trial, and are
4 entitled to recovery of such amounts, plus interest and penalties thereon, attorneys' fees, and costs,
5 under Labor Code sections 218.6, 226.7, 512 and the applicable IWC Wage Orders, and Civil Code
6 section 3287.

7 **FOURTH CAUSE OF ACTION**

8 **FAILURE TO AUTHORIZE AND PERMIT LAWFUL REST PERIODS**

9 **(By Plaintiff and the Class Against All Defendants)**

10 95. Plaintiff incorporate by reference and realleges each and every allegation contained
11 above, as though fully set forth herein.

12 96. Pursuant to the IWC wage orders applicable to Plaintiff and Class Members'
13 employment by Defendants, "Every employer shall authorize and permit all employees to take rest
14 periods, which insofar as practicable shall be in the middle of each work period.... [The] authorized
15 rest period time shall be based on the total hours worked daily at the rate of ten (10) minutes net
16 rest time per four (4) hours worked or major fraction thereof.... Authorized rest period time shall
17 be counted as hours worked, for which there shall be no deduction from wages."

18 97. Labor Code §226.7(a) prohibits an employer from requiring any employee to work
19 during any rest period mandated by an applicable order of the IWC.

20 98. Defendants were required to authorize and permit employees such as Plaintiff and
21 Class Members to take rest periods during shifts in excess of 3.5 hours, based upon the total hours
22 worked at a rate of ten (10) minutes net rest per four (4) hours worked, or major fraction thereof,
23 with no deduction from wages.

24 99. Despite said requirements of the IWC wage orders applicable to Plaintiff's and Class
25 Members' employment with Defendants, Defendants failed and refused to authorize and permit
26 Plaintiff and Class Members to take lawful, net ten (10) minute rest periods for every four (4) hours
27 worked, or major fraction thereof. Such rest breaks, when provided, were frequently untimely or
28

1 less than net ten minutes because of the work requirements imposed by Defendants, and frequent
2 calls during rest periods.

3 100. Further, as a matter of policy and practice, Defendants did not authorize and permit
4 third rest periods on shifts over ten hours.

5 101. Defendants did not pay Plaintiff one additional hour of pay at their regular rate of
6 pay for each day that a rest period violation occurred. On information and belief, the other members
7 of the Class endured similar violations as a result of Defendants' rest period policies and practices
8 and Defendant did not pay said Class Members premium pay as required by law.

9 102. By their failure to authorize and permit Plaintiff and the Class Members to take a
10 lawful, net ten (10) minute rest period free from work duties every four (4) hours or major fraction
11 thereof worked, including failure to provide two (2) total rest periods on six to ten hour shifts and
12 three (3) total ten (10) minute rest periods on days on which Plaintiff and the other Class Members
13 work(ed) work a third rest period for shifts in excess of ten (10) hours, and by their failure to provide
14 compensation for such unprovided rest periods as alleged herein, Defendants willfully violated the
15 provisions of Labor Code sections 226.7 and the applicable IWC Wage Order(s).

16 103. As a result of the unlawful acts of Defendants, Plaintiff and the Class they seek to
17 represent have been deprived of premium wages in amounts to be determined at trial, and are
18 entitled to recovery of such amounts, plus interest and penalties thereon, attorneys' fees, and costs,
19 under Labor Code sections 218.6, 226.7, the applicable IWC Wage Orders, and Civil Code 3287.

20 **FIFTH CAUSE OF ACTION**

21 **FAILURE TO TIMELY PAY WAGES DUE AND PAYABLE DURING**

22 **EMPLOYMENT**

23 **(By Plaintiff and the Class Against All Defendants)**

24 104. Plaintiff incorporate by reference and reallege each and every allegation contained
25 above, as though fully set forth herein.

26 105. Labor Code section 204 requires that all wages are due and payable twice in each
27 calendar month.

28

106. The wages required by Labor Code §§ 226.7, 510, 1194 and other sections became due and payable to each employee in each month that he or she was not provided with a meal period or rest period or paid minimum wage, straight or overtime wages to which he or she was entitled.

107. Defendants violated Labor Code § 204 by systematically refusing to pay wages due under the Labor Code.

108. Labor Code section 210 (a) provides that “In addition to, and entirely independent and apart from, any other penalty provided in this article, every person who fails to pay the wages of each employee as provided in Sections 201.3, 204, 204b, 204.1, 204.2, 204.11, 205, 205.5, and 1197.5, shall be subject to a penalty as follow:

(1) For any initial violation, one hundred dollars (\$100) for each failure to pay each employee.

(2) For each subsequent violation, or any willful or intentional violation, two hundred dollars (\$200) for each failure to pay each employee, plus 25 percent of the amount unlawfully withheld.

103. As a result of the unlawful acts of Defendants, Plaintiff and the Class they seek to represent have been deprived of wages in amounts to be determined at trial, and are entitled to recovery of such amounts, penalties, plus interest thereon, attorneys fees, and costs, pursuant to Labor Code § 210, 218.5, 218.6, 510, 1194.

SIXTH CAUSE OF ACTION

FAILURE TO TIMELY PAY WAGES OWED AT SEPARATION

(By Plaintiff and the Waiting Time Subclass Against All Defendants)

109. Plaintiff incorporate by reference and reallege each and every allegation contained above, as though fully set forth herein.

110. Labor Code §§ 201 and 202 require Defendants to pay their employees all wages due within seventy-two (72) hours of separation of employment.

111. Section 203 of the Labor Code provides that if an employer willfully fails to timely pay such wages the employer must, as a penalty, continue to pay the subject employee's wages until the back wages are paid in full or an action is commenced. The penalty cannot exceed 30

1 days of wages.

2 112. Plaintiff and Class Members are entitled to compensation for all forms of wages
3 earned, including but not limited to minimum wages, overtime, sick pay, vacation/PTO and
4 premium meal and rest period compensation, but to date have not received such compensation,
5 therefore entitling them to Labor Code § 203 penalties.

6 113. In addition, irrespective of any derivative violation, Defendants failed to timely pay
7 Plaintiff and, upon information and belief, other Class Members earned compensation at the time
8 of termination despite their obligations under Labor Code 201 and 202.

9 114. More than thirty (30) days have passed since affected Waiting Time Subclass
10 Members have left Defendants' employ, and on information and belief, they have not received
11 payment pursuant to Labor Code § 203.

12 115. Plaintiff and Waiting Time Subclass Members are thus entitled to 30 days' wages
13 as a penalty under Labor Code § 203, together with interest thereon and attorneys' fees and costs.

14 **SEVENTH CAUSE OF ACTION**

15 **FAILURE TO REIMBURSE NECESSARY EXPENSES**

16 **(By Plaintiff and the Class Against All Defendants)**

17 116. Plaintiff incorporate by reference and reallege each and every allegation contained
18 above, as though fully set forth herein.

19 117. Labor Code § 2802 requires Defendants to indemnify Plaintiff and Class Members
20 for necessary expenditures incurred in direct consequence of the discharge of his or her duties.

21 118. Plaintiff and the members of the Class were required to incur expenses in the
22 performance of their assigned job duties, including for cellular phone usage and applications, and
23 for uniform maintenance and laundering.

24 119. Upon information and belief, the Defendants did not reimburse Plaintiff or the
25 Class for such expenses.

26 120. As a result of the unlawful acts of Defendants, Plaintiff and the Class Members
27 have been deprived of un-reimbursed sums in amounts to be determined at trial, and are entitled
28 to the recovery of such amounts, plus interest and penalties thereon, attorneys' fees, and costs,

1 pursuant to Labor Code §2802.

2 **EIGHTH CAUSE OF ACTION**

3 **KNOWING AND INTENTIONAL FAILURE TO COMPLY WITH ITEMIZED**
4 **EMPLOYEE WAGE STATEMENT PROVISIONS**

5 **By Plaintiff and Wage Statement Subclass Against Defendants**

6 121. Plaintiff repeats and incorporate herein by reference each and every allegation set
7 forth above, as though fully set forth herein.

8 122. Labor Code section 226(a) reads in pertinent part: “Every employer shall,
9 semimonthly or at the time of each payment of wages, furnish each of his or her employees, either
10 as a detachable part of the check, draft, or voucher paying the employee’s wages, or separately
11 when wages are paid by personal check or cash, an accurate itemized statement in writing
12 showing (1) gross wages earned, (2) total hours worked by the employee... (4) all deductions...
13 (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the
14 name of the employee and only the last four digits of his or her social security number or an
15 employee identification number other than a social security number, (8) the name and address of
16 the legal entity that is the employer, and (9) all applicable hourly rates in effect during each the
17 pay period and the corresponding number of hours worked at each hourly rate by the
18 employee....”.

19 123. Further, the IWC Wage Orders require in pertinent part: Every employer shall
20 keep accurate information with respect to each employee including the following: (3) Time
21 records showing when the employee begins and ends each work period. Meal periods, split shift
22 intervals, and total daily hours worked shall also be recorded...(5) Total hours worked in the
23 payroll period and applicable rates of pay....”

24 124. Labor Code section 1174 of the California also requires Defendants to maintain
25 and preserve, in a centralized location, among other items, records showing the names and
26 addresses of all employees employed and payroll records showing the hours worked daily by, and
27 the wages paid to, its employees. On information and belief and based thereon, Defendants have
28 knowingly and intentionally failed to comply with Labor Code section 1174, including by

1 implementing the policies and procedures and committing the violations alleged in the preceding
2 causes of action and herein. Defendants' failure to comply with Labor Code section 1174 is
3 unlawful pursuant to Labor Code section 1175.

4 125. Defendants have failed to record many of the items delineated in applicable
5 Industrial Wage Orders and Labor Code section 226, and required under Labor Code section
6 1174, including by virtue of the fact that each wage statement which failed to accurately
7 compensate Plaintiff and Class Members for all hours worked and for missed and non-provided
8 meal and rest periods, or which failed to include compensation for all minimum wages earned or
9 overtime hours worked, was an inaccurate wage statement. In addition, the wage statements
10 failed to state number of hours worked and each hourly wage rate, as well as the dates during
11 which certain sums (incentives, vouchers and gift cards) were earned. In fact, vouchers and gift
12 cards were wholly omitted from wage statements.

13 126. On information and belief, Defendants failed to implement and preserve a lawful
14 record-keeping method to record all non-provided meal and rest periods owed to employees or all
15 hours worked, as required for Class Members under California Labor Code section 226 and
16 applicable California Wage Orders. In order to determine if they had been paid the correct
17 amount and rate for all hours worked, Plaintiff and Class Members have been, would have been,
18 and are compelled to try to discover the required information missing from their wage statements
19 and to perform complex calculations in light of the inaccuracies and incompleteness of the wage
20 statements Defendants provided to them.

21 127. As a pattern and practice, in violation of Labor Code section 226(a) and the IWC
22 Wage Orders, Defendants did not and still do not furnish each of the members of the Wage
23 Statement Class with an accurate itemized statement in writing accurately reflecting all of the
24 required information. Here, Plaintiff asserts the Defendant omitted required information, failed to
25 accurately include all applicable hourly rates on the wage statements, all sums earned, and the
26 corresponding number of hours worked at such rates or hours paid at such rates. In addition,
27 Defendants have failed to provide accurate itemized wage statements as a consequence of the
28 above-specified violations for failure to accurately pay all wages owed, accurately record all

1 hours worked, and failure to pay meal and rest period premiums as required by law.

2 128. Moreover, upon information and belief, as a pattern and practice, in violation of
3 Labor Code section 226(a) and the IWC Wage Orders, Defendants did not and do not maintain
4 accurate records pertaining to the total hours worked for Defendants by the members of the Wage
5 Statement Class, including but not limited to, beginning and ending of each work period, meal
6 period and split shift interval, the total daily hours worked, and the total hours worked per pay
7 period and applicable rates of pay.

8 129. Plaintiff and the members of the Wage Statement Class have suffered injury as a
9 result of Defendants' failure to maintain accurate records for the members of the Wage Statement
10 Class in that the members of the Wage Statement Class were not timely provided written accurate
11 itemized statements showing all requisite information, such that the members of the Wage
12 Statement Class were misled by Defendants as to the correct information regarding various items,
13 including but not limited to total hours worked by the employee, net wages earned and all
14 applicable hourly rates in effect during the pay period and the corresponding number of hours
15 worked at each hourly rate.

16 130. Pursuant to Labor Code section 226, and in light of Defendants' violations
17 addressed above, Plaintiff and the Wage Statement Class Members are each entitled to recover up
18 to a maximum of \$4,000.00, along with an award of costs and reasonable attorneys' fees.

19 **NINTH CAUSE OF ACTION**

20 **FAILURE TO PAY VESTED VACATION/PTO WAGES UPON TERMINATION**

21 **By Plaintiff and Vacation Pay Subclass Against All Defendants**

22 131. Plaintiff incorporates by reference and realleges each and every allegation
23 contained above, as though fully set forth herein.

24 132. California Labor Code §227.3 provides that whenever a contract of employment or
25 employer policy provides for paid vacations, and an employee is terminated without having taken
26 off his or her vested vacation time, all vested vacation shall be paid to him or her as wages at his
27 or her final rate.

1 133. Upon information and believe, Defendants employ policies that provide for
2 vacation/PTO to Plaintiff and Class Members.

3 134. Wages vest during the pay period in which they are earned. Thus, Plaintiff and
4 Class Members earned vacation/PTO wages while employed by Defendants. However, upon
5 termination, Defendants failed to pay Plaintiff and Class Members all earned and vested
6 vacation/PTO wages upon termination.

7 135. Defendants employed policies and procedures which ensured Plaintiff and Class
8 Members would not receive their accrued and vested vacation/PTO wages upon termination,
9 and/or such wages were not paid at the correct rate.

10 136. Pursuant to California Labor Code §227.3, Plaintiff and Class Members seek their
11 earned and vested vacation/PTO wages, plus interest thereon, for the four years preceding the
12 filing of this Action, as well as attorney's fees and costs.

13 **TENTH CAUSE OF ACTION**
14 **VIOLATION OF THE UNFAIR COMPETITION LAW**
15 **By Plaintiff and Class Against All Defendants**

16 137. Plaintiff incorporate by reference and realleges each and every allegation contained
17 above, as though fully set forth herein.

18 138. Defendants' conduct, as alleged in this complaint, has been, and continues to be,
19 unfair, unlawful, and harmful to Plaintiff and Class Members, Defendants' competitors, and the
20 general public. Plaintiff also seek to enforce important rights affecting the public interest within
21 the meaning of the California Code of Civil Procedure § 1021.5.

22 139. Defendants' policies, activities, and actions as alleged herein are violations of
23 California law and constitute unlawful business acts and practices in violation of California
24 Business and Professions Code §§ 17200, *et seq.*

25 140. A violation of California Business and Professions Code §§ 17200, *et seq.*, may be
26 predicated on the violation of any state or federal law.

27 141. The state law violations, including violations of the relevant IWC Wage Order,
28

1 detailed herein above are the predicate violations for this cause of action. By way of example only,
2 in the instant case Defendants' policy of failing to lawfully provide Plaintiff and the Class with
3 timely meal and rest periods or pay one (1) hour of premium pay when a meal or rest period was
4 not lawfully provided violates Labor Code § 512, and § 226.7, and the IWC Wage Orders.
5 Defendants further violated the law through their policies of failing to fully and accurately
6 compensate Plaintiff and the Class Members for all hours worked, including minimum wages and
7 overtime, and failing to reimburse for necessary expenses, failing to pay all PTO at the correct rate,
8 as well as failing to provide accurate itemized wage statement as specified above.

9 142. Plaintiff and the Class Members have been personally aggrieved by Defendants'
10 unlawful and unfair business acts and practices alleged herein by the loss of money and/or property.

11 143. Pursuant to California Business and Professions Code §§ 17200, *et seq.*, Plaintiff
12 and the Class Members are entitled to restitution of the wages withheld and retained by Defendants
13 during a period that commences four (4) years prior to the filing of this complaint; an award of
14 attorneys' fees pursuant to California Code of Civil Procedure §1021.5; interest; and an award of
15 costs.

16 **PRAYER FOR RELIEF**

17 WHEREFORE, Plaintiff pray judgment against Defendants, jointly and severally, as
18 follows:

19 **Class Certification**

- 20 1. That this action be certified as a class action;
- 21 2. That Plaintiff be appointed as the representative of the Class;
- 22 3. That Plaintiff be appointed as the representatives of the Subclasses; and
- 23 4. That counsel for Plaintiff be appointed as counsel for the Class and Subclasses.

24 **On the First Cause of Action**

25 **(Failure to pay minimum wages)**

- 26 1. For the unpaid balance of the full amount of any minimum wages, and regular wages
27 owed, as well as interest thereon,
- 28 2. Penalties according to statute,

3. Liquidated damages,
4. Reasonable attorneys' fees, and costs of suit;
5. For interest and
6. For such other and further relief as the Court deems proper.

On the Second Cause of Action

(Failure to pay overtime)

1. For the unpaid balance of the full amount of any overtime wages owed, as well as interest thereon,
2. Penalties according to statute,
3. Liquidated damages,
4. Reasonable attorneys' fees, and costs of suit;
5. For interest and
6. For such other and further relief as the Court deems proper.

On the Third Cause of Action

(Failure to Provide Lawful Meal Periods)

1. For one (1) hour of premium pay for each day in which a required meal period was not lawfully provided;
2. For reasonable attorneys' fees and costs pursuant to statute; and
3. For such other and further relief as the Court deems proper.

On the Fourth Cause of Action

(Failure to Authorize and Permit Lawful Rest Periods)

1. For one (1) hour of premium pay for each day in which a required rest period was not lawfully authorized and permitted; and
2. For reasonable attorneys' fees and costs pursuant to statute; and
3. For such other and further relief as the Court deems proper.

On the Fifth Cause of Action

(Failure to Timely Pay Wages Due and Payable During Employment)

1. For unpaid wages;

2. For penalties pursuant to Labor Code § 210 and 25% of the amount of wages unlawfully withheld;

3. For interest;

4. For reasonable attorneys' fees and costs pursuant to statute; and

5. For such other and further relief as the Court deems proper.

On the Sixth Cause of Action

(Failure to Timely Pay Wages At Separation)

1. For unpaid wages;

2. For penalties pursuant to Labor Code § 203;

3. For interest;

4. For reasonable attorneys' fees and costs pursuant to statute; and

5. For such other and further relief as the Court deems proper.

On the Seventh Cause of Action

(Failure to Reimburse Necessary Expenses)

1. For unreimbursed sums;

2. For reasonable attorneys' fees and costs pursuant to statute;

3. For interest; and

4. For such other and further relief as the Court deems proper.

On the Eighth Cause of Action

(Failure to Provide Accurate Itemized Wage Statements)

1. For statutory penalties, including penalties pursuant to Labor Code section 226;

2. For reasonable attorneys' fees and costs; and

3. For such other and further relief as the Court deems proper;

On the Ninth Cause of Action

(Failure To Pay Vested Vacation/PTO Wages Upon Termination)

1. Unpaid vested vacation/PTO wages

2. For reasonable attorneys' fees and costs pursuant to statute;

3. For interest; and

1 4. For such other and further relief as the Court deems proper.

2 **On the Tenth Cause of Action**

3 **(Violation of the Unfair Competition Law)**

4 1. That Defendants, jointly and/or severally, pay restitution and/or disgorgement of
5 sums to Plaintiff and Class Members for the Defendants' past failure to pay minimum, overtime
6 and regular wages, for Defendants' past failure to reimburse necessary expenses, and for premium
7 wages for meal and rest periods, and PTO that were not provided to Plaintiff and Class Members
8 over the last four (4) years in an amount according to proof;

9 2. For reasonable attorneys' fees that Plaintiff and Class Members are entitled to
10 recover under California Code of Civil Procedure § 1021.5 and Labor Code section 1194, 1197,
11 1198 ;

12 3. For pre-judgment interest on any unpaid minimum, regular and overtime wages due
13 from the day that such amounts were due;

14 4. For costs of suit incurred herein that Plaintiff and Class Members are entitled to
15 recover under the Labor Code; and

16 5. For such other and further relief as the Court deems proper.

17 **DEMAND FOR JURY TRIAL**

18 Plaintiff, on behalf of the Class and Subclasses, respectfully demand a jury trial in this
19 matter to the fullest extent available under the law.

20 Respectfully submitted,

21
22 Dated: June 28, 2022

23 
24 JAMES HAWKINS, APLC
James R. Hawkins, Esq.
Christina M. Lucio, Esq.

25 Attorneys for DARWIN COLINAYO, on behalf of
26 himself and all others similarly situated
27
28