

FRONTIER LAW CENTER

Manny M. Starr (319778)
manny@frontierlawcenter.com
Michael D. Rachmann (309770)
mike@frontierlawcenter.com
Daniel V. Ginzburg (327338)
dan@frontierlawcenter.com
eservice@frontierlawcenter.com
23901 Calabasas Road, STE #1084
Calabasas, CA 91302
Telephone: (818) 914-9433

Electronically FILED by
Superior Court of California,
County of Los Angeles
5/07/2025 5:02 PM
David W. Slayton,
Executive Officer/Clerk of Court,
By D. Gallegos, Deputy Clerk

Attorneys for Plaintiff JAMONT CARLTON BROWN,
individually and on behalf of all others similarly situated

SUPERIOR COURT OF CALIFORNIA

COUNTY OF LOS ANGELES

JAMONT CARLTON BROWN, individually
and on behalf of all others similarly situated,

Plaintiff(s),

v.

CALLAN MANAGEMENT CO., INC. d/b/a
WESTERN AREA SECURITY SERVICES
INC; and DOES 1 through 100,

Defendant(s).

Case No. **25NNCV03138**

COMPLAINT

- 1. Failure to Provide Compliant Meal Periods**
- 2. Failure to Provide Compliant Rest Periods**
- 3. Failure to Pay for All Hours Worked**
- 4. Failure to Pay All Overtime Owed**
- 5. Wage Statement Penalties**
- 6. Waiting Time Penalties**
- 7. Violation of Unfair Competition Law**
- 8. Private Attorneys General Act**

RELEVANT PARTIES

1. Plaintiff Jamont Carlton Brown (“Plaintiff”) was an adult resident of Los Angeles County, California, and was at all times relevant residing therein.

2. Defendant Callan Management Co., Inc. d/b/a Western Area Security Services, Inc (“Defendant”) is a California corporation with its principal place of business located in Los Angeles

1 County, California. Defendant is registered to and does conduct business in the State of California
2 and is subject to the laws of the State of California. All acts and omissions of Defendant employees
3 as alleged herein occurred while they were acting within the course and scope of their employment.

4 3. Plaintiff is unaware of the true names or capacities of the Defendants sued herein as DOES 1
5 through 100, inclusive (“Doe Defendants”), and therefore sues said Doe Defendants by such fictitious
6 names. Plaintiff will seek leave of this Court to amend this Complaint to insert the true names and
7 capacities of such Doe Defendants when such information has been obtained. Plaintiff is informed
8 and believes, and based on such information and belief alleges, that each of the fictitiously named
9 Doe Defendants has participated in some way in the wrongful acts and omissions alleged below, and
10 is liable to Plaintiff for damages and other relief to which Plaintiff is entitled. Defendant and Doe
11 Defendants are collectively referred to as “Defendants”.

12 **JURISDICTION AND VENUE**

13 4. This action is properly filed in Los Angeles County because the acts and omissions that give
14 rise to Plaintiff’s claims took place in this County, and Defendants transact substantial business in
15 this County.

16 5. This Court has jurisdiction over Defendants because Defendants’ unlawful conduct as alleged
17 herein occurred in Los Angeles, California and Plaintiff suffered damages from such conduct within
18 this County.

19 **FACTUAL ALLEGATIONS**

20 6. At all times relevant, Plaintiff was Defendants’ employee.

21 7. Plaintiff was employed by Defendants from January 2022 to November 9, 2024, as a security
22 guard.

23 8. Throughout the duration of his employment, Plaintiff was compelled to work off-the-clock,
24 arriving early to relieve his supervisor, Frank Serrano. On three to four occasions each week, Serrano
25 would depart approximately ten minutes before the shift’s official handover, leaving Plaintiff to begin
26 working early without compensation. Adding insult to injury, Defendant expressly forbade Plaintiff
27 from recording this time on any time sheets.

28 ///

1 9. Plaintiff worked 8 hours in a day and 40 hours in a week, so any unpaid time was necessarily
2 overtime.

3 10. Additionally, Defendant required Plaintiff to remain on duty—to monitor security cameras,
4 respond to active threats, and otherwise remain at the ready—during meal periods. Defendant
5 maintained no bona fide clock-in/clock-out system to record meal periods. In addition, there was no
6 one available to relieve him for breaks.

7 11. Not only was Plaintiff required to remain on duty during meal breaks, but Plaintiff was also
8 regularly denied his rest breaks. Defendant’s policies thus deprived Plaintiff of both rest and the
9 mandated premium compensation for missed breaks.

10 12. On or about November 9, 2024, Plaintiff’s employment ended. Although Plaintiff promptly
11 sought his final paycheck—around November 22–23, 2024, Defendant evaded this straightforward
12 obligation.. This left Plaintiff without a penny of his hard-earned final wages—estimated at \$600.

13 **PAGA ALLEGATIONS**

14 13. Pursuant to Labor Code section 2699(a), any provision of the Labor Code which provides for
15 a civil penalty to be assessed and collected by the Labor and Workforce Development Agency
16 (“LWDA”) for violations of the Labor Code may, as an alternative, be recovered through a civil action
17 brought by an aggrieved employee on behalf of himself or herself and other current or former
18 employees pursuant to the procedures outlined in Labor Code section 2699.3.

19 14. Pursuant to Labor Code section 2699.3, an aggrieved employee may pursue a civil action
20 under PAGA after the following requirement have been met:

21 15. The aggrieved employee has provided written notice by online filing to the LWDA and by
22 certified mail to the employer (hereinafter “Employee’s Notice”) of the specific provisions of the
23 Labor Code alleged to have been violated, including the facts and theories to support the alleged
24 violations.

25 16. The LWDA has provided notice (hereinafter “LWDA’s Notice”) to the employer and the
26 aggrieved employee by certified mail that it does not intend to investigate the aggrieved employee’s
27 claims. Upon receipt of the LWDA’s Notice, or if the LWDA does not provide such Notice within 65
28 calendar days of the postmark date of the Employee’s Notice, the aggrieved employee may commence

1 a civil action pursuant to Labor Code section 2699 to recover civil penalties in addition to any other
2 penalties to which the employee may be entitled.

3 17. On February 10, 2025, Plaintiff provided written notice by online filing to the LWDA and by
4 certified mail to Defendants of specific provisions of the Labor Code alleged to have been violated
5 by Defendants, including the facts and theories to support the alleged violations.

6 18. The 65-day notice period has elapsed, and the LWDA did not provide Plaintiff with written
7 notice that it intends to investigate the alleged violations of the Labor Code. Thus, Plaintiff seeks
8 PAGA Penalties on behalf of all Aggrieved Employees.

9 19. The Aggrieved Employees are defined as “All other nonexempt, hourly employees, current
10 and former, who were employed by Defendants within one year prior to February 10, 2025, through
11 final disposition of this action.”

12 **FIRST CAUSE OF ACTION**

13 **Failure to Provide Compliant Meal Periods**

14 **By Plaintiff Against All Defendants**

15 20. Plaintiff incorporates by reference the paragraphs above.

16 21. Labor Code section 512 and the Wage Orders provide that “an employer shall not employ an
17 employee for a work period of more than five hours per day without providing the employee with a
18 meal period of not less than 30 minutes” or “for a work period of more than 10 hours per day without
19 providing the employee with a second meal period of not less than 30 minutes”.

20 22. An employer provides compliant meal breaks to its employees “if it relieves its employees of
21 all duty, relinquishes control over their activities and permits them a reasonable opportunity to take
22 an uninterrupted 30-minute break.” (*Brinker Restaurant Corp. v. Superior Court*, 53 Cal.4th 1004,
23 1040 (2012)).

24 23. Not only must an employer affirmatively relieve its employees of all duty during their meal
25 breaks, it also must not “impede or discourage” its employees from taking compliant meal breaks.
26 (*Brinker*, supra).

27 24. Defendants failed to provide Plaintiff with compliant meal breaks as alleged herein.

28 ///

1 25. For each day that Defendants failed to provide Plaintiff with a compliant meal break,
2 Defendants were required to remit premium pay pursuant to Labor Code section 226.7(c), which is
3 one additional hour of pay at Plaintiff's regular rate of pay. (*Ferra v. Loews Hollywood Hotel, LLC*,
4 11 Cal. 5th 858 (2021)).

5 26. Defendants failed to pay premium pay at Plaintiff's regular rate of pay for each day a meal
6 break was missed.

7 27. Plaintiff is therefore entitled to recover premium pay for missed meal breaks, interest,
8 penalties, attorney fees, and costs.

9 **SECOND CAUSE OF ACTION**

10 **Failure to Provide Compliant Rest Periods**

11 **By Plaintiff Against All Defendants**

12 28. Plaintiff incorporates by reference the paragraphs above.

13 29. Labor Code section 226.7 and the Wage Orders requires employers to authorize and permit
14 its employees to take rest periods based on the total hours worked daily at the rate of 10 minutes net
15 per four hours or major fraction thereof.

16 30. Furthermore, "[d]uring rest periods employers must relieve employees of all duties and
17 relinquish control over how employees spend their time." (*Augustus v. ABM Sec. Servs., Inc.*, 2 Cal.
18 5th 257, 269 (2016)).

19 31. Defendants failed to provide Plaintiff with compliant rest breaks as alleged herein.

20 32. For each day that Defendants failed to provide Plaintiff with a compliant rest break,
21 Defendants were required to remit premium pay pursuant to Labor Code section 226.7(c), which is
22 one additional hour of pay at Plaintiff's regular rate of pay. (*Ferra v. Loews Hollywood Hotel, LLC*,
23 11 Cal. 5th 858 (2021)).

24 33. Defendants failed to pay premium pay at Plaintiff's regular rate of pay for each day a rest
25 break was missed.

26 34. Plaintiff is therefore entitled to recover premium pay for missed rest breaks, interest, penalties,
27 attorney fees, and costs.

28 ///

1 **THIRD CAUSE OF ACTION**

2 **Failure to Pay for All Hours Worked**

3 **By Plaintiff Against All Defendants**

4 35. Plaintiff incorporates by reference the paragraphs above.

5 36. Labor Code sections 558 and 1194 and the Wage Orders require an employer to pay
6 employees minimum wages for all hours worked fewer than eight hours in a day and/or fewer than
7 40 hours in a workweek.

8 37. Defendants failed to pay Plaintiff for all hours worked as alleged herein.

9 38. Plaintiff is therefore entitled to recover all unpaid wages, liquidated damages, interest,
10 penalties, attorney fees, and costs.

11 **FOURTH CAUSE OF ACTION**

12 **Failure to Pay All Overtime Owed**

13 **By Plaintiff Against All Defendants**

14 39. Plaintiff incorporates by reference the paragraphs above.

15 40. Labor Code section 510 provides that “[a]ny work in excess of eight hours in one workday
16 and any work in excess of 40 hours in any one workweek and the first eight hours worked on the
17 seventh day of work in any one workweek shall be compensated at the rate of no less than one and
18 one-half times the regular rate of pay for an employee.”

19 41. Defendants failed to pay Plaintiff all overtime wages owed as alleged herein.

20 42. Plaintiff is therefore entitled to recover all unpaid overtime wages, liquidated damages,
21 interest, penalties, attorney fees, and costs.

22 **FIFTH CAUSE OF ACTION**

23 **Wage Statement Penalties**

24 **By Plaintiff Against All Defendants**

25 43. Plaintiff incorporates by reference the paragraphs above.

26 ///

27 ///

28 ///

1 44. Labor Code section 226(a) requires employers to provide itemized wage statements to its
2 employees that identify accurate information regarding their compensation. Defendants, as a matter
3 of policy and practice, failed in its affirmative obligation to provide accurate itemized wage
4 statements to Plaintiff in violation of Labor Code section 226(a).

5 45. As alleged herein, the wage statements that Defendants issued to Plaintiff were inaccurate and
6 incomplete.

7 46. Defendants knowingly and intentionally issued wage statements that were inaccurate and
8 incomplete, and the issuance of inaccurate and incomplete wage statements caused injury to Plaintiff
9 in that Plaintiff was unable to accurately verify and/or calculate their wages.

10 47. Plaintiff is therefore entitled to the recovery of wage statement penalties, attorney fees, and
11 costs.

12 **SIXTH CAUSE OF ACTION**

13 **Waiting Time Penalties**

14 **By Plaintiff Against All Defendants**

15 48. Plaintiff incorporates by reference the paragraphs above.

16 49. Labor Code sections 201 and 202 require that an employer provide an employee with all wages
17 due and payable either: (a) immediately upon termination, or (b) within 3 days of the employee's
18 resignation.

19 50. Labor Code section 203 provides that if an employer willfully fails to pay wages owed in
20 accordance with Labor Code sections 201 or 202, then the wages of the employee continue as a
21 penalty from the due date at the same rate until paid or until an action is commenced, not to exceed
22 thirty days.

23 51. As alleged herein, Defendants willfully did not pay Plaintiff all wages owed at the conclusion
24 of employment.

25 52. Plaintiff is therefore entitled to the recovery of waiting time penalties, interest, attorney fees,
26 and costs.

27 ///

28 ///

1 **SEVENTH CAUSE OF ACTION**

2 **Violation of Unfair Competition Law**

3 **By Plaintiff Against All Defendants**

4 53. Plaintiff incorporates by reference the paragraphs above.

5 54. Defendants' conduct described herein constitutes unfair competition.

6 55. Specifically, Defendants have gained an unfair advantage over other similarly situated
7 businesses by unlawfully reducing their overhead costs by not paying their employees what they are
8 owed.

9 56. Pursuant to Business and Professions Code 17203, Plaintiff is entitled to restitution of all
10 wrongfully withheld wages.

11 57. Plaintiff may recover attorney fees pursuant to Code of Civil Procedure section 1021.5.

12 **EIGHTH CAUSE OF ACTION**

13 **Private Attorneys General Act**

14 **By Plaintiff and the Aggrieved Employees Against All Defendants**

15 58. Plaintiff incorporates by reference the paragraphs above.

16 59. PAGA permits Plaintiff and the Aggrieved Employees to recover civil penalties for the
17 violation(s) of the Labor Code.

18 60. As alleged herein, Defendants' conduct violates numerous sections of the Labor Code.

19 61. With respect to violations of Labor Code sections 226.7 and 558 for Defendants' failure to
20 provide Plaintiff and the Aggrieved Employees with compliant meal periods or compensation in lieu
21 thereof, the penalties in Labor Code sections 558 and 2699 apply.

22 62. With respect to violations of Labor Code section 226.7 for Defendants' failure to provide
23 Plaintiff and the Aggrieved Employees with compliant rest periods or compensation in lieu thereof,
24 the penalties in Labor Code section 2699 apply.

25 63. With respect to violations of Labor Code section 1197 for Defendants' failure to compensate
26 Plaintiff and the Aggrieved Employees for all minimum wages earned, the penalties in Labor Code
27 sections 1197.1 and 2699 apply.

64. With respect to violations of Labor Code section 510 for Defendants' failure to compensate Plaintiff and the Aggrieved Employees for all overtime wages earned, the penalties in Labor Code sections 558, 1197.1, and 2699 apply.

65. With respect to violations of Labor Code section 226(a) for failure to provide accurate wage statements to Plaintiff and the Aggrieved Employees, the penalties in Labor Code sections 226.3 and 2699 apply.

66. With respect to violations of Labor Code section 203 for failure to pay all wages due to Plaintiff and the Aggrieved Employees and the conclusion of their employment, the penalties in Labor Code section 2699 apply.

67. Pursuant to Labor Code section 2699(k)(1), Plaintiff further seeks public injunctive relief in the form of an Order enjoining Defendants from continuing to violate the California Labor Code in the manner alleged herein.

68. Additionally, Plaintiff and the Aggrieved Employees are entitled to attorney's fees pursuant to Labor Code section 2699(g).

PRAYER FOR RELIEF

WHEREFORE, Plaintiff prays for judgment against Defendants as follows:

First Cause of Action

1. Damages and/or penalties pursuant to Labor Code section 226.7
2. Interest
3. Attorneys' fees
4. Costs
5. Other relief the court deems proper

Second Cause of Action

1. Damages and/or penalties pursuant to Labor Code section 226.7
2. Interest
3. Attorneys' fees
4. Costs
5. Other relief the court deems proper

1 Third Cause of Action

- 2 1. Damages and/or penalties pursuant to Labor Code sections 558, 1194, 1197, and 1197.1
3 2. Liquidated damages
4 3. Interest
5 4. Attorneys' fees
6 5. Costs
7 6. Other relief the court deems proper

8 Fourth Cause of Action

- 9 1. Damages and/or penalties pursuant to Labor Code sections 510, 558, and 1194
10 2. Interest
11 3. Attorneys' fees
12 4. Costs
13 5. Other relief the court deems proper

14 Fifth Cause of Action

- 15 1. Penalties pursuant to Labor Code section 226
16 2. Attorneys' fees
17 3. Costs
18 4. Other relief the court deems proper

19 Sixth Cause of Action

- 20 1. Penalties pursuant to Labor Code section 203
21 2. Attorneys' fees
22 3. Costs
23 4. Other relief the court deems proper

24 Seventh Cause of Action

- 25 1. Restitution of all wrongfully withheld wages
26 2. Attorneys' fees
27 3. Costs
28 4. Other relief the court deems proper

1 Eighth Cause of Action

- 2 1. All applicable civil penalties available pursuant to Labor Code section 2698, et seq.
- 3 2. Public injunctive relief in the form of an Order enjoining Defendants from continuing to
- 4 violate the California Labor Code in the manner alleged herein
- 5 3. Attorneys' fees
- 6 4. Costs
- 7 5. Other relief the court deems proper

8

9

10 DATED: May 7, 2025

FRONTIER LAW CENTER

11 *Daniel Ginzburg*

12 DANIEL GINZBURG

13 Attorney for Plaintiff

14 JAMONT CARLTON BROWN,

15 individually and on behalf of all

16 others similarly situated

17

18

19

20

21

22

23

24

25

26

27

28