

February 6, 2025

Filed via the LWDA's PAGA Claim Notice Online Form

Copies Sent via Certified U.S. Mail to:

Human Resources
F4 Logistics LLC
3370 E. La Palma
Anaheim, CA 92806

F4 Logistics LLC
7889 Rainview Ct
Anaheim Hills, CA 92808

Re: *Christopher Allen Pelayo v. F4 Logistics LLC*
Notice of Intent to File Suit Pursuant to California Labor Code
Section 2699

To Whom It May Concern:

This office represents Christopher Allen Pelayo ("Plaintiff") and a group of the putative class members in a forthcoming lawsuit against F4 Logistics LLC ("Defendant"). The action, entitled *Christopher Allen Pelayo v. F4 Logistics LLC*, is to be filed in the Superior Court of the State of California for the County of Orange (the "Action"). A copy of the complaint as currently drafted, and as is intended to be filed in the Action, is enclosed as **Exhibit A**. This letter incorporates by reference the facts, law, and allegations of Exhibit A.

This letter serves as notice pursuant to the California Labor Code Private Attorneys General Act of 2004 ("PAGA"), codified at California Labor Code sections 2698 through 2699.6, that we intend to include representative claims in the Action for civil penalties under PAGA on behalf of a group of aggrieved employees. For the purposes of this letter, "Aggrieved Employees" is defined as: *All individuals who are or were employed by Defendant(s) as non-exempt employees in California, from one year prior to the mailing of this notice through the date of trial.*

As set forth in more detail in Exhibit A, Defendant violated its obligations to Plaintiff and the Aggrieved Employees under California law by: failing to pay minimum wages for all hours worked, failing to pay all overtime wages earned, failing to provide lawful rest periods and pay missed rest period premiums, failing to provide lawful meal periods and pay missed meal period premiums, failing to maintain accurate records, failing to reimburse all necessary business expenses, failing to provide accurate and complete wage statements, failing to pay all wages in full and on time during employment, and failing to pay all wages due upon termination.

Because of these systemic violations, Defendant violated: Labor Code sections 201, 202, 203, 204, 210, 226, 226.3, 226.7, 510, 512, 1174, 1174.5, 1185, 1194, 1194.2, 1197, 1197.1, 1198, 1198.5, 1199, 2802, 2084, and California Industrial Welfare Commission Wage Orders Wage Orders 4-2001, 7-2001, and/or 17-2001, and

Notice of Intent to File PAGA Action

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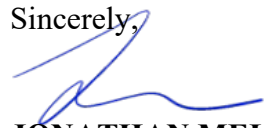
Page 2 of 2

others that may be applicable. (Cal. Code of Regs., tit. 8, §§ 11040, 11070, 11170.) The enclosed Complaint further details: **(1)** the alleged violations; **(2)** the facts and theories supporting these violations; **(3)** the people and entities, dates, classifications, violations, events, and actions at issue; and **(4)** the illegal practices instituted by Defendant.

Together with this correspondence, the enclosed complaint provides notice that we intend to proceed with a claim for civil penalties in the Action pursuant to PAGA. (See Lab. Code, §§ 2698–2699.6.) We intend to fully prosecute the representative claims alleged in the complaint, including by obtaining civil penalties under PAGA.

Please do not hesitate to contact me if you have any questions.

Sincerely,



JONATHAN MELMED

Enclosure

EXHIBIT A

(Anticipated Class Action Complaint in
Christopher Allen Pelayo v. F4 Logistics LLC)

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

CHRISTOPHER ALLEN PELAYO, an
individual, on behalf of himself and all others
similarly situated,

Plaintiff,

v.

F4 LOGISTICS LLC, a California Limited
Liability Company; and DOES 1 TO 50,

Defendants.

Case Number: _____

Class Action Complaint For:

1. Failure to Pay All Minimum Wages,
2. Failure to Pay All Overtime Wages,
3. Failure to Provide Rest Periods and Pay Missed Rest Period Premiums,
4. Failure to Provide Meal Periods and Pay Missed Meal Period Premiums,
5. Failure to Maintain Accurate Employment Records,
6. Failure to Pay Wages Timely during Employment,
7. Failure to Pay All Wages Earned and Unpaid at Separation,
8. Failure to Indemnify All Necessary Business Expenditures,
9. Failure to Furnish Accurate Itemized Wage Statements, and

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10. Violations of California’s Unfair
Competition Law (Bus. & Prof. Code, §§
17200–17210).

Demand for Jury Trial

Plaintiff Christopher Allen Pelayo (“Plaintiff”), on behalf of himself and all other similarly situated employees within the State of California, complains and alleges of defendants F4 Logistics LLC and Does 1 to 50 (collectively, “Defendants”), and each of them, as follows:

I. INTRODUCTION

1. This is a class action complaint brought pursuant to California Code of Civil Procedure section 382.

2. The “Class Period” as used herein, is defined as the period from four years prior to the filing of this action and continuing into the present and ongoing. Defendants’ violations of California’s laws as described more fully below have been ongoing throughout the Class Period and are still ongoing.

3. Plaintiff brings this class action on behalf of himself and the following class: *All individuals who are or were employed by Defendants as non-exempt employees in California during the Class Period* (the “Class Members”). (Code Civ. Proc., § 382.)

4. Plaintiff brings this action on behalf of himself and the Class Members, as a class action, against Defendants for:

- A. Failure to pay all minimum wages,
- B. Failure to pay all overtime wages,
- C. Failure to provide rest periods and pay missed rest period premiums,
- D. Failure to provide meal periods and pay missed meal period premiums,
- E. Failure to maintain accurate employment records,
- F. Failure to pay wages timely during employment,
- G. Failure to pay all wages earned and unpaid at separation,
- H. Failure to indemnify all necessary business expenditures,
- I. Failure to furnish accurate itemized wage statements, and
- J. Violations of California’s Unfair Competition Law (“UCL”) (Bus. & Prof. Code, §§ 17200–17210).

5. Plaintiff is informed and believes and thereon alleges that the California Industrial Welfare Commission (“IWC”) Wage Orders applicable to the facts of this case are IWC Wage Orders

1 4-2001, 7-2001, and/or 17-2001 (the “Applicable Wage Orders”) and possibly others that may be
2 applicable. (Cal. Code of Regs., tit. 8, §§ 11040, 11070, 11170.) Plaintiff reserves the right to amend
3 or modify the definition of “Applicable Wage Orders” with greater specificity or add additional IWC
4 Wage Orders if additional applicable wage orders are discovered in litigation.

5 **II. JURISDICTION & VENUE**

6 6. This Court has subject matter jurisdiction over all causes of action asserted herein
7 pursuant to Article VI, section 10, of the California Constitution and Code of Civil Procedure section
8 410.10 because this is a civil action in which the matter in controversy, exclusive of interest, exceeds
9 \$25,000, and because each cause of action asserted arises under the laws of the State of California or
10 is subject to adjudication in the courts of the State of California.

11 7. This Court has personal jurisdiction over Defendants because Defendants have caused
12 injuries in the County of Orange and the State of California through their acts, and by their violation
13 of the California Labor Code and California state common law. Defendants transact millions of dollars
14 of business within the State of California. Defendants own, maintain offices, transact business, have an
15 agent or agents within the County of Orange, and/or otherwise are found within the County of Orange,
16 and Defendants are within the jurisdiction of this Court for purposes of service of process.

17 8. Venue as to Defendants is proper in this judicial district, pursuant to section 395 of the
18 Code of Civil Procedure. Defendants operate within California and do business within Orange County,
19 California. The unlawful acts alleged herein have a direct effect on Plaintiff and all of Defendants’
20 employees identified above within Orange County and surrounding counties where Defendants may
21 remotely operate.

22 9. This matter is not appropriate for removal under the Class Action Fairness Act (28
23 U.S.C. § 1332) as the amount in controversy for Plaintiff’s and the Class Members’ claims, in
24 aggregate, is less than \$5 million. Additionally, all the allegations herein occurred in the State of
25 California. As such, even if the amount in controversy did exceed \$5 million this matter would still not
26 be appropriate for removal under the “local controversy” exception to the Class Action Fairness Act.
27 (28 U.S.C. § 1332, subd. (d)(4)(A).)
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1 **III. THE PARTIES**

2 **A. PLAINTIFF**

3 10. At all relevant times, Plaintiff, who is over the age of 18, was and currently is a citizen
4 of California residing in the State of California. Defendants employed Plaintiff as a non-exempt hourly
5 employee in the County of Orange.

6 11. Plaintiff brings this action on behalf of himself and the following class pursuant to
7 section 382 of the Code of Civil Procedure as follows: *All individuals who are or were employed by*
8 *Defendants as non-exempt employees in California during the Class Period* (the “Class Members”).

9 12. The Class Members, at all times pertinent hereto, are or were employees of Defendants
10 during the relevant statutory period.

11 **B. DEFENDANTS**

12 13. Plaintiff is informed and believes and thereon alleges that Defendants were authorized
13 to and doing business in Orange County and is and/or was the legal employer of Plaintiff and the other
14 Class Members during the applicable statutory periods. Plaintiff and the other Class Members were,
15 and are, subject to Defendants’ policies and/or practices complained of herein and have been deprived
16 of the rights guaranteed to them by: California Labor Code sections 201, 202, 203, 204, 210, 226,
17 226.3, 226.7, 510, 512, 1174, 1185, 1194, 1194.2, 1197, 1197.1, 1198, 1198.5, 1199, 2802, 2804, and
18 others that may be applicable; California Business and Professions Code sections 17200 through 17210
19 (“UCL”); and the Applicable Wage Orders (Cal. Code of Regs., tit. 8, §§ 11040, 11070, 11170).

20 14. Plaintiff is informed and believes, and based thereon alleges, that during the Class
21 Period, Defendants did (and continue to do) business in the State of California, County of Orange.
22 Defendants’ operations are headquartered in Orange County.

23 15. Plaintiff does not know the true names or capacities, whether individual, partner, or
24 corporate, of the defendants sued herein as Does 1 to 50, inclusive, and for that reason, said defendants
25 are sued under such fictitious names, and Plaintiff will seek leave from this Court to amend this
26 complaint when such true names and capacities are discovered. Plaintiff is informed, and believes, and
27 thereon alleges, that each of said fictitious defendants, whether individual, partners, or corporate, were
28 responsible in some manner for the acts and omissions alleged herein, and proximately caused Plaintiff

1 and the other Class Members to be subject to the unlawful employment practices, wrongs, injuries, and
2 damages complained of herein.

3 16. Plaintiff is informed, and believes, and thereon alleges, that at all times mentioned
4 herein, Defendants were and/or are the employers of Plaintiff and the other Class Members. At all times
5 herein mentioned, each of said Defendants participated in the doing of the acts hereinafter alleged to
6 have been done by the named Defendants. Furthermore, the Defendants, and each of them, were the
7 agents, representatives, and employees of each and every one of the other Defendants, and at all times
8 herein mentioned were acting within the course and scope of said agency, representation, and
9 employment. Defendants, and each of them, approved of, condoned, or otherwise ratified every one of
10 the acts or omissions complained of herein.

11 17. Plaintiff is further informed, and believes, and thereon alleges, that at all times
12 mentioned herein, that Defendants, and each of them, are the alter egos of one another and that there
13 existed and now exists a unity of interest and ownership between them such that the individuality and
14 separateness of each of them has ceased. Plaintiff is further informed, and believes, and thereon alleges,
15 that at all times mentioned herein, that Defendants, and each of them, have been and now are mere
16 shells and naked frameworks that their principal uses for the conduct of that Defendant's own business,
17 property, and affairs, for which Defendants, and each of them, have concealed and misrepresented their
18 identities as the entities responsible for their ownership, management, and financial interests.

19 18. Plaintiff is further informed, and believes, and thereon alleges, that at all times
20 mentioned herein, Defendants, and each of them, were members of and engaged in a joint venture,
21 partnership, and common enterprise, and acting within the course and scope of and in pursuance of said
22 joint venture, partnership, and common enterprise. Further, Plaintiff is informed, and believes, and
23 thereon alleges, that all Defendants were joint employers for all purposes of Plaintiff and the other
24 Class Members.

25 **IV. COMMON FACTS & ALLEGATIONS**

26 19. Plaintiff and the other Class Members (collectively, the "Class Members") are, and were
27 at all relevant times, employed by the Defendants within the State of California.
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1 20. The Class Members are, and were, at all relevant times, non-exempt employees for the
2 purposes of minimum wages, overtime, rest breaks, meal periods, and the other claims alleged in this
3 complaint.

4 21. Specifically, Plaintiff was employed by Defendants within the statutory Class Period,
5 working as an hourly, non-exempt operations supervisor for Defendants. Plaintiff's duties included
6 manage drivers and communicate with them through Amazon logistics cortex, monitor, and report
7 damages.

8 **A. MINIMUM WAGE VIOLATIONS**

9 22. Labor Code section 1197 requires employees to be paid at least the minimum wage fixed
10 by the IWC, and any payment of less than the minimum wage is unlawful. Similarly, Labor Code
11 section 1194 entitles "any employee receiving less than the legal minimum wage . . . to recover in a
12 civil action the unpaid balance of the full amount of this minimum wage." Likewise, the Applicable
13 Wage Orders also obligate employers to pay each employee minimum wages for all hours worked.
14 (Cal. Code of Regs., tit. 8, §§ 11040, 11070, 11170.) Labor Code section 1198 makes unlawful the
15 employment of an employee under conditions that the IWC Wage Orders prohibit.

16 23. These minimum wage standards apply to each hour that employees work. Therefore, an
17 employer's failure to pay for any particular time worked by an employee is unlawful, even if averaging
18 an employee's total pay over all hours worked, paid or not, results in an average hourly wage above
19 minimum wage. (*Armenta v. Osmose, Inc.* (2005) 135 Cal.App.4th 314, 324.)

20 24. Here, Defendants failed to fully conform their pay practices to the requirements of the
21 law during the relevant statutory periods. The Class Members were not compensated for all hours
22 worked including, but not limited to, all hours they were subject to the control of Defendants and/or
23 suffered or permitted to work under the California Labor Code and the Applicable Wage Orders.
24 Among other violations, the Class Members were subject to the control of Defendants while off-the-
25 clock and did not receive minimum wage for each hour worked.

26 25. Labor Code sections 1194, subdivision (a), and 1194.2, subdivision (a), provide that an
27 employer who has failed to pay its employees the legal minimum wage is liable to pay those employees
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1 the unpaid balance of the unpaid wages as well as liquidated damages in an amount equal to the wages
2 due and interest thereon.

3 26. When employees, such as the Class Members, are not paid for all hours worked under
4 Labor Code section 1194, they are entitled to recover minimum wages for the time which they received
5 no compensation. (See *Sillah v. Command International Security Services* (N.D. Cal. 2015) 154
6 F.Supp.3d 891 [employees suing for failure to pay overtime could recover liquidated damages under
7 Labor Code section 1194.2 if they also showed they were paid less than minimum wage].)

8 27. Labor Code section 1197.1 authorizes employees who are paid less than the minimum
9 wage fixed by an applicable state or local law, or by an order of the IWC, a civil penalty, among other
10 damages, as follows:

11 (1) “For any initial violation that is intentionally committed, one hundred
12 dollars (\$100) for each underpaid employee for each pay period for
13 which the employee is underpaid.”

14 (2) “For each subsequent violation for the same specific offense, two
15 hundred fifty dollars (\$250) for each underpaid employee for each pay
16 period for which the employee is underpaid regardless of whether the
17 initial violation is intentionally committed.” (Lab. Code, § 1197.1, subd.

18 (a).)

19 28. As set forth above, Defendants failed to fully compensate the Class Members for all
20 minimum wages. Accordingly, the Class Members are entitled to recover liquidated damages for
21 violations of Labor Code section 1197.1.

22 29. Based upon these same factual allegations, the Class Members are likewise entitled to
23 penalties under Labor Code sections 1199.

24 **B. OVERTIME VIOLATIONS**

25 30. Labor Code section 510 requires employers to compensate employees who work more
26 than eight hours in one workday, forty hours in a workweek, and for the first eight hours worked on
27 the seventh consecutive day no less than one and one-half times the regular rate of pay for an employee.
28 (Lab. Code, § 510, subd. (a).) Further, Labor Code section 510 obligates employers to compensate

1 employees at no less than twice the regular rate of pay when an employee works more than twelve
2 hours in a day or more than eight hours on the seventh consecutive day of work. (Lab. Code, § 510,
3 subd. (a).) These rules are also reflected in the Applicable Wage Orders.

4 31. In accordance with Labor Code section 1194 and the Applicable Wage Orders, the Class
5 Members could not then agree and cannot now agree to work for a lesser wage than the amount
6 provided by Labor Code sections 510 or the Applicable Wage Orders.

7 32. Here, Defendants violated their duty to accurately and completely compensate the Class
8 Members for all overtime worked. The Class Members periodically worked hours that entitled them to
9 overtime compensation under the law but were not fully compensated for those hours.

10 33. These actions were and are in clear violation of California's overtime laws as set forth
11 in Labor Code sections 510, 1194, 1199, and the Applicable Wage Orders. (Cal. Code of Regs., tit. 8,
12 §§ 11040, 11070, 11170.) As a result of Defendants' faulty policies and practices, the Class Members
13 were not compensated for all hours worked or paid accurate overtime compensation.

14 **C. DONNING AND DOFFING VIOLATIONS**

15 34. As explained above, employers are required to pay employees at least the applicable
16 minimum wage for all hours worked. (Lab. Code, §§ 1194, 1197.) "Hours worked," for these purposes,
17 includes "activities, such as the donning and doffing of specialized protective gear, that are performed
18 either before or after the regular work shift" (*IBP, Inc. v. Alvarez* (2005) 546 U.S. 21, 30 [126
19 S.Ct. 514, 521], internal quotation marks omitted.) As one court noted:

20 "All activities which are an integral and indispensable part of the principal
21 activities for which covered workmen are employed, including the donning and
22 doffing of specialized protective gear either before or after the regular work
23 shift, are compensable under the FLSA." (*Pehle v. Dufour* (E.D. Cal., Sept. 28,
24 2012, No. 2:06-CV-1889-EFB) 2012 WL 4490955, at p. 8, internal quotation
25 marks omitted; see also *Aguilar v. Ass'n for Retarded Citizens* (1991) 234
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1 Cal.App.3d 21, 34 [“[F]ederal law does not control unless it is more beneficial
2 to employees than the state law.”].)

3 35. Thus, a failure to pay employees for their time donning and doffing clothing and
4 equipment is a violation of law. (See *Steiner v. Mitchell* (1956) 350 U.S. 247, 256 [76 S.Ct. 330, 335]
5 [time spent by private employees at a battery plant changing clothes and showering before and after
6 shifts was compensable because the activities were necessary to protect the workers from toxins in the
7 workplace]; *IBP, Inc. v. Alvarez, supra*, 546 U.S. 21, 37–42 [time spent by meat processing plant
8 employees walking between locker rooms and production areas after donning special safety gear in the
9 locker rooms is compensable, as it is time employees spent waiting to doff protective clothes because
10 that time was not a “preliminary or postliminary activity” excluded from coverage].)

11 36. Here, the Class Members were and are periodically required to don specialized
12 accoutrements necessary for their work. At such times, Defendants had a policy and practice of
13 requiring the Class Members to arrive at work early to engage in preparation and donning/doffing
14 activities before clocking in for their shift.

15 37. Likewise, the Class Members were and are periodically required to remove those
16 accoutrements after the conclusion of their work. At such times, Defendants had a policy and practice
17 of requiring the Class Members to stay beyond the conclusion of their shift to engage in these removal
18 activities after clocking out.

19 38. None of the time spent engaging in these donning or doffing activities is or was
20 compensated by Defendants. As a result, the Class Members were not compensated for all hours
21 worked. These donning and doffing violations resulted in additional overtime violations, as well as
22 non-compliant meal and rest periods.

23 **D. REST BREAK VIOLATIONS**

24 39. Pursuant to Labor Code section 226.7 and the Applicable Wage Orders, Defendants
25 were and are required to provide the Class Members with compensated, duty-free rest periods of not
26 less than ten minutes for every major fraction of four hours worked. Under the Applicable Wage
27 Orders, an employer must authorize and permit all employees to take ten minute duty free rest periods
28 for every major fraction of four hours worked. (Cal. Code of Regs., tit. 8, §§ 11040, 11070, 11170.)

1 40. Likewise, Labor Code section 226.7 provides that “[a]n employer shall not require an
2 employee to work during a meal or rest or recovery period mandated pursuant to an applicable statute,
3 or applicable regulation, standard, or order of the Industrial Welfare Commission” (Lab. Code, §
4 226.7, subd. (b).) Labor Code section 226.7 also provides that employers must pay their employees one
5 additional hour of pay at the employee’s regular rate for each workday that a “meal or rest or recovery
6 period is not provided.” (Lab. Code, § 226.7, subd. (c).) The “regular rate” for these purposes must
7 factor in all nondiscretionary payments for work performed by the employee, including non-
8 discretionary bonuses, commissions, and other forms of wage payments exceeding the employees’ base
9 hourly rate. (*Ferra v. Loews Hollywood Hotel, LLC* (2021) 11 Cal.5th 858, 878.) Thus, the Wage
10 Orders set when and for how long the rest period must take place and the Labor Code establishes that
11 violations of the IWC Wage Orders are unlawful and sets forth the premium pay employer must pay
12 their employees when employers fail to provide rest periods.

13 41. The California Supreme Court has held that, during required rest periods, “employers
14 must relieve their employees of all duties and relinquish any control over how employees spend their
15 break time.” (*Augustus v. ABM Security Services, Inc.* (2016) 2 Cal.5th 257, 260.) Relinquishing
16 control over employees during rest periods requires that employees be “free to leave the employer’s
17 premises” and be “permitted to attend to personal business.” (*Id.* at p. 275.) The *Brinker* Court
18 explained in the context of rest breaks that employer liability attaches from adopting an unlawful
19 policy:

20 “An employer is required to authorize and permit the amount of rest break time
21 called for under the wage order for its industry. If it does not—if, for example,
22 it adopts a uniform policy authorizing and permitting only one rest break for
23 employees working a seven-hour shift when two are required—it has violated
24 the wage order and is liable.” (*Brinker Rest. Corp. v. Superior Court* (2012) 53
25 Cal.4th 1004, 1033.)

26 42. Here, Defendants periodically did not permit the Class Members to take compliant duty-
27 free rest breaks, free from Defendants’ control as required by Labor Code section 226.7, the Applicable
28 Wage Orders, and applicable precedent. (See *Augustus v. ABM Security Services, Inc.* (2016) 2 Cal.5th

1 257, 269 [concluding that “during rest periods employers must relieve employees of all duties and
2 relinquish control over how employees spend their time.”].) At all relevant times, the Class Members
3 were periodically not provided with legally-compliant and timely rest periods of at least ten minutes
4 for each four hour work period, or major fraction thereof due to Defendants’ unlawful rest period
5 policies/practices. The Class Members were often expected and required to continue working through
6 rest periods to meet the expectations Defendants and finish the workday. In some cases when the Class
7 Members worked more than ten hours in a shift, Defendants failed to authorize and/or permit a third
8 mandated rest period. As a result, the Class Members were periodically unable to take compliant rest
9 periods.

10 43. In such cases where Defendants did not offer the Class Members the opportunity to
11 receive a compliant off-duty rest period, “the court may not conclude employees voluntarily chose to
12 skip those breaks.” (*Alberts v. Aurora Behavioral Health Care* (2015) 241 Cal.App.4th 388, 410 (2015)
13 [“If an employer fails to provide legally compliant meal or rest breaks, the court may not conclude
14 employees voluntarily chose to skip those breaks.”]; *Brinker Rest. Corp. v. Superior Court, supra*, 53
15 Cal.4th at p. 1033 [“No issue of waiver ever arises for a rest break that was required by law but never
16 authorized; if a break is not authorized, an employee has no opportunity to decline to take it.”].)

17 44. In addition to failing to authorize and permit compliant rest periods, the Class Members
18 were not compensated with one hour’s worth of pay at their regular rate of compensation when they
19 were not provided with a compliant rest period in accordance with Labor Code section 226.7,
20 subdivision (c). Thus, Defendants have violated Labor Code section 226.7 and the Applicable Wage
21 Orders.

22 45. Based on the foregoing, Plaintiff seeks to recover, on behalf of himself and other non-
23 exempt employees, rest period premiums and penalties.

24 **E. MEAL BREAK VIOLATIONS**

25 46. Labor Code section 512 and the Applicable Wage Orders require employers to provide
26 employees with a thirty-minute uninterrupted and duty-free meal period within the first five hours of
27 work. (Lab. Code, § 512, subd. (a) [“An employer shall not employ an employee for a work period of
28 more than five hours per day without providing the employee with a meal period of not less than 30

1 minutes”]; Cal. Code of Regs., tit. 8, §§ 11040, 11070, 11170 [“No employer shall employ any
2 person for a work period of more than five (5) hours without a meal period of not less than 30
3 minutes”].) Additionally, an employee who works more than ten hours per day is entitled to
4 receive a second thirty-minute uninterrupted and duty-free meal period. (Lab. Code, § 512, subd. (a)
5 [“An employer shall not employ an employee for a work period of more than 10 hours per day without
6 providing the employee with a second meal period of not less than 30 minutes”].)

7 47. “An on-duty meal period is permitted only when the nature of the work prevents an
8 employee from being relieved of all duty and the parties agree in writing to an on-duty paid meal
9 break.” (*Lubin v. The Wackenhut Corp.* (2016) 5 Cal.App.5th 926, 932.) The written agreement must
10 include a provision allowing the employee to revoke it at any time. (*Ibid.*) Generally, the California
11 Department of Industrial Relations, Division of Labor Standards Enforcement (“DLSE”) and courts
12 have “found that the nature of the work exception applies: (1) where the work has some particular
13 external force that requires the employee to be on duty at all times, and (2) where the employee is the
14 sole employee of a particular employer.” (*Id.* at p. 945, internal quotation marks omitted; *Abdullah v.*
15 *U.S. Security Associates, Inc.* (9th Cir. 2013) 731 F.3d 952, 958–959.) “[I]t is the employer’s obligation
16 to determine whether the nature of the work prevents an employee from being relieved before requiring
17 an employee to take an on-duty meal period.” (*Lubin v. The Wackenhut Corp.*, *supra*, 5 Cal.App.5th at
18 p. 946.)

19 48. Here, the Class Members were never asked to sign any enforceable document agreeing
20 to an on-duty meal period. Moreover, nothing in the nature of their work involved the kind of “external
21 force” that might justify on-duty meal breaks. (*Lubin v. The Wackenhut Corp.*, *supra*, 5 Cal.App.5th at
22 p. 945.) Nevertheless, Defendants periodically did not provide compliant off-duty meal periods within
23 the first five hours of work for the Class Members.

24 49. As with rest breaks, meal breaks must be duty-free. (*Brinker Restaurant Corp. v.*
25 *Superior Court* (2012) 53 Cal.4th 1004, 1035 [“The IWC’s wage orders have long made a meal period’s
26 duty-free nature its defining characteristic.”].) Relinquishing control over employees during meal
27 periods requires that employees be “free to leave the employer’s premises” and be “permitted to attend
28 to personal business.” (*Augustus v. ABM Security Services, Inc.*, *supra*, 2 Cal.5th at p. 275.) Under

1 Labor Code section 512, if an employer maintains a uniform policy that does not authorize and permit
2 the amount of meal time called for under the law (as specified in the Labor Code and/or applicable
3 IWC Wage Order), “it has violated the wage order and is liable.” (*Brinker Restaurant Corp. v. Superior*
4 *Court, supra*, 53 Cal.4th at p. 1033.)

5 50. During the applicable statutory periods here, the Class Members were periodically
6 denied legally-compliant and timely off-duty meal periods of at least thirty minutes due to Defendants’
7 unlawful meal period policy and practices. As a result of Defendants’ uniform meal period policies and
8 practices, the Class Members were often not permitted to take compliant first meal periods before the
9 end of the fifth hour of work. The Class Members were also periodically not permitted to take second
10 meal periods for shifts in excess of ten hours. Defendants thus violated Labor Code section 512 and
11 the Applicable Wage Orders by failing to advise, authorize, or permit the Class Members to receive
12 thirty-minute, off-duty meal periods within the first five hours of their shifts.

13 51. Labor Code section 226.7 provides that “[a]n employer shall not require an employee
14 to work during a meal or rest or recovery period mandated pursuant to an applicable statute, or
15 applicable regulation, standard, or order of the Industrial Welfare Commission.” (Lab. Code, § 226.7,
16 subd. (b).) Labor Code section 226.7, subdivision (c), and the Applicable Wage Orders further obligate
17 employers to pay employees one additional hour of pay at the employee’s regular rate of compensation
18 for each workday that the meal period is not provided. (Lab. Code, § 226.7, subd. (c); Cal. Code of
19 Regs., tit. 8, §§ 11040, 11070, 11170 [“If an employer fails to provide an employee a meal period in
20 accordance with the applicable provisions of this order, the employer shall pay the employee one (1)
21 hour of pay at the employee’s regular rate of compensation for each workday that the meal period is
22 not provided.”].) The “regular rate” for these purposes must factor in all nondiscretionary payments for
23 work performed by the employee, including non-discretionary bonuses, commissions, and other forms
24 of wage payments exceeding the employees’ base hourly rate. (*Ferra v. Loews Hollywood Hotel, LLC*
25 (2021) 11 Cal.5th 858, 878.)

26 52. Accordingly, for each day that the Class Members did not receive compliant meal
27 periods, they were and are entitled to receive meal period premiums pursuant to Labor Code section
28 226.7 and the Applicable Wage Orders. Defendants, however, failed to pay the Class Members

1 applicable meal period premiums for many workdays that the employees did not receive a compliant
2 meal period. Thus, Defendants have violated Labor Code section 226.7 and the Applicable Wage
3 Orders.

4 53. Based on the foregoing, Plaintiff seeks to recover, on behalf of himself and other non-
5 exempt employees, meal period premiums and penalties.

6 **F. UNTIMELY WAGES DURING EMPLOYMENT**

7 54. Labor Code section 204 expressly requires employers who pay employees on a weekly,
8 biweekly, or semimonthly basis to pay all wages “not more than seven calendar days following the
9 close of the payroll period.” Labor Code section 210, subdivision (a), makes employers who violate
10 Labor Code section 204 subject to a penalty of:

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

13 “(2) For each subsequent violation, or any willful or intentional violation, two
14 hundred dollars (\$200) for each failure to pay each employee, plus 25
15 percent of the amount unlawfully withheld.” (Lab. Code, § 210, subd.
16 (a).)

17 55. Notably, the penalty provided by Labor Code section 210 is “[i]n addition to, and
18 entirely independent and apart from, any other penalty provided in this article” (Lab. Code, § 210,
19 subd. (a).)

20 56. Due to Defendants’ failure to pay the Class Members the wages described above, along
21 with rest and meal break premiums, Defendants failed to timely pay the Class Members within seven
22 calendar days following the close of payroll in accordance with Labor Code section 204 on a regular
23 and consistent basis. (See *Parson v. Golden State FC, LLC* (N.D. Cal., May 2, 2016, No. 16-CV-00405-
24 JST) 2016 WL 1734010, at p. *3–5, 2016 U.S. Dist. LEXIS 58299 [finding that a failure to pay rest
25 period premiums can support claims under Labor Code sections 203 and 204].)

26 **G. UNTIMELY WAGES AT SEPARATION**

27 57. Labor Code section 203 provides “if an employer willfully fails to pay . . . any wages
28 of an employee who is discharged or who quits, the wages of the employee shall continue as a penalty”

1 for up to thirty days. (Lab. Code § 203; *Mamika v. Barca* (1998) 68 Cal.App.4th 487, 492.) As a result
2 of Defendants' failure to pay the Class Members for the wages described above, along with rest and
3 meal break premiums, Defendants violated and continue to violate Labor Code section 203.

4 58. Due to Defendants' faulty pay policies, those Class Members whose employment with
5 Defendants concluded were not compensated for each and every hour worked at the appropriate rate.
6 Defendants have failed to pay formerly-employed Class Members whose sums were certain at the time
7 of termination within at least seventy-two hours of their resignation and have failed to pay those sums
8 for thirty days thereafter.

9 **H. FAILURE TO REIMBURSE BUSINESS EXPENSES**

10 59. At all relevant times herein, Defendants were subject to Labor Code section 2802, which
11 states that "an employer shall indemnify his or her employees for all necessary expenditures or losses
12 incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her
13 obedience to the directions of the employer." The purpose of this section is to "prevent employers from
14 passing along their operating expenses onto their employees." (*Gattuso v. Harte-Hanks Shoppers, Inc.*
15 (2007) 42 Cal.4th 554, 562.)

16 60. At all relevant times herein, Defendants were subject to Labor Code section 2804, which
17 states that "any contract or agreement, express or implied, made by any employee to waive the benefits
18 of this article or any part thereof, is null and void, and this article shall not deprive any employee or his
19 personal representative of any right or remedy to which he is entitled under the laws of this State."

20 61. Thus, the Class Members were and are entitled to reimbursement for the expenses they
21 incurred during the course of their duties. The duty to reimburse even extends to the use of equipment
22 the employee may already own and would be required to pay for anyway. (*Cochran v. Schwan's Home*
23 *Serv., Inc.* (2014) 228 Cal.App.4th 1137, 1144 ["The threshold question in this case is this: Does an
24 employer always have to reimburse an employee for the reasonable expense of the mandatory use of a
25 personal cell phone, or is the reimbursement obligation limited to the situation in which the employee
26 incurred an extra expense that he or she would not have otherwise incurred absent the job? The answer
27 is that reimbursement is always required. Otherwise, the employer would receive a windfall because it
28 would be passing its operating expenses on to the employee."].)

1 62. Here, Defendants failed to fully reimburse the Class Members for necessary
2 expenditures incurred as a direct consequence and requirement of performing their job duties, including
3 the costs associated with their personal cell phone they required to perform their work. Consequently,
4 Defendants failed to comply with Labor Code section 2802.

5 **I. WAGE STATEMENT VIOLATIONS**

6 63. Defendants also failed to provide accurate itemized wage statements in accordance with
7 Labor Code sections 226, subdivisions (a)(1), (2), (5), and (9). Labor Code section 226, subdivision
8 (a), obligates employers, semi-monthly or at the time of each payment to furnish an itemized wage
9 statement in writing showing:

- 10 (1) The gross wages earned;
- 11 (2) The total hours worked by the employee;
- 12 (3) The number of piece-rate units earned and any applicable piece rate if
13 the employee is paid on a piece rate basis;
- 14 (4) All deductions, provided that all deductions made on written orders of
15 the employee may be aggregated and shown as one item;
- 16 (5) The net wages earned;
- 17 (6) The inclusive dates of the period for which the employee is paid;
- 18 (7) The name of the employee and only the last four digits of his or her social
19 security number or an employee identification number other than a social
20 security number;
- 21 (8) The name and address of the legal entity that is the employer; and
- 22 (9) All applicable hourly rates in effect during the pay period and the
23 corresponding number of hours worked at each hourly rate by the
24 employee.

25 64. Due to Defendants' failure to pay the Class Members properly as described above, the
26 wage statements issued do not indicate the correct amount of gross wages earned, total hours worked,
27 or the net wages earned, or the applicable hourly rates in effect during the pay period and the
28

1 corresponding number of hours worked at each hourly rate. Thus, Defendants have violated Labor
2 Code section 226, subdivisions (a)(1), (2), (5), and (9).

3 65. In addition to Labor Code section 226, subdivision (a), Defendants also knowingly and
4 intentionally failed to provide the Class Members with accurate itemized wage statements in violation
5 of Labor Code section 226, subdivision (e). Defendants knew that they were not providing the Class
6 Members with wage statements required by California law but nevertheless failed to correct their
7 unlawful practices and policies. (See *Garnett v. ADT LLC* (E.D. Cal. 2015) 139 F.Supp.3d 1121, 1134
8 [finding the defendant knowingly and intentionally violated Labor Code section 226 because the
9 “[d]efendant knew that it was not providing total hours worked to plaintiff or other employees paid on
10 commission” even though it believed that employees paid solely on commission or commission and
11 salary “are exempt and therefore we do not record hours on a wage statement.”].)

12 **J. RECORDKEEPING VIOLATIONS**

13 66. Labor Code section 226, subdivision (a), requires employers to keep an accurate record
14 of, among other things, all hours worked by employees. Labor Code section 226.3 provides, in pertinent
15 part, as follows:

16 “Any employer who violates subdivision (a) of Section 226 shall be subject to a
17 civil penalty in the amount of two hundred fifty dollars (\$250) per employee per
18 violation in an initial citation and one thousand dollars (\$1,000) per employee
19 for each violation in a subsequent citation, for which the employer fails to
20 provide the employee a wage deduction statement or fails to keep the records
21 required in subdivision (a) of Section 226. The civil penalties provided for in
22 this section are in addition to any other penalty provided by law.” (Lab. Code, §
23 226.3, emphasis added.)

24 67. Likewise, Labor Code section 1174, subdivision (d), requires every employer, including
25 Defendants, to:

26 “Keep, at a central location in the state or at the plants or establishments at which
27 employees are employed, payroll records showing the hours worked daily by
28 and the wages paid to, and the number of piece-rate units earned by and any

1 applicable piece rate paid to, employees employed at the respective plants or
2 establishments. These records shall be kept in accordance with rules established
3 for this purpose by the commission, but in any case shall be kept on file for not
4 less than three years. An employer shall not prohibit an employee from
5 maintaining a personal record of hours worked, or, if paid on a piece-rate basis,
6 piece-rate units earned.” (Lab. Code, § 1174, subd. (d), emphasis added.)

7 68. As explained in detail above, Defendants failed to provide the Class Members with
8 accurate itemized wage statements. Defendants did so, in part, because they failed to accurately track
9 hours worked by the Class Members. Defendants have thus failed to keep accurate records of the “total
10 hours worked by the employee[s]” in violation of Labor Code section 226, subdivision (a), and are
11 therefore subject to the penalties provided by Labor Code section 226.3. These penalties are “in
12 addition to any other penalty provided by law.” (Lab. Code, § 226.3.)

13 69. The failure to accurately track hours worked also resulted in a failure of Defendants to
14 keep a record of all “payroll records showing the hours worked daily by” Defendants’ employees,
15 including Plaintiff and the other Class Members, in violation of Labor Code section 1174, subdivision
16 (d).

17 **V. CLASS ACTION ALLEGATIONS**

18 70. As mentioned above, Plaintiff brings this action on behalf of himself and the Class
19 Members pursuant to section 382 of the Code of Civil Procedure.

20 71. **Numerosity/Ascertainability:** The Class Members are so numerous that joinder of all
21 members would be unfeasible and not practicable. The membership of the class is unknown to Plaintiff
22 at this time; however, it is estimated that the number of Class Members is greater than 100 individuals.
23 The identity of such membership is readily ascertainable via inspection of Defendants’ employment
24 records.

25 72. **Common Questions of Law and Fact Predominate/Well Defined Community of**
26 **Interest:** There are common questions of law and fact as to Plaintiff and all other similarly situated
27 non-exempt employees, which predominate over questions affecting only individual members
28 including, without limitation to:

1 A. Whether Defendants' pay policies/practices resulted in a failure to pay the Class
2 Members for all hours worked, including all minimum wages;

3 B. Whether Defendants' pay policies/practices resulted in a failure to pay the Class
4 Members for all required overtime wages at the Class Members' regular rate of pay;

5 C. Whether Defendants' rest period policies and practices afforded legally
6 compliant rest periods or compensation in lieu thereof;

7 D. Whether Defendants' meal period policies and practices afforded legally
8 compliant meal periods or compensation in lieu thereof;

9 E. Whether Defendants maintained accurate employment records;

10 F. Whether Defendants timely paid all wages during employment;

11 G. Whether Defendants timely paid all wages earned and unpaid at separation;

12 H. Whether Defendants indemnified their employees for all necessary business
13 expenditures;

14 I. Whether Defendants furnished legally-compliant wage statements to the Class
15 Members pursuant to Labor Code section 226; and

16 J. Whether Defendants' violations of the Labor Code and the Applicable Wage
17 Orders amounted to a violation of California's UCL.

18 73. **Predominance of Common Questions:** Common questions of law and fact
19 predominate over questions that affect only individual Class Members. The common questions of law
20 set forth above are numerous and substantial and stem from Defendants' uniform policies and practices
21 applicable to each individual class member, such as Defendants' uniform policy and practice of failing
22 to pay for all hours worked, Defendants' uniform policies and practices which failed to provide
23 compliant rest periods, Defendants' uniform policies and practices which failed to provide compliant
24 meal periods, Defendants' failure to provide accurate itemized wage statements, and others. As such,
25 the common questions predominate over individual questions concerning each individual class
26 member's showing as to his or her eligibility for recovery or as to the amount of his or her damages.

27 74. **Typicality:** The claims of Plaintiff are typical of the claims of the Class Members
28 because Plaintiff was employed by Defendants as a non-exempt employee in California during the

1 statute(s) of limitation applicable to each cause of action pleaded in this complaint. As alleged herein,
2 Plaintiff, like the other Class Members, was deprived of minimum, regular, and overtime wages
3 because of Defendants' unlawful timekeeping policies and practices, was deprived of rest periods and
4 premium wages in lieu thereof, was deprived of meal periods and premium wages in lieu thereof, was
5 subject to Defendants' uniform rest period policies and practices, was subject to Defendants' uniform
6 meal period policies and practices, was not provided accurate itemized wage statements, was not paid
7 all wages in full and on time, , and was subject to other similar policies and practices to which the Class
8 Members were subject.

9 75. **Adequacy of Representation:** Plaintiff is fully prepared to take all necessary steps to
10 represent fairly and adequately the interests of the Class Members. Moreover, Plaintiff's attorneys are
11 ready, willing, and able to fully and adequately represent the Class Members and Plaintiff. Plaintiff's
12 attorneys have prosecuted numerous wage-and-hour class actions in state and federal court in the past
13 and are committed to vigorously prosecuting this action on behalf of the Class Members.

14 76. **Superiority:** The California Labor Code is broadly remedial in nature and serves an
15 important public interest in establishing minimum working conditions and standards in California.
16 These laws and labor standards protect the average working employee from exploitation by employers
17 who have the responsibility to follow the laws and who may seek to take advantage of superior
18 economic and bargaining power in setting onerous terms and conditions of employment. The nature of
19 this action and the format of laws available to Plaintiff and the Class Members make the class action
20 format a particularly efficient and appropriate procedure to redress the violations alleged herein. If each
21 employee were required to file an individual lawsuit, Defendants would necessarily gain an
22 unconscionable advantage since they would be able to exploit and overwhelm the limited resources of
23 each individual plaintiff with their vastly superior financial and legal resources.

24 77. Moreover, requiring each Class Member to pursue an individual remedy would also
25 discourage the assertion of lawful claims by employees who would be disinclined to file an action
26 against their former or current employer for real and justifiable fear of retaliation and permanent
27 damages to their careers at subsequent employment. Further, the prosecution of separate actions by the
28 individual Class Members, even if possible, would create a substantial risk of inconsistent or varying

1 verdicts or adjudications with respect to the individual Class Members against Defendants herein, and
2 which would establish potentially incompatible standards of conduct for Defendants or legal
3 determinations with respect to individual Class Members which would, as a practical matter, be
4 dispositive of the interest of the other Class Members not parties to adjudications or which would
5 substantially impair or impede the ability of the Class Members to protect their interests.

6 78. Further, the claims of the individual Class Members are not sufficiently large to warrant
7 vigorous individual prosecution considering the concomitant costs and expenses attending thereto. As
8 such, the Class Members identified above are maintainable as a class under section 382 of the Code of
9 Civil Procedure.

10 **VI. CAUSES OF ACTION**

11 **First Cause of Action**

12 *Failure to Pay All Minimum Wages*

13 *(Against All Defendants)*

14 79. Plaintiff realleges and incorporates by reference all previous paragraphs.

15 80. Section 4 of the Applicable Wage Orders and Labor Code section 1197 establish the
16 right of employees to be paid minimum wages for all hours worked, in amounts set by state law. (Lab.
17 Code, § 1197; Cal. Code of Regs., tit. 8, §§ 11040, 11070, 11170.) Labor Code sections 1194,
18 subdivision (a), and 1194.2, subdivision (a), provide that an employee who has not been paid the legal
19 minimum wage as required by Labor Code section 1197 may recover the unpaid balance, together with
20 attorneys' fees and costs of suit, as well as liquidated damages in an amount equal to the unpaid wages
21 and interest accrued thereon.

22 81. Here, Defendants failed to fully conform their pay practices to the requirements of the
23 law during the relevant statutory periods. Plaintiff and the other Class Members were not compensated
24 for all hours worked including, but not limited to, all hours they were subject to the control of
25 Defendants and/or suffered or permitted to work under the Labor Code and the Applicable Wage
26 Orders.

27 82. Labor Code section 1198 makes unlawful the employment of an employee under
28 conditions that the IWC Wage Orders prohibit. Labor Code sections 1194, subdivision (a), and 1194.2,

1 subdivision (a), provide that an employer who has failed to pay its employees the legal minimum wage
2 is liable to pay those employees the unpaid balance of the unpaid wages as well as liquidated damages
3 in an amount equal to the wages due and interest thereon.

4 83. As a direct and proximate result of Defendants' unlawful conduct as alleged herein,
5 Plaintiff and the other Class Members have sustained economic damages, including but not limited to
6 unpaid wages and lost interest, in an amount to be established at trial, and they are entitled to recover
7 economic and statutory damages and penalties and other appropriate relief because of Defendants'
8 violations of the Labor Code and Applicable Wage Orders.

9 84. Defendants' practices and policies regarding illegal employee compensation are
10 unlawful and create an entitlement to recovery by Plaintiff and the other Class Members in a civil
11 action for the unpaid amount of minimum wages, liquidated damages, including interest thereon,
12 statutory penalties, attorneys' fees, and costs of suit according to Labor Code sections 204, 218.5, 1194,
13 1194.2, 1197, and 1198, and Code of Civil Procedure section 1021.5.

14 **Second Cause of Action**

15 *Failure to Pay All Overtime Wages*

16 *(Against All Defendants)*

17 85. Plaintiff realleges and incorporates by reference all previous paragraphs.

18 86. This cause of action is brought pursuant to Labor Code sections 204, 510, 1194, and
19 1198, which provide that non-exempt employees are entitled to overtime wages for all overtime hours
20 worked and provide a private right of action for the failure to pay all overtime compensation for
21 overtime work performed. At all times relevant herein, Defendants were required to properly pay
22 Plaintiff and the other Class Members for all overtime wages earned pursuant to Labor Code section
23 1194 and the Applicable Wage Orders. Defendants caused Plaintiff and the other Class Members to
24 work overtime hours but did not compensate them at one and one-half times their regular rate of pay
25 for such hours in accordance with California law. Likewise, Defendants caused Plaintiff and the other
26 Class Members to work double-time hours but did not compensate them at twice their regular rate of
27 pay for such hours in accordance with California law.
28

87. Defendants failed to fully conform their pay practices to the requirements of California law. This unlawful conduct includes but is not limited to Defendants' uniform and unlawful pay policies and practices of failing to accurately record all the time that non-exempt employees were under the supervision and control of Defendants. The foregoing policies and practices are unlawful and allow Plaintiff and the other Class Members to recover in a civil action the unpaid amount of overtime premiums owing, including interest thereon, statutory penalties, attorneys' fees, and costs of suit according to Labor Code section 204, 510, 1194, and 1198, the Applicable Wage Orders, and Code of Civil Procedure section 1021.5.

Third Cause of Action

Failure to Provide Rest Periods and Pay Missed Rest Period Premiums

(Against All Defendants)

88. Plaintiff realleges and incorporates by reference all previous paragraphs.

89. Section 12 of the Applicable Wage Orders, and Labor Code section 226.7 establish the right of employees to be provided with a rest period of at least ten minutes for each four hour period worked, or major fraction thereof. (See Cal. Code of Regs., tit. 8, §§ 11040, 11070, 11170.)

90. Due to Defendants' unlawful rest period policies and practices described in detail above, Defendants did not authorize and permit Plaintiff and the other Class Members to take all rest periods to which they were legally entitled. Despite Defendants' violations, Defendants have not paid an additional hour of pay to Plaintiff and the other Class Members at their respective regular rates of pay for each violation, in accordance with California Labor Code section 226.7.

91. The foregoing violations create an entitlement to recovery by Plaintiff and the other Class Members in a civil action for the unpaid amount of rest period premiums owing, including interest thereon, statutory penalties, and costs of suit pursuant to the Applicable Wage Orders, and California Labor Code section 226.7.

Fourth Cause of Action

Failure to Provide Meal Periods and Pay Missed Meal Period Premiums

(Against All Defendants)

92. Plaintiff realleges and incorporates by reference all previous paragraphs.

93. Plaintiff is informed and believes and thereon alleges, that Defendants failed in their affirmative obligation to provide their hourly non-exempt employees, including Plaintiff and the other Class Members, with all required meal periods in accordance with the mandates of the Labor Code and the Applicable Wage Orders, for the reasons set forth herein above. Despite Defendants' violations, Defendants have not paid an additional hour of pay to Plaintiff and the other Class Members at their respective regular rates of pay for each violation, in accordance with California Labor Code section 226.7.

94. As a result, Defendants are responsible for paying premium compensation for meal period violations, including interest thereon, statutory penalties, and costs of suit pursuant to the Applicable Wage Orders and Labor Code sections 226.7 and 512, and Civil Code sections 3287, subdivision (b), and 3289. (See Cal. Code of Regs., tit. 8, §§ 11040, 11070, 11170.)

Fifth Cause of Action

Failure to Maintain Accurate Employment Records

(Against All Defendants)

95. Plaintiff realleges and incorporates by reference all previous paragraphs.

96. Pursuant to California Labor Code section 1174, subdivision (d), an employer shall 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 wages paid to employees employed at the respective plants or establishments. These records must be kept in accordance with rules established for this purpose by the commission, but in any case shall be kept on file for not less than two years.

97. Labor Code section 1174.5 imposes a civil penalty of \$500 for an employer's failure to maintain accurate and complete records.

98. Defendant has intentionally and willfully failed to keep accurate and complete records showing the hours worked daily and wages paid to Plaintiff and the other Class Members. Thus, Plaintiff and the other Class Members have been denied their legal right and protected interest in having available at a central location at the plant or establishment where they are employed, accurate and complete payroll records showing the hours worked daily by, and the wages paid to, employees at those respective locations pursuant to Labor Code 1174.

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1 compensation owed to them in a civil action and any applicable penalties, attorney fees, and interest
2 owed to them pursuant to Labor Code sections 210 and 218.5.

3 **Seventh Cause of Action**

4 *Failure to Pay All Wages Earned and Unpaid at Separation*

5 *(Against All Defendants)*

6 105. Plaintiff realleges and incorporates by reference all previous paragraphs.

7 106. The actionable period for this cause of action is three years prior to the filing of this
8 complaint through the present, and ongoing until the violations are corrected or the class is certified.
9 (*Pineda v. Bank of America, N.A.* (2010) 50 Cal.4th 1389, 1395; *Murphy v. Kenneth Cole Productions,*
10 *Inc.* (2007) 40 Cal.4th 1094, 1109; Code Civ. Proc., § 338, subd. (a).) Labor Code sections 201 and
11 202 of the California Labor Code require Defendants to pay all compensation due and owing to its
12 former employees (including the formerly-employed Class Members) during the actionable period for
13 this cause of action at or around the time that their employment is or was terminated, or ended.

14 107. Section 203 of the Labor Code provides that if an employer willfully fails to pay
15 compensation promptly upon discharge or resignation, as required by Sections 201 and 202, then the
16 employer is liable for penalties in the form of continued compensation up to thirty workdays.

17 108. Due to Defendants' faulty pay policies, those Class Members whose employment with
18 Defendants has concluded were not compensated for each and every hour worked at the appropriate
19 rate. Defendants have willfully failed to pay those formerly-employed Class Members whose sums
20 were certain at the time of termination within seventy-two hours of their resignation and have failed to
21 pay those sums for thirty days thereafter as required by Labor Code sections 201 through 203.

22 109. As a result, Defendants are liable to the formerly-employed Class Members for waiting
23 time penalties amounting to thirty days wages for the formerly-employed Class Members pursuant to
24 Labor Code section 203. (See, e.g., DLSE Manual, § 4.3.4 [failure to pay any sort of wages due upon
25 termination entitles an employee to recover waiting time penalties].)

1 **Eighth Cause of Action**

2 *Failure to Indemnify All Necessary Business Expenditures*

3 *(Against All Defendants)*

4 110. Plaintiff realleges and incorporates by reference all previous paragraphs.

5 111. California Labor Code Section 2802 states that employers must “indemnify” an
6 employee for “all necessary expenditures or losses incurred by the employee in direct consequence of
7 the discharge of his or her duties, or of his or her obedience to the directions of the employer.” Likewise,
8 Labor Code section 2804 states that “any contract or agreement, express or implied, made by any
9 employee to waive the benefits of this article or any part thereof, is null and void, and this article shall
10 not deprive any employee or his personal representative of any right or remedy to which he is entitled
11 under the laws of this State.”

12 112. Here, Plaintiff and the other Class Members paid out of pocket for necessary business
13 expenditures incurred as a direct consequence and requirement of performing their job duties, including
14 the costs associated with their personal cell phone they required to perform their work. Despite knowing
15 that Plaintiff and the other Class Members incurred these necessary business expenses, and requiring
16 Plaintiff and the other Class Members to use such items, Defendants did not reimburse them.

17 113. Thus, Plaintiff and the other Class Members are entitled to recover the cost of such
18 necessary business expenses, plus interest from the date each incurred such business expenses, plus
19 fees and costs. (Lab. Code, § 2802, subds. (b), (c).)

20 **Ninth Cause of Action**

21 *Failure to Furnish Accurate Itemized Wage Statements*

22 *(Against All Defendants)*

23 114. Plaintiff realleges and incorporates by reference all previous paragraphs.

24 115. Labor Code section 226, subdivision (a), obligates employers, semi-monthly or at the
25 time of each payment to furnish an itemized wage statement in writing showing:

- 26 (1) The gross wages earned;
27 (2) The total hours worked by the employee;
28

- (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) The net wages earned;
- (6) The inclusive dates of the period for which the employee is paid;
- (7) The name of the 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 the employee.

116. As set forth above, Defendants issued and continues to issue wage statements to its non-exempt employees including Plaintiff and the other Class Members that are inadequate under Labor Code section 226, subdivision (a). By failing to pay Plaintiff and the other Class Members properly as described above, Defendants failed to include required information on their wage statements, including, but not limited to, the gross wages earned, the net wages earned in violation of Labor Code section 226, subdivision (a).

117. Defendants' failure to comply with Labor Code section 226, subdivision (a), of the Labor Code was knowing and intentional. (Lab. Code, § 226, subd. (e)).

118. As a result of Defendants' issuance of inaccurate itemized wage statements to Plaintiff and the other Class Members in violation of Labor Code section 226, subdivision (a), Plaintiff and the other Class Members are each entitled to recover an initial penalty of \$50, and subsequent penalties of \$100, up to an amount not exceeding an aggregate penalty of \$4,000 per Plaintiff and per each Class Member from Defendants pursuant to Labor Code section 226, subdivision (e), along with costs and reasonable attorneys' fees.

1 **Tenth Cause of Action**

2 *Violations of California's Unfair Competition Law*

3 *(Against All Defendants)*

4 119. Plaintiff realleges and incorporates by reference all previous paragraphs.

5 120. Defendants have engaged and continue to engage in unfair and/or unlawful business
6 practices in California in violation of California Business and Professions Code section 17200 through
7 17210, by committing the unlawful acts described above. Defendants' utilization of these unfair and
8 unlawful business practices deprived and continue to deprive Plaintiff and the other Class Members of
9 compensation to which they are legally entitled. These practices constitute unfair and unlawful
10 competition and provide an unfair advantage over Defendants' competitors who have been and/or are
11 currently employing workers and attempting to do so in honest compliance with applicable wage and
12 hour laws.

13 121. Because Plaintiff is a victim of Defendants' unfair and unlawful conduct alleged herein,
14 Plaintiff for himself and on behalf of the Class Members, seeks full restitution of monies, as necessary
15 and according to proof, to restore any and all monies withheld, acquired and/or converted by
16 Defendants pursuant to Business and Professions Code sections 17203 and 17208.

17 122. The acts complained of herein occurred within the four years prior to the initiation of
18 this action and are continuing into the present and ongoing.

19 123. Plaintiff was compelled to retain the services of counsel to file this Court action to
20 protect his interests and those of the Class Members, to obtain restitution and injunctive relief on behalf
21 of Defendants' current non-exempt employees and to enforce important rights affecting the public
22 interest. Plaintiff has thereby incurred the financial burden of attorneys' fees and costs, which Plaintiff
23 is entitled to recover under Code of Civil Procedure section 1021.5.

24 **VII. DEMAND FOR JURY TRIAL**

25 124. Plaintiff hereby demands trial by jury of Plaintiff's and the Class Members' claims
26 against Defendants.

1 **VIII. PRAYER FOR RELIEF**

2 Plaintiff prays for judgment for himself and for all others on whose behalf this suit is brought
3 against Defendants, as follows:

- 4 1. For an order certifying the proposed class;
- 5 2. For an order appointing Plaintiff as representative of the class;
- 6 3. For an order appointing Plaintiff's counsel as counsel for the class;
- 7 4. For the failure to pay all minimum wages, compensatory, consequential, general, and
8 special damages according to proof pursuant to Labor Code sections 1194, 1194.2,
9 1197, and others as may be applicable;
- 10 5. For the failure to pay all overtime wages, compensatory, consequential, general, and
11 special damages according to proof pursuant to Labor Code sections 204, 510, 1194,
12 1198, and others as may be applicable;
- 13 6. For the failure to provide rest periods and pay missed rest period premiums,
14 compensatory, consequential, general, and special damages according to proof pursuant
15 to Labor Code section 226.7;
- 16 7. For the failure to provide meal periods and pay missed meal period premiums,
17 compensatory, consequential, general, and special damages according to proof pursuant
18 to Labor Code sections 226.7 and 512;
- 19 8. For the failure to maintain accurate employment records, penalties pursuant to Labor
20 Code sections 226.3, 1174.5, and others that may be applicable;
- 21 9. For the failure to pay wages timely during employment, the unpaid balance of the
22 compensation owed to Plaintiff and the other Class Members and any applicable
23 penalties owed to them pursuant to Labor Code section 210;
- 24 10. For the failure to pay all wages earned and unpaid at separation, statutory waiting time
25 penalties pursuant to Labor Code sections 201 through 203, for the Class Members who
26 quit or were fired in an amount equal to their daily wage multiplied by thirty days, as
27 may be proven;
- 28

- 1 **11.** For the failure to indemnify all necessary business expenditures, all unreimbursed
2 business expenses, and interest thereon, that are owed, pursuant to Labor Code section
3 2802, and attorney fees, pursuant to Labor Code section 2802, subdivision (c);
- 4 **12.** For the violations of California’s Unfair Competition Law, restitution to Plaintiff and
5 the other Class Members of all money and/or property unlawfully acquired by
6 Defendants by means of any acts or practices declared by this Court to be in violation
7 of Business and Professions Code sections 17200 through 17210;
- 8 **13.** Prejudgment interest on all due and unpaid wages pursuant to Labor Code section 218.6
9 and Civil Code sections 3287 and 3289;
- 10 **14.** On all causes of action for which attorneys’ fees may be available, for attorneys’ fees
11 and costs as provided by Labor Code sections 218.5, 226, Code of Civil Procedure
12 section 1021.5, and others as may be applicable;
- 13 **15.** For an order enjoining Defendants, and each of them, and their agents, servants, and
14 employees, and all persons acting under, in concert with, or for them, from acting in
15 derogation of any rights or duties adumbrated in this complaint; and
- 16 **16.** For such other and further relief, this Court may deem just and proper.

17 Dated: February 6, 2025

MELMED LAW GROUP P.C.



JONATHAN MELMED

Attorneys for Plaintiff and the Putative Class