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Attorneys for Plaintiffs, the Putative Class, and the Aggrieved Employees

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

RAMON TOVAR GONZALEZ and JESUS
JULIAN GUTIERREZ ORTIZ, individuals on
behalf of themselves, the State of California, as a
private attorneys general, and on behalf of all
others similarly situated,

Plaintiffs,

v.

ARBORWORKS, LLC, a California Limited
Liability Company; ARBORWORKS, INC., a
California Corporation and DOES 1 TO 50,

Defendants.

ELECTRONICALLY FILED
Superior Court of California,
County of Madera
06/23/2025 at 10:38:03 AM
By: Isabel Rodriguez, Deputy Clerk

Case No. MCV087349
Related Case: Tulare Superior Court, Case No.
VCU295630

**Second Amended Class and Representative
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,

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- 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,
- 10.** Failure To Properly Provide And Pay Paid Sick Leave,
- 11.** Violations of California’s Unfair Competition Law (Bus. & Prof. Code, §§ 17200–17210), and
- 12.** Penalties Pursuant to the Labor Code Private Attorneys General Act of 2004 (“PAGA”) for Violations of California Labor Code Sections 201, 202, 203, 204, 210, 226, 226.3, 226.7, 256, 510, 512, 1174, 1185, 1194, 1194.2, 1197, 1197.1, 1198, 1198.5, 1199, 2802, 2804, and Other Provisions of the Labor Code.

1 Plaintiffs Ramon Tovar Gonzalez and Jesus Julian Gutierrez Ortiz (collectively “Plaintiffs”),
2 on behalf of themselves, the State of California, as private attorneys general, and all other similarly
3 situated employees within the State of California, complain and allege of defendants ArborWorks,
4 LLC, ArborWorks, Inc. and Does 1 to 50 (collectively, “Defendants”), and each of them, as follows:

5 **I. INTRODUCTION**

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

8 2. The “Class Period” as used herein, is defined as the period from December 3, 2021
9 through the date of preliminary approval of the settlement. Defendants’ violations of California’s laws
10 as described more fully below have been ongoing throughout the Class Period and are still ongoing.

11 3. Plaintiffs bring this class action on behalf of themselves and the following class: all
12 union-represented persons who are or were employed by Defendants as a non-exempt employee and
13 who worked in California from December 3, 2021 through the date of Preliminary Approval of the
14 Settlement (the “Class Members”). (Code Civ. Proc., § 382.)

15 4. Plaintiffs bring this action on behalf of themselves and the Class Members, as a class
16 action, against Defendants for:

- 17 A. Failure to pay all minimum wages,
- 18 B. Failure to pay all overtime wages,
- 19 C. Failure to provide rest periods and pay missed rest period premiums,
- 20 D. Failure to provide meal periods and pay missed meal period premiums,
- 21 E. Failure to maintain accurate employment records,
- 22 F. Failure to pay wages timely during employment,
- 23 G. Failure to pay all wages earned and unpaid at separation,
- 24 H. Failure to indemnify all necessary business expenditures,
- 25 I. Failure to furnish accurate itemized wage statements,
- 26 J. Failure to properly provide and pay paid sick leave; and
- 27 K. Violations of California’s Unfair Competition Law (“UCL”) (Bus. & Prof.
28 Code, §§ 17200–17210).

1 5. This action is also a representative action brought pursuant to the California Labor Code
2 Private Attorneys General Act of 2004 (“PAGA”), codified at California Labor Code sections 2698
3 through 2699.6.

4 6. The “PAGA Period” as used herein, is defined as the period from December 3, 2021
5 through the date of preliminary approval of the settlement.

6 7. This PAGA action is brought on behalf of Plaintiffs, the State of California as private
7 attorney general, and on behalf of the following aggrieved employees: *all union-represented persons*
8 *who are or were employed by Defendants as non-exempt employee and who worked in California at*
9 *any time during the PAGA Period* (the “Aggrieved Employees”).

10 8. Plaintiffs are informed and believe and thereon allege that the California Industrial
11 Welfare Commission (“IWC”) Wage Orders applicable to the facts of this case are IWC Wage Orders
12 5-2001 and/or 16-2001 (the “Applicable Wage Orders”) and possibly others that may be applicable.
13 (Cal. Code of Regs., tit. 8, §§ 11050, 11160.) Plaintiffs reserve the right to amend or modify the
14 definition of “Applicable Wage Orders” with greater specificity or add additional IWC Wage Orders
15 if additional applicable wage orders are discovered in litigation.

16 **II. JURISDICTION & VENUE**

17 9. This Court has subject matter jurisdiction over all causes of action asserted herein
18 pursuant to Article VI, section 10, of the California Constitution and Code of Civil Procedure section
19 410.10 because this is a civil action in which the matter in controversy, exclusive of interest, exceeds
20 \$25,000, and because each cause of action asserted arises under the laws of the State of California or
21 is subject to adjudication in the courts of the State of California.

22 10. This Court has personal jurisdiction over Defendants because Defendants have caused
23 injuries in the County of Madera and the State of California through their acts, and by their violation
24 of the California Labor Code and California state common law. Defendants transact millions of dollars
25 of business within the State of California. Defendants own, maintain offices, transact business, have an
26 agent or agents within the County of Madera, and/or otherwise are found within the County of Madera,
27 and Defendants are within the jurisdiction of this Court for purposes of service of process.
28

1 11. Venue as to Defendants is proper in this judicial district, pursuant to section 395 of the
2 Code of Civil Procedure. Defendants operate within California and do business within Madera County,
3 California. The unlawful acts alleged herein have a direct effect on Plaintiffs and all of Defendants’
4 employees identified above within Madera County and surrounding counties where Defendants may
5 remotely operate.

6 12. This matter is not appropriate for removal under the Class Action Fairness Act (28
7 U.S.C. § 1332) as the amount in controversy for Plaintiffs’ and the Class Members’ claims, in
8 aggregate, is less than \$5 million. Additionally, all the allegations herein occurred in the State of
9 California. As such, even if the amount in controversy did exceed \$5 million this matter would still not
10 be appropriate for removal under the “local controversy” exception to the Class Action Fairness Act.
11 (28 U.S.C. § 1332, subd. (d)(4)(A).)

12 **III. THE PARTIES**

13 **A. PLAINTIFF**

14 13. At all relevant times, Plaintiffs, who are over the age of 18, were and currently are
15 citizens of California residing in the State of California. Defendants employed Plaintiffs as non-exempt
16 hourly employees.

17 14. Plaintiffs bring this action on behalf of themselves and the following class pursuant to
18 section 382 of the Code of Civil Procedure as follows: *all union-represented persons who are or were*
19 *employed by Defendants as a non-exempt employee and who worked in California from December 3,*
20 *2021 through the date of Preliminary Approval of the Settlement* (the “Class Members”).

21 15. Plaintiffs also bring this action on behalf of themselves and the State of California, as
22 private attorneys general, and on behalf of the following group of aggrieved employees: *all union-*
23 *represented persons who are or were employed by Defendants as non-exempt employee and who*
24 *worked in California at any time during the PAGA Period* (the “Aggrieved Employees”).

25 16. The Class Members and the Aggrieved Employees, at all times pertinent hereto, are or
26 were employees of Defendants during the relevant statutory period.

1 **B. DEFENDANTS**

2 17. Plaintiffs are informed and believe and thereon allege that Defendants were authorized
3 to and doing business in Madera County and is and/or was the legal employer of Plaintiffs, the other
4 Aggrieved Employees, and the other Class Members during the applicable statutory periods. Plaintiffs,
5 the other Aggrieved Employees, and the other Class Members were, and are, subject to Defendants'
6 policies and/or practices complained of herein and have been deprived of the rights guaranteed to them
7 by: California Labor Code sections 201, 202, 203, 204, 210, 216, 218.5, 218.6, 221-223, 226, 226.3,
8 226.7, 245-248.7, 432, 435.5, 432.7, 510-512, 558, 558.1, 1024.5, 1174, 1174.5, 1185, 1194,
9 1194.2, 1197, 1197.1, 1198, 1198.5, 1199, 2802, 2804, 2810.5, 6400-6404-6407, 6409.6, and others
10 that may be applicable; California Business and Professions Code sections 17200 through 17210
11 ("UCL"); and the Applicable Wage Orders (Cal. Code of Regs., tit. 8, §§ 11050, 11160).

12 18. Plaintiffs are informed and believe, and based thereon allege, that during the Class
13 Period and PAGA Period, Defendants did (and continue to do) business in the State of California,
14 County of Madera. Defendants' operations are headquartered in Madera County.

15 19. Plaintiffs do not know the true names or capacities, whether individual, partner, or
16 corporate, of the defendants sued herein as Does 1 to 50, inclusive, and for that reason, said defendants
17 are sued under such fictitious names, and Plaintiffs will seek leave from this Court to amend this
18 complaint when such true names and capacities are discovered. Plaintiffs are informed, and believe,
19 and thereon allege, that each of said fictitious defendants, whether individual, partners, or corporate,
20 were responsible in some manner for the acts and omissions alleged herein, and proximately caused
21 Plaintiffs, the other Aggrieved Employees, and the other Class Members to be subject to the unlawful
22 employment practices, wrongs, injuries, and damages complained of herein.

23 20. Plaintiffs are informed, and believe, and thereon allege, that at all times mentioned
24 herein, Defendants were and/or are the employers of Plaintiffs, the other Aggrieved Employees, and
25 the other Class Members. At all times herein mentioned, each of said Defendants participated in the
26 doing of the acts hereinafter alleged to have been done by the named Defendants. Furthermore, the
27 Defendants, and each of them, were the agents, representatives, and employees of each and every one
28 of the other Defendants, and at all times herein mentioned were acting within the course and scope of

1 said agency, representation, and employment. Defendants, and each of them, approved of, condoned,
2 or otherwise ratified every one of the acts or omissions complained of herein.

3 21. Plaintiffs are further informed, and believe, and thereon allege, that at all times
4 mentioned herein, that Defendants, and each of them, are the alter egos of one another and that there
5 existed and now exists a unity of interest and ownership between them such that the individuality and
6 separateness of each of them has ceased. Plaintiffs are further informed, and believe, and thereon allege,
7 that at all times mentioned herein, that Defendants, and each of them, have been and now are mere
8 shells and naked frameworks that their principal uses for the conduct of that Defendant's own business,
9 property, and affairs, for which Defendants, and each of them, have concealed and misrepresented their
10 identities as the entities responsible for their ownership, management, and financial interests.

11 22. Plaintiffs are further informed, and believe, and thereon allege, that at all times
12 mentioned herein, Defendants, and each of them, were members of and engaged in a joint venture,
13 partnership, and common enterprise, and acting within the course and scope of and in pursuance of said
14 joint venture, partnership, and common enterprise. Further, Plaintiffs are informed, and believe, and
15 thereon allege, that all Defendants were joint employers for all purposes of Plaintiffs, the other
16 Aggrieved Employees, and the other Class Members.

17 **IV. COMMON FACTS & ALLEGATIONS**

18 23. Plaintiffs and the other Class Members (collectively, the "Class Members") are, and
19 were at all relevant times, employed by the Defendants within the State of California.

20 24. Likewise, Plaintiffs and the other Aggrieved Employees (collectively, the "Aggrieved
21 Employees") are, and were at all relevant times, employed by the Defendants within the State of
22 California.

23 25. The Class Members and the Aggrieved Employees are, and were, at all relevant times,
24 non-exempt employees for the purposes of minimum wages, overtime, rest breaks, meal periods, and
25 the other claims alleged in this complaint.

26 26. Specifically, Plaintiffs were employed by Defendants within the statutory Class Period
27 and PAGA Period, working as hourly, non-exempt employees for Defendants.
28

1 **A. MINIMUM WAGE VIOLATIONS**

2 27. Labor Code section 1197 requires employees to be paid at least the minimum wage fixed
3 by the IWC, and any payment of less than the minimum wage is unlawful. Similarly, Labor Code
4 section 1194 entitles “any employee receiving less than the legal minimum wage . . . to recover in a
5 civil action the unpaid balance of the full amount of this minimum wage.” Likewise, the Applicable
6 Wage Orders also obligate employers to pay each employee minimum wages for all hours worked.
7 (Cal. Code of Regs., tit. 8, §§ 11050, 11160.) Labor Code section 1198 makes unlawful the employment
8 of an employee under conditions that the IWC Wage Orders prohibit.

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

13 29. Here, Defendants failed to fully conform their pay practices to the requirements of the
14 law during the relevant statutory periods. The Class Members and the Aggrieved Employees were not
15 compensated for all hours worked including, but not limited to, all hours they were subject to the control
16 of Defendants and/or suffered or permitted to work under the California Labor Code and the Applicable
17 Wage Orders. Among other violations, the Class Members and the Aggrieved Employees were subject
18 to the control of Defendants while off-the-clock and did not receive minimum wage for each hour
19 worked.

20 30. Additionally, the Class Members and the Aggrieved Employees were not paid all wages
21 for all hours worked due to Defendants’ uniform payroll policies and practices that unfairly rounded
22 employees’ wages to the detriment of the Class Members and the Aggrieved Employees. This rounding
23 policy routinely failed to capture the entirety of the hours the Class Members and the Aggrieved
24 Employees worked and was structured in a way that in favored underpayment. (See *See’s Candy Shops,*
25 *Inc. v. Superior Court* (2012) 210 Cal.App.4th 889, 907.) As a result, the Class Members and the
26 Aggrieved Employees suffered periodic shortages in the hours for which they were compensated. This
27 uncompensated time violated California’s requirement that employees be compensated for all hours
28

1 worked. As a result of this practice, the Class Members and the Aggrieved Employees were not
2 compensated their minimum wages for all hours worked.

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

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

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

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

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

22 (a).)

23 34. As set forth above, Defendants failed to fully compensate the Class Members and the
24 Aggrieved Employees for all minimum wages. Accordingly, the Class Members are entitled to recover
25 liquidated damages for violations of Labor Code section 1197.1.

26 35. Based upon these same factual allegations, the Class Members are likewise entitled to
27 penalties under Labor Code sections 1199.
28

1 **B. OVERTIME VIOLATIONS**

2 36. Labor Code section 510 requires employers to compensate employees who work more
3 than eight hours in one workday, forty hours in a workweek, and for the first eight hours worked on
4 the seventh consecutive day no less than one and one-half times the regular rate of pay for an employee.
5 (Lab. Code, § 510, subd. (a).) Further, Labor Code section 510 obligates employers to compensate
6 employees at no less than twice the regular rate of pay when an employee works more than twelve
7 hours in a day or more than eight hours on the seventh consecutive day of work. (Lab. Code, § 510,
8 subd. (a).) These rules are also reflected in the Applicable Wage Orders.

9 37. In accordance with Labor Code section 1194 and the Applicable Wage Orders, the Class
10 Members and the Aggrieved Employees could not then agree and cannot now agree to work for a lesser
11 wage than the amount provided by Labor Code sections 510 or the Applicable Wage Orders.

12 38. Here, Defendants violated their duty to accurately and completely compensate the Class
13 Members and the Aggrieved Employees for all overtime worked. The Class Members and the
14 Aggrieved Employees periodically worked hours that entitled them to overtime compensation under
15 the law but were not fully compensated for those hours.

16 39. Defendants also had a policy and practice of denying the Class Members and the
17 Aggrieved Employees meal breaks, but nevertheless deducting meal break time from the Class
18 Members' and the Aggrieved Employees' pay. As a result, the Class Members' and the Aggrieved
19 Employees' on-the-clock hours were unlawfully reduced below what was actually worked and, by
20 extension, overtime hours were also reduced below what was actually worked. The Class Members
21 and the Aggrieved Employees were thus periodically shorted the full amount of overtime pay lawfully
22 owed.

23 40. Moreover, during the relevant statutory periods, Defendants had a policy and practice
24 of failing to pay overtime wages at the proper rate when it actually paid overtime. Specifically, when
25 Defendants paid overtime wages to the Class Members and the Aggrieved Employees, Defendants
26 failed to include all compensation when calculating the regular rate of pay used in overtime calculations
27 and when paying overtime.
28

1 41. For instance, the Class Members and the Aggrieved Employees would often receive,
2 along with their hourly rates of pay for their working hours, additional remuneration and/or non-
3 discretionary bonus pay. Defendants, however, calculated the regular rate of pay for the Class Members
4 and the Aggrieved Employees without factoring into the regular rate of pay all other non-hourly pay
5 earnings received during the pay period. As a result, the Class Members and the Aggrieved Employees
6 were underpaid overtime wages when they worked in excess of eight hours in any workday and/or forty
7 hours in a workweek when such additional forms of remuneration were earned. By its practice of
8 periodically requiring the Class Members and the Aggrieved Employees to work in excess of eight
9 hours in a workday and/or forty hours in a workweek without compensating them at the rate of one and
10 one-half (1½) their regular rate of pay, Defendants willfully violated the provisions of Labor Code
11 sections 510, 1194, and 1199.

12 42. These actions were and are in clear violation of California’s overtime laws as set forth
13 in Labor Code sections 510, 1194, 1199, and the Applicable Wage Orders. (Cal. Code of Regs., tit. 8,
14 §§ 11050, 11160.) As a result of Defendants’ faulty policies and practices, the Class Members and the
15 Aggrieved Employees were not compensated for all hours worked or paid accurate overtime
16 compensation.

17 **C. REST BREAK VIOLATIONS**

18 43. Pursuant to Labor Code section 226.7 and the Applicable Wage Orders, Defendants
19 were and are required to provide the Class Members and the Aggrieved Employees with compensated,
20 duty-free rest periods of not less than ten minutes for every major fraction of four hours worked. Under
21 the Applicable Wage Orders, an employer must authorize and permit all employees to take ten minute
22 duty free rest periods for every major fraction of four hours worked. (Cal. Code of Regs., tit. 8, §§
23 11050, 11160.)

24 44. Likewise, Labor Code section 226.7 provides that “[a]n employer shall not require an
25 employee to work during a meal or rest or recovery period mandated pursuant to an applicable statute,
26 or applicable regulation, standard, or order of the Industrial Welfare Commission” (Lab. Code, §
27 226.7, subd. (b).) Labor Code section 226.7 also provides that employers must pay their employees one
28 additional hour of pay at the employee’s regular rate for each workday that a “meal or rest or recovery

1 period is not provided.” (Lab. Code, § 226.7, subd. (c).) The “regular rate” for these purposes must
2 factor in all nondiscretionary payments for work performed by the employee, including non-
3 discretionary bonuses, commissions, and other forms of wage payments exceeding the employees’ base
4 hourly rate. (*Ferra v. Loews Hollywood Hotel, LLC* (2021) 11 Cal.5th 858, 878.) Thus, the Wage
5 Orders set when and for how long the rest period must take place and the Labor Code establishes that
6 violations of the IWC Wage Orders are unlawful and sets forth the premium pay employer must pay
7 their employees when employers fail to provide rest periods.

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

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

21 46. Here, Defendants periodically did not permit the Class Members and the Aggrieved
22 Employees to take compliant duty-free rest breaks, free from Defendants’ control as required by Labor
23 Code section 226.7, the Applicable Wage Orders, and applicable precedent. (See *Augustus v. ABM*
24 *Security Services, Inc.* (2016) 2 Cal.5th 257, 269 [concluding that “during rest periods employers must
25 relieve employees of all duties and relinquish control over how employees spend their time.”].) At all
26 relevant times, the Class Members and the Aggrieved Employees were periodically not provided with
27 legally-compliant and timely rest periods of at least ten minutes for each four hour work period, or
28 major fraction thereof due to Defendants’ unlawful rest period policies/practices. The Class Members

1 and the Aggrieved Employees were often expected and required to continue working through rest
2 periods to meet the expectations Defendants and finish the workday. In some cases when the Class
3 Members and the Aggrieved Employees worked more than ten hours in a shift, Defendants failed to
4 authorize and/or permit a third mandated rest period. As a result, the Class Members and the Aggrieved
5 Employees were periodically unable to take compliant rest periods.

6 47. In such cases where Defendants did not offer the Class Members and the Aggrieved
7 Employees the opportunity to receive a compliant off-duty rest period, “the court may not conclude
8 employees voluntarily chose to skip those breaks.” (*Alberts v. Aurora Behavioral Health Care* (2015)
9 241 Cal.App.4th 388, 410 (2015) [“If an employer fails to provide legally compliant meal or rest
10 breaks, the court may not conclude employees voluntarily chose to skip those breaks.”]; *Brinker Rest.*
11 *Corp. v. Superior Court, supra*, 53 Cal.4th at p. 1033 [“No issue of waiver ever arises for a rest break
12 that was required by law but never authorized; if a break is not authorized, an employee has no
13 opportunity to decline to take it.”].)

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

19 49. Based on the foregoing, Plaintiffs seek to recover, on behalf of themselves and other
20 non-exempt employees, rest period premiums and penalties.

21 **D. MEAL BREAK VIOLATIONS**

22 50. Labor Code section 512 and the Applicable Wage Orders require employers to provide
23 employees with a thirty-minute uninterrupted and duty-free meal period within the first five hours of
24 work. (Lab. Code, § 512, subd. (a) [“An employer shall not employ an employee for a work period of
25 more than five hours per day without providing the employee with a meal period of not less than 30
26 minutes”]; Cal. Code of Regs., tit. 8, §§ 11050, 11160 [“No employer shall employ any person
27 for a work period of more than five (5) hours without a meal period of not less than 30 minutes”].)
28 Additionally, an employee who works more than ten hours per day is entitled to receive a second thirty-

1 minute uninterrupted and duty-free meal period. (Lab. Code, § 512, subd. (a) [“An employer shall not
2 employ an employee for a work period of more than 10 hours per day without providing the employee
3 with a second meal period of not less than 30 minutes”].)

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

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

22 53. As with rest breaks, meal breaks must be duty-free. (*Brinker Restaurant Corp. v.*
23 *Superior Court* (2012) 53 Cal.4th 1004, 1035 [“The IWC’s wage orders have long made a meal period’s
24 duty-free nature its defining characteristic.”].) Relinquishing control over employees during meal
25 periods requires that employees be “free to leave the employer’s premises” and be “permitted to attend
26 to personal business.” (*Augustus v. ABM Security Services, Inc.*, *supra*, 2 Cal.5th at p. 275.) Under
27 Labor Code section 512, if an employer maintains a uniform policy that does not authorize and permit
28 the amount of meal time called for under the law (as specified in the Labor Code and/or applicable

1 IWC Wage Order), “it has violated the wage order and is liable.” (*Brinker Restaurant Corp. v. Superior*
2 *Court, supra*, 53 Cal.4th at p. 1033.)

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

13 55. 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, §§ 11050, 11160 [“If an employer fails to provide an employee a meal period in accordance
20 with the applicable provisions of this order, the employer shall pay the employee one (1) hour of pay
21 at the employee’s regular rate of compensation for each workday that the meal period is not
22 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 56. Accordingly, for each day that the Class Members and the Aggrieved Employees did
27 not receive compliant meal periods, they were and are entitled to receive meal period premiums
28 pursuant to Labor Code section 226.7 and the Applicable Wage Orders. Defendants, however, failed

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

4 57. Based on the foregoing, Plaintiffs seek to recover, on behalf of themselves and other
5 non-exempt employees, meal period premiums and penalties.

6 **E. UNTIMELY WAGES DURING EMPLOYMENT**

7 58. 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
12 failure to pay each employee.

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

17 59. 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 60. Due to Defendants’ failure to pay the Class Members and the Aggrieved Employees the
21 wages described above, along with rest and meal break premiums, Defendants failed to timely pay the
22 Class Members and the Aggrieved Employees within seven calendar days following the close of payroll
23 in accordance with Labor Code section 204 on a regular and consistent basis. (See *Parson v. Golden*
24 *State FC, LLC* (N.D. Cal., May 2, 2016, No. 16-CV-00405-JST) 2016 WL 1734010, at p. *3–5, 2016
25 U.S. Dist. LEXIS 58299 [finding that a failure to pay rest period premiums can support claims under
26 Labor Code sections 203 and 204].)

1 **F. UNTIMELY WAGES AT SEPARATION**

2 61. Labor Code section 203 provides “if an employer willfully fails to pay . . . any wages
3 of an employee who is discharged or who quits, the wages of the employee shall continue as a penalty”
4 for up to thirty days. (Lab. Code § 203; *Mamika v. Barca* (1998) 68 Cal.App.4th 487, 492.) As a result
5 of Defendants’ failure to pay the Class Members and the Aggrieved Employees for the wages described
6 above, along with rest and meal break premiums, Defendants violated and continue to violate Labor
7 Code section 203.

8 62. Due to Defendants’ faulty pay policies, those Class Members and Aggrieved Employees
9 whose employment with Defendants concluded were not compensated for each and every hour worked
10 at the appropriate rate. Defendants have failed to pay formerly-employed Class Members and
11 Aggrieved Employees whose sums were certain at the time of termination within at least seventy-two
12 hours of their resignation and have failed to pay those sums for thirty days thereafter.

13 **G. FAILURE TO REIMBURSE BUSINESS EXPENSES**

14 63. At all relevant times herein, Defendants were subject to Labor Code section 2802, which
15 states that “an employer shall indemnify his or her employees for all necessary expenditures or losses
16 incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her
17 obedience to the directions of the employer.” The purpose of this section is to “prevent employers from
18 passing along their operating expenses onto their employees.” (*Gattuso v. Harte-Hanks Shoppers, Inc.*
19 (2007) 42 Cal.4th 554, 562.)

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

24 65. Thus, the Class Members and the Aggrieved Employees were and are entitled to
25 reimbursement for the expenses they incurred during the course of their duties. The duty to reimburse
26 even extends to the use of equipment the employee may already own and would be required to pay for
27 anyway. (*Cochran v. Schwan’s Home Serv., Inc.* (2014) 228 Cal.App.4th 1137, 1144 [“The threshold
28 question in this case is this: Does an employer always have to reimburse an employee for the reasonable

1 expense of the mandatory use of a personal cell phone, or is the reimbursement obligation limited to
2 the situation in which the employee incurred an extra expense that he or she would not have otherwise
3 incurred absent the job? The answer is that reimbursement is always required. Otherwise, the employer
4 would receive a windfall because it would be passing its operating expenses on to the employee.”].)

5 66. Here, Defendants failed to fully reimburse the Class Members and the Aggrieved
6 Employees for necessary expenditures incurred as a direct consequence and requirement of performing
7 their job duties, including the costs associated with their personal cell phone they required to perform
8 their work. Consequently, Defendants failed to comply with Labor Code section 2802.

9 **H. WAGE STATEMENT VIOLATIONS**

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

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

1 68. Due to Defendants’ failure to pay the Class Members and the Aggrieved Employees
2 properly as described above, the wage statements issued do not indicate the correct amount of gross
3 wages earned, total hours worked, or the net wages earned, or the applicable hourly rates in effect
4 during the pay period and the corresponding number of hours worked at each hourly rate. Thus,
5 Defendants have violated Labor Code section 226, subdivisions (a)(1), (2), (5), and (9).

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

16 **I. RECORDKEEPING VIOLATIONS**

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

20 “Any employer who violates subdivision (a) of Section 226 shall be subject to a
21 civil penalty in the amount of two hundred fifty dollars (\$250) per employee per
22 violation in an initial citation and one thousand dollars (\$1,000) per employee
23 for each violation in a subsequent citation, for which the employer fails to
24 provide the employee a wage deduction statement or fails to keep the records
25 required in subdivision (a) of Section 226. The civil penalties provided for in
26
27
28

1 this section are in addition to any other penalty provided by law.” (Lab. Code, §
2 226.3, emphasis added.)

3 71. Likewise, Labor Code section 1174, subdivision (d), requires every employer, including
4 Defendants, to:

5 “Keep, at a central location in the state or at the plants or establishments at which
6 employees are employed, payroll records showing the hours worked daily by
7 and the wages paid to, and the number of piece-rate units earned by and any
8 applicable piece rate paid to, employees employed at the respective plants or
9 establishments. These records shall be kept in accordance with rules established
10 for this purpose by the commission, but in any case shall be kept on file for not
11 less than three years. An employer shall not prohibit an employee from
12 maintaining a personal record of hours worked, or, if paid on a piece-rate basis,
13 piece-rate units earned.” (Lab. Code, § 1174, subd. (d), emphasis added.)

14 72. As explained in detail above, Defendants failed to provide the Class Members and the
15 Aggrieved Employees with accurate itemized wage statements. Defendants did so, in part, because they
16 failed to accurately track hours worked by the Class Members and the Aggrieved Employees.
17 Defendants have thus failed to keep accurate records of the “total hours worked by the employee[s]”
18 in violation of Labor Code section 226, subdivision (a), and are therefore subject to the penalties
19 provided by Labor Code section 226.3. These penalties are “in addition to any other penalty provided
20 by law.” (Lab. Code, § 226.3.)

21 73. The failure to accurately track hours worked also resulted in a failure of Defendants to
22 keep a record of all “payroll records showing the hours worked daily by” Defendants’ employees,
23 including Plaintiffs and the other Class Members, in violation of Labor Code section 1174, subdivision
24 (d).

25 **V. CLASS ACTION ALLEGATIONS**

26 74. As mentioned above, Plaintiffs bring this action on behalf of themselves and the Class
27 Members pursuant to section 382 of the Code of Civil Procedure.
28

1 75. **Numerosity/Ascertainability:** The Class Members are so numerous that joinder of all
2 members would be unfeasible and not practicable. The membership of the class is unknown to Plaintiffs
3 at this time; however, it is estimated that the number of Class Members is greater than 100 individuals.
4 The identity of such membership is readily ascertainable via inspection of Defendants' employment
5 records.

6 76. **Common Questions of Law and Fact Predominate/Well Defined Community of**
7 **Interest:** There are common questions of law and fact as to Plaintiffs and all other similarly situated
8 non-exempt employees, which predominate over questions affecting only individual members
9 including, without limitation to:

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

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

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

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

18 E. Whether Defendants maintained accurate employment records;

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

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

21 H. Whether Defendants indemnified their employees for all necessary business
22 expenditures;

23 I. Whether Defendants properly provided and properly compensated paid sick
24 leave under California law;

25 J. Whether Defendants furnished legally-compliant wage statements to the Class
26 Members pursuant to Labor Code section 226; and

27 K. Whether Defendants' violations of the Labor Code and the Applicable Wage
28 Orders amounted to a violation of California's UCL.

1 77. **Predominance of Common Questions:** Common questions of law and fact
2 predominate over questions that affect only individual Class Members. The common questions of law
3 set forth above are numerous and substantial and stem from Defendants' uniform policies and practices
4 applicable to each individual class member, such as Defendants' uniform policy and practice of failing
5 to pay for all hours worked, Defendants' uniform policies and practices which failed to provide
6 compliant rest periods, Defendants' uniform policies and practices which failed to provide compliant
7 meal periods, Defendants' failure to provide accurate itemized wage statements, and others. As such,
8 the common questions predominate over individual questions concerning each individual class
9 member's showing as to his or her eligibility for recovery or as to the amount of his or her damages.

10 78. **Typicality:** The claims of Plaintiffs are typical of the claims of the Class Members
11 because Plaintiffs were employed by Defendants as non-exempt employees in California during the
12 statute(s) of limitation applicable to each cause of action pleaded in this complaint. As alleged herein,
13 Plaintiffs, like the other Class Members, were deprived of minimum, regular, and overtime wages
14 because of Defendants' unlawful timekeeping policies and practices, were deprived of rest periods and
15 premium wages in lieu thereof, were deprived of meal periods and premium wages in lieu thereof, were
16 subject to Defendants' uniform rest period policies and practices, were subject to Defendants' uniform
17 meal period policies and practices, were not provided accurate itemized wage statements, were not paid
18 all wages in full and on time, , and were subject to other similar policies and practices to which the
19 Class Members were subject.

20 79. **Adequacy of Representation:** Plaintiffs are fully prepared to take all necessary steps
21 to represent fairly and adequately the interests of the Class Members. Moreover, Plaintiffs' attorneys
22 are ready, willing, and able to fully and adequately represent the Class Members and Plaintiffs.
23 Plaintiffs' attorneys have prosecuted numerous wage-and-hour class actions in state and federal court
24 in the past and are committed to vigorously prosecuting this action on behalf of the Class Members.

25 80. **Superiority:** The California Labor Code is broadly remedial in nature and serves an
26 important public interest in establishing minimum working conditions and standards in California.
27 These laws and labor standards protect the average working employee from exploitation by employers
28 who have the responsibility to follow the laws and who may seek to take advantage of superior

1 economic and bargaining power in setting onerous terms and conditions of employment. The nature of
2 this action and the format of laws available to Plaintiffs and the Class Members make the class action
3 format a particularly efficient and appropriate procedure to redress the violations alleged herein. If each
4 employee were required to file an individual lawsuit, Defendants would necessarily gain an
5 unconscionable advantage since they would be able to exploit and overwhelm the limited resources of
6 each individual plaintiff with their vastly superior financial and legal resources.

7 81. Moreover, requiring each Class Member to pursue an individual remedy would also
8 discourage the assertion of lawful claims by employees who would be disinclined to file an action
9 against their former or current employer for real and justifiable fear of retaliation and permanent
10 damages to their careers at subsequent employment. Further, the prosecution of separate actions by the
11 individual Class Members, even if possible, would create a substantial risk of inconsistent or varying
12 verdicts or adjudications with respect to the individual Class Members against Defendants herein, and
13 which would establish potentially incompatible standards of conduct for Defendants or legal
14 determinations with respect to individual Class Members which would, as a practical matter, be
15 dispositive of the interest of the other Class Members not parties to adjudications or which would
16 substantially impair or impede the ability of the Class Members to protect their interests.

17 82. Further, the claims of the individual Class Members are not sufficiently large to warrant
18 vigorous individual prosecution considering the concomitant costs and expenses attending thereto. As
19 such, the Class Members identified above are maintainable as a class under section 382 of the Code of
20 Civil Procedure.

21 **VI. EXHAUSTION OF REMEDIES**

22 83. Plaintiffs have fully and completely exhausted administrative remedies under PAGA
23 prior to proceeding with the PAGA claims stated in this complaint. Plaintiffs filed a PAGA notice
24 online with the Labor Workforce Development Agency (“LWDA”) and sent a letter by certified mail
25 to Defendants setting forth the facts and theories of the violations alleged against Defendants, as
26 prescribed by PAGA. (Lab. Code, §§ 2698–2699.6.)

27 84. As required by PAGA, Plaintiffs submitted the \$75.00 filing fee with the LWDA by
28 regular mail. Pursuant to Labor Code section 2699.3, subdivision (a)(2)(A), no notice was received by

1 Plaintiff from the LWDA evidencing its intention to investigate within sixty-five calendar days of the
2 postmark date of the PAGA notice. Plaintiffs are therefore entitled to commence and proceed with a
3 civil action pursuant to Labor Code section 2699.

4 **VII. CAUSES OF ACTION**

5 **First Cause of Action**

6 *Failure to Pay All Minimum Wages*

7 *(Against All Defendants)*

8 85. Plaintiffs reallege and incorporate by reference all previous paragraphs.

9 86. Section 4 of the Applicable Wage Orders and Labor Code section 1197 establish the
10 right of employees to be paid minimum wages for all hours worked, in amounts set by state law. (Lab.
11 Code, § 1197; Cal. Code of Regs., tit. 8, §§ 11050, 11160.) Labor Code sections 1194, subdivision (a),
12 and 1194.2, subdivision (a), provide that an employee who has not been paid the legal minimum wage
13 as required by Labor Code section 1197 may recover the unpaid balance, together with attorneys' fees
14 and costs of suit, as well as liquidated damages in an amount equal to the unpaid wages and interest
15 accrued thereon.

16 87. Here, Defendants failed to fully conform their pay practices to the requirements of the
17 law during the relevant statutory periods. Plaintiffs and the other Class Members were not compensated
18 for all hours worked including, but not limited to, all hours they were subject to the control of
19 Defendants and/or suffered or permitted to work under the Labor Code and the Applicable Wage
20 Orders.

21 88. Labor Code section 1198 makes unlawful the employment of an employee under
22 conditions that the IWC Wage Orders prohibit. Labor Code sections 1194, subdivision (a), and 1194.2,
23 subdivision (a), provide that an employer who has failed to pay its employees the legal minimum wage
24 is liable to pay those employees the unpaid balance of the unpaid wages as well as liquidated damages
25 in an amount equal to the wages due and interest thereon.

26 89. As a direct and proximate result of Defendants' unlawful conduct as alleged herein,
27 Plaintiffs and the other Class Members have sustained economic damages, including but not limited to
28 unpaid wages and lost interest, in an amount to be established at trial, and they are entitled to recover

1 economic and statutory damages and penalties and other appropriate relief because of Defendants'
2 violations of the Labor Code and Applicable Wage Orders.

3 90. Defendants' practices and policies regarding illegal employee compensation are
4 unlawful and create an entitlement to recovery by Plaintiffs and the other Class Members in a civil
5 action for the unpaid amount of minimum wages, liquidated damages, including interest thereon,
6 statutory penalties, attorneys' fees, and costs of suit according to Labor Code sections 204, 218.5, 1194,
7 1194.2, 1197, and 1198, and Code of Civil Procedure section 1021.5.

8 **Second Cause of Action**

9 *Failure to Pay All Overtime Wages*

10 *(Against All Defendants)*

11 91. Plaintiffs reallege and incorporate by reference all previous paragraphs.

12 92. This cause of action is brought pursuant to Labor Code sections 204, 510, 1194, and
13 1198, which provide that non-exempt employees are entitled to overtime wages for all overtime hours
14 worked and provide a private right of action for the failure to pay all overtime compensation for
15 overtime work performed. At all times relevant herein, Defendants were required to properly pay
16 Plaintiffs and the other Class Members for all overtime wages earned pursuant to Labor Code section
17 1194 and the Applicable Wage Orders. Defendants caused Plaintiffs and the other Class Members to
18 work overtime hours but did not compensate them at one and one-half times their regular rate of pay
19 for such hours in accordance with California law. Likewise, Defendants caused Plaintiffs and the other
20 Class Members to work double-time hours but did not compensate them at twice their regular rate of
21 pay for such hours in accordance with California law.

22 93. Defendants failed to fully conform their pay practices to the requirements of California
23 law. This unlawful conduct includes but is not limited to Defendants' uniform and unlawful pay
24 policies and practices of failing to accurately record all the time that non-exempt employees were under
25 the supervision and control of Defendants. The foregoing policies and practices are unlawful and allow
26 Plaintiffs and the other Class Members to recover in a civil action the unpaid amount of overtime
27 premiums owing, including interest thereon, statutory penalties, attorneys' fees, and costs of suit
28

1 according to Labor Code section 204, 510, 1194, and 1198, the Applicable Wage Orders, and Code of
2 Civil Procedure section 1021.5.

3 **Third Cause of Action**

4 *Failure to Provide Rest Periods and Pay Missed Rest Period Premiums*

5 *(Against All Defendants)*

6 94. Plaintiffs reallege and incorporate by reference all previous paragraphs.

7 95. Section 12 of the Applicable Wage Orders, and Labor Code section 226.7 establish the
8 right of employees to be provided with a rest period of at least ten minutes for each four hour period
9 worked, or major fraction thereof. (See Cal. Code of Regs., tit. 8, §§ 11050, 11160.)

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

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

19 **Fourth Cause of Action**

20 *Failure to Provide Meal Periods and Pay Missed Meal Period Premiums*

21 *(Against All Defendants)*

22 98. Plaintiffs reallege and incorporate by reference all previous paragraphs.

23 99. Plaintiffs are informed and believe and thereon allege, that Defendants failed in their
24 affirmative obligation to provide their hourly non-exempt employees, including Plaintiffs and the other
25 Class Members, with all required meal periods in accordance with the mandates of the Labor Code and
26 the Applicable Wage Orders, for the reasons set forth herein above. Despite Defendants' violations,
27 Defendants have not paid an additional hour of pay to Plaintiffs and the other Class Members at their
28

1 respective regular rates of pay for each violation, in accordance with California Labor Code section
2 226.7.

3 100. As a result, Defendants are responsible for paying premium compensation for meal
4 period violations, including interest thereon, statutory penalties, and costs of suit pursuant to the
5 Applicable Wage Orders and Labor Code sections 226.7 and 512, and Civil Code sections 3287,
6 subdivision (b), and 3289. (See Cal. Code of Regs., tit. 8, §§ 11050, 11160.)

7 **Fifth Cause of Action**

8 *Failure to Maintain Accurate Employment Records*

9 *(Against All Defendants)*

10 101. Plaintiffs reallege and incorporate by reference all previous paragraphs.

11 102. Pursuant to California Labor Code section 1174, subdivision (d), an employer shall keep
12 at a central location in the state or at the plants or establishments at which employees are employed,
13 payroll records showing the hours worked daily by and wages paid to employees employed at the
14 respective plants or establishments. These records must be kept in accordance with rules established
15 for this purpose by the commission, but in any case shall be kept on file for not less than two years.

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

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

24 **Sixth Cause of Action**

25 *Failure to Pay Wages Timely during Employment*

26 *(Against All Defendants)*

27 105. Plaintiffs reallege and incorporate by reference all previous paragraphs.
28

1 106. Labor Code section 200 provides that “wages” include all amounts for labor performed
2 by employees of every description, whether the amount is fixed or ascertained by the standard of time,
3 task, pieces, commission basis, or other method of calculation. Labor Code section 204 states that all
4 wages earned by any person in any employment are payable twice during the calendar month and must
5 be paid not more than seven days following the close of the period when the wages were earned. Labor
6 Code section 210, subdivision (a), makes employers who violate Labor Code section 204 subject to a
7 penalty of \$100 for any initial failure to timely pay each employee’s full wages and \$200 for each
8 subsequent violation, plus 25% of the amount unlawfully withheld.

9 107. Labor Code section 216 establishes that it is a misdemeanor for any person, with regards
10 to wages due, to “falsely deny the amount or validity thereof, or that the same is due, with intent to
11 secure himself, his employer or other person, any discount upon such indebtedness, or with intent to
12 annoy, harass, oppress, hinder, delay, or defraud, the person to whom such indebtedness is due.”

13 108. Defendants as a matter of established company policy and procedure in the State of
14 California, scheduled, required, suffered, and/or permitted Plaintiffs and the other Class Members, to
15 work without full compensation, to work without legally-compliant off-duty meal periods, to work
16 without legally-compliant off-duty rest periods, and thereby failed to fully pay Plaintiffs and the other
17 Class Members within seven days of the close of payroll, as required by law.

18 109. Defendants, as a matter of established company policy and procedure in the State of
19 California, falsely deny they owe Plaintiffs and the other Class Members these wages, with the intent
20 of securing for itself a discount upon its indebtedness and/or to annoy, harass, oppress, hinder, delay,
21 and/or defraud Plaintiffs and the other Class Members.

22 110. Defendants’ pattern, practice, and uniform administration of its corporate policy of
23 illegally denying employees compensation, as described herein, is unlawful and entitles Plaintiffs and
24 the other Class Members to recover, pursuant to Labor Code section 218, the unpaid balance of the
25 compensation owed to them in a civil action and any applicable penalties, attorney fees, and interest
26 owed to them pursuant to Labor Code sections 210 and 218.5.

1 **Seventh Cause of Action**

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

3 *(Against All Defendants)*

4 111. Plaintiffs reallege and incorporate by reference all previous paragraphs.

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

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

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

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

24 **Eighth Cause of Action**

25 *Failure to Indemnify All Necessary Business Expenditures*

26 *(Against All Defendants)*

27 116. Plaintiffs reallege and incorporate by reference all previous paragraphs.

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

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

13 119. Thus, Plaintiffs and the other Class Members are entitled to recover the cost of such
14 necessary business expenses, plus interest from the date each incurred such business expenses, plus
15 fees and costs. (Lab. Code, § 2802, subds. (b), (c).)

16 **Ninth Cause of Action**

17 *Failure to Furnish Accurate Itemized Wage Statements*

18 *(Against All Defendants)*

19 120. Plaintiffs reallege and incorporate by reference all previous paragraphs.

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

- 22 (1) The gross wages earned;
23 (2) The total hours worked by the employee;
24 (3) The number of piece-rate units earned and any applicable piece
25 rate if the employee is paid on a piece rate basis;
26 (4) All deductions, provided that all deductions made on written
27 orders of the employee may be aggregated and shown as one item;
28 (5) The net wages earned;

- 1 (6) The inclusive dates of the period for which the employee is paid;
- 2 (7) The name of the employee and only the last four digits of his or
- 3 her social security number or an employee identification number other
- 4 than a social security number;
- 5 (8) The name and address of the legal entity that is the employer; and
- 6 (9) All applicable hourly rates in effect during the pay period and the
- 7 corresponding number of hours worked at each hourly rate by the
- 8 employee.

9 122. As set forth above, Defendants issued and continues to issue wage statements to its non-

10 exempt employees including Plaintiffs and the other Class Members that are inadequate under Labor

11 Code section 226, subdivision (a). By failing to pay Plaintiffs and the other Class Members properly

12 as described above, Defendants failed to include required information on their wage statements,

13 including, but not limited to, the gross wages earned, the net wages earned in violation of Labor Code

14 section 226, subdivision (a).

15 123. Defendants' failure to comply with Labor Code section 226, subdivision (a), of the

16 Labor Code was knowing and intentional. (Lab. Code, § 226, subd. (e)).

17 124. As a result of Defendants' issuance of inaccurate itemized wage statements to Plaintiffs

18 and the other Class Members in violation of Labor Code section 226, subdivision (a), Plaintiffs and the

19 other Class Members are each entitled to recover an initial penalty of \$50, and subsequent penalties of

20 \$100, up to an amount not exceeding an aggregate penalty of \$4,000 per Plaintiff and per each Class

21 Member from Defendants pursuant to Labor Code section 226, subdivision (e), along with costs and

22 reasonable attorneys' fees.

23 **Tenth Cause Of Action**

24 *Violation of Labor Code § 245 et seq.*

25 *(Against All Defendants)*

26 125. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in full

27 herein.

28

1 126. Labor Code Section 245 *et seq.* requires that employers provide and pay paid sick leave
2 to eligible employees at their regular rate of pay.

3 127. Labor Code Section 246(i) requires that employers notify employees each pay period of
4 the paid sick leave they have available for use. Pursuant to Labor Code §246(i), “An employer shall
5 provide an employee with written notice that sets forth the amount of paid sick leave available, or paid
6 time off leave an employer provides in lieu of sick leave, for use on either the employee’s itemized
7 wage statement described in Section 226 or in a separate writing provided on the designated pay date
8 with the employee’s payment of wages. If an employer provides unlimited paid sick leave or unlimited
9 paid time off to an employee, the employer may satisfy this section by indicating on the notice or the
10 employee’s itemized wage statement ‘unlimited.’”

11 128. Defendants failed to properly provide and pay required California paid sick days and
12 further failed to distribute and maintain required documentation concerning how many sick days were
13 available, in violation of Labor Code §§246, 246(a), 246(b)(1), and 247.5.

14 129. Plaintiffs now seek damages pursuant to §§248.5 and 2698 *et seq.*

15 **Eleventh Cause of Action**

16 *Violations of California’s Unfair Competition Law*

17 *(Against All Defendants)*

18 130. Plaintiffs reallege and incorporate by reference all previous paragraphs.

19 131. Defendants have engaged and continue to engage in unfair and/or unlawful business
20 practices in California in violation of California Business and Professions Code section 17200 through
21 17210, by committing the unlawful acts described above. Defendants’ utilization of these unfair and
22 unlawful business practices deprived and continue to deprive Plaintiffs and the other Class Members
23 of compensation to which they are legally entitled. These practices constitute unfair and unlawful
24 competition and provide an unfair advantage over Defendants’ competitors who have been and/or are
25 currently employing workers and attempting to do so in honest compliance with applicable wage and
26 hour laws.

27 132. Because Plaintiffs are a victim of Defendants’ unfair and unlawful conduct alleged
28 herein, Plaintiffs for themselves and on behalf of the Class Members, seek full restitution of monies,

1 as necessary and according to proof, to restore any and all monies withheld, acquired and/or converted
2 by Defendants pursuant to Business and Professions Code sections 17203 and 17208.

3 133. The acts complained of herein occurred within the four years prior to the initiation of
4 this action and are continuing into the present and ongoing.

5 134. Plaintiffs were compelled to retain the services of counsel to file this Court action to
6 protect their interests and those of the Class Members, to obtain restitution and injunctive relief on
7 behalf of Defendants' current non-exempt employees and to enforce important rights affecting the
8 public interest. Plaintiffs have thereby incurred the financial burden of attorneys' fees and costs, which
9 Plaintiffs are entitled to recover under Code of Civil Procedure section 1021.5.

10 **Twelve Cause of Action**

11 *Penalties Pursuant to PAGA for Violations of California Labor Code Sections*

12 201, 202, 203, 204, 210, 216, 218.5, 218.6, 221-223, 226, 226.3, 226.7, 245-248.7,
13 432, 435.5, 432.7, 510-512, 558, 558.1, 1024.5, 1174, 1174.5, 1185, 1194, 1194.2,
14 1197, 1197.1, 1198, 1198.5, 1199, 2802, 2804, 2810.5, 6400-6404-6407, 6409.6, and

15 *Other Provisions of the Labor Code*

16 *(Against All Defendants)*

17 135. Plaintiffs reallege and incorporate by reference all previous paragraphs.

18 136. Based on the above allegations incorporated by reference, Defendants violated Labor
19 Code sections 201, 202, 203, 204, 210, 216, 218.5, 218.6, 221-223, 226, 226.3, 226.7, 245-248.7, 432,
20 435.5, 432.7, 510-512, 558, 558.1, 1024.5, 1174, 1174.5, 1185, 1194, 1194.2, 1197, 1197.1, 1198,
21 1198.5, 1199, 2802, 2804, 2810.5, 6400-6404-6407, 6409.6, and others that may be applicable; and the
22 Applicable Wage Orders (Cal. Code of Regs., tit. 8, §§ 11050, 11160), and others that may be
23 applicable.

24 137. As a result of the acts alleged above, Plaintiffs seek penalties under Labor Code sections
25 2698 through 2699.6 because of Defendants' violation of Labor Code 201, 202, 203, 204, 210, 216,
26 218.5, 218.6, 221-223, 226, 226.3, 226.7, 245-248.7, 432, 435.5, 432.7, 510-512, 558, 558.1,
27 1024.5, 1174, 1174.5, 1185, 1194, 1194.2, 1197, 1197.1, 1198, 1198.5, 1199, 2802, 2804, 2810.5, 6400-
28

1 6404-6407, 6409.6, and others that may be applicable; and the Applicable Wage Orders (Cal. Code of
2 Regs., tit. 8, §§ 11050, 11160), and others that may be applicable.

3 138. Under Labor Code section 2699, subdivision (f)(2), and 2699.5, for each such violation,
4 Plaintiffs and the Aggrieved Employees are entitled to penalties in an amount to be shown at the time
5 of trial subject to the following formula:

6 A. \$100 for the initial violation per employee per pay period; and

7 B. \$200 for each subsequent violation per employee per pay period.

8 139. Moreover, under Labor Code section 256, the Aggrieved Employees are entitled to
9 penalties “in an amount not exceeding 30 days pay as waiting time under the terms of Section 203”
10 through PAGA. These penalties must be allocated seventy-five percent to the Labor and Workforce
11 Development Agency (“LWDA”) and twenty-five percent to the affected employees. These penalties
12 may be stacked separately for each of Defendants violations of the California Labor Code. (*Lopez v.*
13 *Friant & Associates, LLC* (2017) 15 Cal.App.5th 773, 780–781 [citing with approval *Stoddart v.*
14 *Express Services, Inc.* (E.D. Cal., Sept. 16, 2015, No. 2:12-CV-01054-KJM) 2015 WL 5522142, at *9,
15 for the proposition that plaintiff could pursue separate claims for penalties under Labor Code section
16 226, subdivision (e), and penalties for Labor Code section 226, subdivision (a), violations]; see also
17 *Hernandez v. Towne Park, Ltd.* (C.D. Cal., June 22, 2012, No. CV 12-02972 MMM JCGX) 2012 WL
18 2373372, at *17 fn. 70 [noting that federal courts applying California law have found that “PAGA
19 penalties can be stacked, i.e., multiple PAGA penalties can be assessed for the same pay period for
20 different Labor Code violations.”], internal quotation marks omitted).

21 140. In addition, to the extent permitted by law, Defendants failed to provide Plaintiffs and
22 all Aggrieved Employees with accurate itemized wage statements in compliance with Labor Code
23 section 226, subdivision (a). Plaintiffs seek separate PAGA penalties for Defendants’ violations of
24 Labor Code section 226, subdivisions (a) and (e). (*Lopez v. Friant & Associates, LLC, supra*, 15
25 Cal.App.5th at pp. 780, 788.)

26 141. For violations of Labor Code section 226, subdivision (a), Plaintiffs seek the default
27 penalty provided by Labor Code section 226.3. Labor Code section 226.3 provides that “[a]ny
28 employer who violates subdivision (a) of Section 226 shall be subject to a civil penalty in the amount

1 of two hundred fifty dollars (\$250) per employee per violation in an initial violation and one thousand
2 dollars (\$1,000) per employee for each violation in a subsequent citation, for which the employer fails
3 to provide the employee a wage deduction statement or fails to keep the required in subdivision (a) of
4 Section 226.” Accordingly, through PAGA and to the extent permitted by law Plaintiffs and the
5 Aggrieved Employees are entitled to recover penalties for violations of Labor Code section 226.3 and
6 seek default PAGA penalties for each of Defendants’ numerous violations of Labor Code section 226,
7 subdivision (e).

8 142. Labor Code section 210 provides that “in addition to, an entirely independent and apart
9 from, any other penalty provided in this article, every person who fails to pay the wages of each
10 employee as provided in Sections . . . 204 . . . shall be subject to a civil penalty as follows: (1) For any
11 initial violation, one hundred dollars (\$100) for each failure to pay each employee; (2) For each
12 subsequent violation, or any willful or intentional violation, two hundred dollars (\$200) for each failure
13 to pay each employee, plus 25% of the amount unlawfully withheld.” As a result of the faulty
14 compensation policies and practices, Plaintiffs and the Aggrieved Employees are also entitled to
15 recover penalties under Labor Code section 210 through PAGA.

16 143. Labor Code section 1197.1 authorizes a civil penalty, restitution of wages, and
17 liquidated damages, in the amount of: (1) one hundred dollars (\$100) for any initial violation that is
18 intentionally committed for each underpaid employee for each pay period for which the employee is
19 underpaid, and (2) two hundred fifty dollars (\$250) for each subsequent violation for the same specific
20 offense for each underpaid employee for each pay period for which the employee is underpaid
21 regardless of whether the initial violation is intentionally committed. Accordingly, through PAGA and
22 to the extent permitted by law, Plaintiffs and the Aggrieved Employees are entitled to recover pursuant
23 to Labor Code section 1197.1.

24 144. Plaintiffs were compelled to retain the services of counsel to file this action to protect
25 their interests and those of the Aggrieved Employees, and to assess and collect the wages and penalties
26 owed by Defendants. Plaintiffs have thereby incurred attorneys’ fees and costs, which Plaintiff is also
27 entitled to recover under Labor Code section 2699, subdivision (g)(1).
28

1 **VIII. PRAYER FOR RELIEF**

2 Plaintiffs pray for judgment for self and for all others on whose behalf this suit is brought against
3 Defendants, as follows:

- 4 **1.** For an order certifying the proposed class;
- 5 **2.** For an order appointing Plaintiffs as representatives of the class;
- 6 **3.** For an order appointing Plaintiffs' 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 Plaintiffs 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

PROOF OF SERVICE
STATE OF CALIFORNIA, COUNTY OF MADERA

I am over the age of 18 years and am employed in the county of Los Angeles, State of California. I am not a party to the action. My business address is 1801 Century Park East, Suite 850, Los Angeles, CA 90067.

I declare that on the date hereof, June 23, 2025, I served the foregoing document(s) described as:

- **Second Amended Class and Representative Action Complaint**

By causing a true copy thereof to be served on the following parties and/or individuals:

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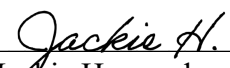
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[XX]BY ELECTRONIC TRANSMISSION. Pursuant to CCP section 1010.6(e), I caused the document to be served on this date by electronic transmission in accordance with standard procedures and to the email address listed. I did not receive, within a reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful.

I declare under penalty of perjury under the laws of California that the above is true and correct. I further declare that I am employed in the office of a member of the bar of this court at whose direction the service was made.

Executed on June 23, 2025, in Los Angeles, California.


Jackie Hernandez