

Joseph Lavi, Esq. (SBN 209776)
Vincent C. Granberry, Esq. (SBN 276483)
Danielle E. Montero, Esq. (SBN 333945)
LAVI & EBRAHIMIAN, LLP
8889 W. Olympic Blvd., Suite 200
Beverly Hills, California 90211
Telephone: (310) 432-0000
Facsimile: (310) 432-0001
Email: jlavi@lelawfirm.com
vgranberry@lelawfirm.com
dmontero@lelawfirm.com
wht2@lelawfirm.com

Attorneys for Plaintiff TAYLOR NOVELLI,
on behalf of herself and current and former aggrieved employees

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF RIVERSIDE

TAYLOR NOVELLI, on behalf of herself and
other aggrieved employees,

Plaintiff,

vs.

THE HABIT BURGER GRILL; APS SINGH
LLC; and DOES 1 to 100, inclusive,

Defendants.

Case No.: **CVSW2301299**

PAGA ACTION

**PLAINTIFF TAYLOR NOVELLI'S
COMPLAINT FOR:**

- CIVIL PENALTIES PURSUANT
TO THE PRIVATE ATTORNEYS
GENERAL ACT OF 2004
("PAGA"), LABOR CODE
SECTIONS 2698, ET SEQ.**

COMES NOW Plaintiff TAYLOR NOVELLI ("Plaintiff"), who alleges and complains
against Defendants THE HABIT BURGER GRILL; APS SINGH LLC; and DOES 1 to 100,
inclusive (collectively "Defendants") as follows:

I. INTRODUCTION

1. This is a Private Attorneys' General Act of 2004, Lab. Code §§ 2698, *et seq.*
("PAGA") representative action brought by Plaintiff on behalf of the State of California, herself
and other current and former aggrieved employees of Defendants who worked as hourly non-
exempt employees in California during the relevant time period seeking civil penalties associated
with Defendants' violation of the Labor Code based on Defendants' failure to pay wages for all

1 hours worked at minimum wage and all overtime hours worked at the overtime rate of pay; failure
2 to authorize or permit all legally required and/or compliant meal periods or pay meal period
3 premium wages; failure to authorize or permit all legally required and/or compliant rest periods or
4 pay rest period premium wages; statutory penalties for failure to timely pay earned wages during
5 employment; statutory penalties for failure to provide accurate wage statements; statutory waiting
6 time penalties in the form of continuation wages for failure to timely pay employees all wages due
7 upon separation of employment. Plaintiff seeks on a representative basis, following notice to the
8 Labor and Workforce Development Agency, civil penalties, reasonable attorneys' fees pursuant to
9 Labor Code section 2699(g)(1) and costs brought on behalf of Plaintiff, the State of California,
10 and others aggrieved.

11 **II. JURISDICTION AND VENUE**

12 2. This Court has jurisdiction over the claims of Plaintiff and all other current and
13 former aggrieved California-based hourly non-exempt employees because Plaintiff's lawsuit seeks
14 civil penalties on behalf of herself, all other current and former aggrieved California-based hourly
15 non-exempt employees, and the State of California in excess of twenty-five thousand dollars
16 (\$25,000); Defendants employed Plaintiff and all other current and former aggrieved California-
17 based hourly non-exempt employees; and the injuries to Plaintiff and all other current and former
18 aggrieved California-based hourly non-exempt employees occurred in locations throughout
19 California, including but not limited to Riverside County, at 3250 W Florida Avenue, Hemet, CA
20 92545.

21 3. In response to the COVID-19 pandemic, the Judicial Council of California enacted
22 Emergency Rule 9 to the California Rules of Court, which provided that, notwithstanding any
23 other law, the statutes of limitations and repose for civil causes of action that exceed 180 days are
24 tolled from April 6, 2020, until October 1, 2020.

25 **III. PARTIES**

26 4. Plaintiff brings this action as a representative of the Labor and Workforce
27 Development Agency on behalf of herself and other current and former employees subject to
28 violations of the Labor Code. The named Plaintiff and the persons on whose behalf this action is

1 filed include current, former and/or future employees of Defendants who work, worked, or will
2 work for Defendants as direct employees as well as temporary employees employed through temp
3 agencies as hourly non-exempt employees in California. At all times mentioned herein, the
4 currently named Plaintiff is and was domiciled and a resident and citizen of California and was
5 employed by Defendants in an hourly position at Defendants' location in Riverside from in or
6 around May 2010, until in or around January 2019; and from on or about January 8, 2020, until on
7 or about December 14, 2021.

8 5. Plaintiff is informed and believes and thereon alleges that Defendant THE HABIT
9 BURGER GRILL is authorized to do business within the State of California and is doing business
10 in the State of California and/or that Defendants DOES 1-33 are, and at all times relevant hereto
11 were persons acting on behalf of Defendant THE HABIT BURGER GRILL in the establishment
12 of, or ratification of, the aforementioned illegal wage and hour practices or policies. Defendant
13 THE HABIT BURGER GRILL operates in Riverside County and employed Plaintiff all other
14 current and former aggrieved California-based hourly non-exempt employees in Riverside County,
15 including but not limited to, at 3250 W Florida Avenue, Hemet, CA 92545.

16 6. Plaintiff is informed and believes and thereon alleges that Defendant APS SINGH
17 LLC is authorized to do business within the State of California and is doing business in the State
18 of California and/or that Defendants DOES 1-33 are, and at all times relevant hereto were persons
19 acting on behalf of Defendant APS SINGH LLC in the establishment of, or ratification of, the
20 aforementioned illegal wage and hour practices or policies. Defendant APS SINGH LLC operates
21 in Riverside County and employed Plaintiff all other current and former aggrieved California-
22 based hourly non-exempt employees in Riverside County, including but not limited to, at 3250 W
23 Florida Avenue, Hemet, CA 92545.

24 7. Plaintiff is informed and believes and thereon alleges that Defendants DOES 1
25 through 50 are corporations, or are other business entities or organizations of a nature unknown to
26 Plaintiff that employed Plaintiff and aggrieved California non-exempt employees, permitted
27 Plaintiff and aggrieved employees to work, and exercised control over the wages, hours and
28 working conditions of employment of Plaintiff and aggrieved employees.

8. Plaintiff is informed and believes and thereon alleges that Defendants DOES 51 through 100 are individuals unknown to Plaintiff. Each of the individual defendants is sued individually and in his or her capacity as an agent, shareholder, owner, representative, manager, supervisor, independent contractor and/or employee of each defendant who violated or caused to be violated the minimum wage and overtime provisions of the Labor Code and/or any provision of the Industrial Welfare Commission's wage orders regulating hours and days of work.

9. Plaintiff is unaware of the true names of Defendants DOES 1 through 100. Plaintiff sues said defendants by said fictitious names, and will amend this complaint when the true names and capacities are ascertained or when such facts pertaining to liability are ascertained, or as permitted by law or by the Court. Plaintiff is informed and believes that each of the fictitiously named defendants is in some manner responsible for the events and allegations set forth in this complaint.

10. Plaintiff makes the allegations in this complaint without any admission that, as to any particular allegation, Plaintiff bears the burden of pleading, proving, or persuading and Plaintiff reserves all of Plaintiff's right to plead in the alternative.

FIRST CAUSE OF ACTION

CIVIL PENALTIES AND WAGES PURSUANT TO THE PRIVATE ATTORNEYS

GENERAL ACT OF 2004, LABOR CODE SECTIONS 2698, ET SEQ.

(Against all Defendants by Plaintiff)

11. Plaintiff incorporates all paragraphs above as though fully set forth herein.

12. During the period beginning one (1) year preceding Plaintiff sending the initial PAGA Claim Notice to the LWDA to the present, Defendants violated Labor Code sections 201, 202, 203, 204, 226, 226.7, 510, 512, 1194, 1197, 1198 and Sections 14 and 15 of the applicable Wage Orders.

13. Specifically, Defendants have committed the following violations of California Labor Code:

14. **Failure to pay wages for all hours worked at the legal minimum wage:**
Defendants employed many of their employees, including Plaintiff, as hourly non-exempt

1 employees. In California, an employer is required to pay hourly employees for all “hours worked,”
2 which includes all time that an employee is under control of the employer and all time the
3 employee is suffered and permitted to work. This includes the time an employee spends, either
4 directly or indirectly, performing services which inure to the benefit of the employer.

5 15. Labor Code sections 1194 and 1197 require an employer to compensate employees
6 for all “hours worked” at least at a minimum wage rate of pay as established by the IWC and the
7 Wage Orders.

8 16. In this case, Plaintiff and other current and former aggrieved California-based
9 hourly non-exempt employees worked more minutes per shift than Defendants credited them with
10 having worked. Specifically, Defendants failed to pay Plaintiff and other current and former
11 aggrieved California-based hourly non-exempt employees all wages at the applicable minimum
12 wage for all hours worked due to Defendants’ policies, practices, and/or procedures including, but
13 not limited to:

14 (a) Requiring Plaintiff and other current and former aggrieved California-based
15 hourly non-exempt employees who worked the opening shift to wait for the
16 opening shift manager to arrive at the store, unlock the doors and disengage the
17 alarm, prior to being permitted to clock in for the start of their shift;

18 (b) Requiring Plaintiff and other current and former aggrieved California-based
19 hourly non-exempt employees who worked the closing shift to wait together at
20 the front of the store while the closing shift manager set the alarm, prior to
21 being permitted to leave the store, as a team – pursuant to Defendants’ security
22 procedures; and

23 (c) Requiring Plaintiff and other current and former aggrieved California-based
24 hourly non-exempt employees who worked as managers to travel between
25 Defendants’ stores, while off-the-clock and outside of their shift, to perform
26 various work-related duties.

27 17. Therefore, Defendants suffered, permitted, and required Plaintiff and other current
28 and former aggrieved California-based hourly non-exempt employees to be subject to Defendants’

1 control without paying wages for that time. This resulted in Plaintiff and other current and former
2 aggrieved California-based hourly non-exempt employees working time for which they were not
3 compensated any wages, in violation of Labor Code sections 1194 and 1197 and the applicable
4 Wage Order.

5 18. **Failure to pay wages for overtime hours worked at the overtime rate of pay:**
6 Defendants employed many of their employees, including Plaintiff, as hourly non-exempt
7 employees. In California, an employer is required to pay hourly employees for all “hours worked,”
8 which includes all time that an employee is under control of the employer and all time the
9 employee is suffered and permitted to work. This includes the time an employee spends, either
10 directly or indirectly, performing services that inure to the benefit of the employer.’

11 19. Labor Code sections 510 and 1194 require an employer to compensate employees a
12 higher rate of pay for hours worked in excess of eight (8) hours in a workday, in excess of forty
13 (40) hours in a workweek, and on any seventh consecutive day of work in a workweek:

14 Any work in excess of eight (8) hours in one workday, any work in excess of forty (40)
15 hours in any one (1) workweek, and the first eight (8) hours worked on the seventh day of
16 work in any one (1) workweek, shall be compensated at the rate of no less than one-and-
17 one-half (1.5) times the regular rate of pay for an employee. Any work in excess of twelve
18 (12) hours in one (1) day shall be compensated at the rate of no less than twice the regular
19 rate of pay for an employee. In addition, any work in excess of eight (8) hours on any
20 seventh day of a workweek shall be compensated at the rate of no less than twice the
21 regular rate of pay of an employee.

22 Labor Code section 510.

23 20. In this case, Defendants failed to pay Plaintiff and other current and former
24 aggrieved California-based hourly non-exempt employees overtime wages for all overtime hours
25 worked due to Defendants’ policies, practices, and/or procedures including, but not limited to:

26 (a) Requiring Plaintiff and other current and former aggrieved California-based hourly
27 non-exempt employees who worked the opening shift to wait for the opening shift manager to
28 arrive at the store, unlock the doors and disengage the alarm, prior to being permitted to clock in
for the start of their shift;

 (b) Requiring Plaintiff and other current and former aggrieved California-based hourly
non-exempt employees who worked the closing shift to wait together at the front of the store while

1 the closing shift manager set the alarm, prior to being permitted to leave the store, as a team –
2 pursuant to Defendants’ security procedures; and

3 (c) Requiring Plaintiff and other current and former aggrieved California-based hourly
4 non-exempt employees who worked as managers to travel between Defendants’ stores, while off-
5 the-clock and outside of their shift, to perform various work-related duties.

6 21. Overtime is based upon an employee’s regular rate of pay. “The regular rate at
7 which an employee is employed shall be deemed to include all remuneration for employment paid
8 to, or on behalf, of the employee.” See Division of Labor Standards Enforcement – Enforcement
9 Policies and Interpretations Manual, Section 49.1.2.

10 22. In this case, Plaintiff alleges that when she and other current and former aggrieved
11 California-based hourly non-exempt employees earned overtime wages, and Defendants failed to
12 pay them overtime wages at the proper overtime rate of pay due to Defendants’ failure to include
13 all remuneration when calculating the overtime rate of pay. Specifically, Defendants maintained a
14 policy, practice, and/or procedure that included, but not limited to, the following:

15 (a) failing to include all remuneration, such as COVID, Hero Pay when
16 calculating Plaintiff and other current and former aggrieved California-based hourly non-exempt
17 employees regular rate of pay for the purpose of computing overtime wages; and

18 (b) failing to include all quarterly bonuses’ when calculating Plaintiff and other
19 current and former aggrieved California-based hourly non-exempt hourly non-exempt managers’
20 who worked as managers’ regular rate of pay for purposes of computing overtime wages.

21 23. The foregoing policies, practices, and/or procedures resulted in time during each
22 workday that Plaintiff and other current and former aggrieved California-based hourly non-exempt
23 employees were under the control of Defendants but were not compensated. To the extent that the
24 foregoing uncompensated time occurred when Plaintiff and other current and former aggrieved
25 California-based hourly non-exempt employees worked more than eight (8) hours in a workday,
26 more than forty (40) hours in a workweek, and/or seven (7) days in a workweek, Defendants failed
27 to pay them at their overtime rate of pay for overtime hours worked, in violation of Labor Code
28 sections 510 and 1194 and the applicable Wage Order.

24. **Failure to pay wages to hourly non-exempt employees for workdays that Defendants failed to provide legally required and compliant meal periods:** Plaintiff and other current and former aggrieved California-based hourly non-exempt employees regularly worked shifts of more than five (5) hours in length and shifts of more than ten (10) hours in length.

25. California law requires an employer to authorize or permit an employee an uninterrupted meal period of no less than thirty (30) minutes in which the employee is relieved of all duties and the employer relinquishes control over the employee's activities prior to the employee's sixth hour of work. Labor Code sections 226.7, 512; Wage Order 5 at §11; *Brinker Rest. Corp. v. Super Ct. (Hohnbaum)* (2012) 53 Cal.4th 1004. An employer may not employ an employee for a work period of more than ten (10) hours per day without providing the employee with a second such meal period of not less than thirty (30) minutes prior to the start of the eleventh hour of work. *Id.* If the employee is not relieved of all duty during a meal period, the meal period shall be considered an "on duty" meal period and counted as time worked. A paid "on duty" meal period is only permitted when: (1) the nature of the work prevents an employee from being relieved of all duty; and (2) the parties have a written agreement agreeing to on-duty meal periods.

26. If an employer fails to provide an employee a meal period in accordance with the law, the employer must pay the employee one (1) hour of pay at the employee's regular rate of pay for each workday that a legally required and compliant meal period was not provided. Labor Code section 226.7; Wage Order 5 at §11.

27. In this case, Defendants failed to authorize or permit legally required and compliant meal periods to Plaintiff and other current and former aggrieved California-based hourly non-exempt employees due to Defendants' policies, practices, and/or procedures, including but not limited to:

(a) Requiring Plaintiff and other current and former aggrieved California-based hourly non-exempt employees to experience late, interrupted, and/or missed meal periods;

(b) Failing to provide Plaintiff and other current and former aggrieved California-based hourly non-exempt employees with a second meal period for shifts lasting more than ten (10) hours in a day;

1 (c) Requiring Plaintiff and other current and former aggrieved California-based hourly
2 non-exempt employees who worked as managers to remain on Defendants' premises during meal
3 periods – resulting in meal periods that were interrupted and not duty-free.

4 28. Additionally, Plaintiff alleges that Defendants maintained a policy, practice, and/or
5 procedure of failing to compensate Plaintiff and other current and former aggrieved California-
6 based hourly non-exempt employees one (1) hour of pay at their regular rate of pay for each
7 workday that Plaintiff and other current and former aggrieved California-based hourly non-exempt
8 employees did not receive legally required and compliant meal periods, in violation of Labor Code
9 section 226.7.

10 29. Finally, on occasions when Defendants paid Plaintiff and other current and former
11 aggrieved California-based hourly non-exempt employees a “premium” wage for late, missed,
12 short, on-premise, on-duty, and/or interrupted meal periods, Defendants failed to pay the one (1)
13 additional hour of pay at Plaintiff and other current and former aggrieved California-based hourly
14 non-exempt employees regular rate of compensation. Specifically, Defendants maintained a
15 policy, practice, and/or procedure that included, but not limited to, the following:

16 (a) failing to include all remuneration, such as COVID Hero Pay, when
17 calculating Plaintiff and other current and former aggrieved California-based hourly non-exempt
18 employees regular rate of pay for the purpose of computing meal period premium wages.; and

19 (b) failing to include all quarterly bonuses' when calculating Plaintiff and other
20 current and former aggrieved California-based hourly non-exempt hourly non-exempt managers'
21 regular rate of pay for purposes of computing meal period premium wages.

22 30. Defendants' foregoing policies, practices, and/or procedures resulted in Plaintiff
23 and other current and former aggrieved California-based hourly non-exempt employees not
24 receiving wages to compensate them for workdays during which Defendants did not provide them
25 with meal periods in compliance with California law.

26 31. **Failure to pay wages to hourly non-exempt employees for workdays that**
27 **Defendants failed to provide legally required and compliant rest periods:** Plaintiff and other
28 current and former aggrieved California-based hourly non-exempt employees regularly worked

1 shifts of more than three-and-a-half (3.5) hours.

2 32. California law requires every employer to authorize and permit an employee a rest
3 period of ten (10) net minutes for every four (4) hours worked or major fraction thereof. Labor
4 Code section 226.7; Wage Order 5 at §12. Under California law, “[e]mployees are entitled to 10
5 minutes’ rest for shifts from three and one-half to six hours in length, 20 minutes for shifts of more
6 than six hours up to 10 hours, 30 minutes for shifts of more than 10 hours up to 14 hours, and so
7 on.” *Brinker Restaurant Corp. v. Sup. Ct. (Hohnbaum)* (2012) 53 Cal.4th 1004, 1029; Labor Code
8 section 226.7; Wage Order 5 at §12. Rest periods, insofar as practicable, shall be in the middle of
9 each work period. Wage Order 5 at §12. Additionally, the rest period requirement “obligates
10 employers to permit – and authorizes employees to take – off-duty rest periods.” *Augustus v. ABM*
11 *Security Services, Inc.*, (2016) 5 Cal.5th 257, 269. That is, during rest periods employers must
12 relieve employees of all duties and relinquish control over how employees spend their time. *Id.*

13 33. If the employer fails to authorize or permit a required rest period, the employer
14 must pay the employee one (1) hour of pay at the employee’s regular rate of pay for each workday
15 the employer did not authorize or permit a legally required rest period. Labor Code section 226.7;
16 Wage Order 5 at § 12.

17 34. In this case, Defendants failed to authorize or permit all legally required and
18 compliant rest periods to Plaintiff and other current and former aggrieved California-based hourly
19 non-exempt employees due to Defendants’ policies, practices, and/or procedures including, but not
20 limited to:

21 (a) Requiring Plaintiff and other current and former aggrieved California-based hourly
22 non-exempt employees to experience late, interrupted, and/or missed rest periods;

23 (b) Failing to provide Plaintiff and other current and former aggrieved California-based
24 hourly non-exempt employees with a second rest period for shifts lasting more than ten (10) hours
25 in a day;

26 (c) Requiring Plaintiff and other current and former aggrieved California-based hourly
27 non-exempt employees who worked as managers to remain on Defendants’ premises during rest
28 periods – resulting in rest periods that were interrupted and not duty-free.

1 35. Additionally, Plaintiff alleges that Defendants maintained a policy, practice, and/or
2 procedure of failing to compensate Plaintiff and other current and former aggrieved California-
3 based hourly non-exempt employees with one (1) hour of pay at their regular rate of pay for each
4 workday they did not receive legally required and compliant rest periods, in violation of Labor
5 Code section 226.7.

6 36. Finally, on occasions when Defendants did pay Plaintiff and other current and
7 former aggrieved California-based hourly non-exempt employees a “premium” wage for late,
8 missed, short, on-premise, on-duty, and/or interrupted rest periods, Defendants failed to pay the
9 one (1) additional hour of pay at Plaintiff and other current and former aggrieved California-based
10 hourly non-exempt employees regular rate of compensation. Specifically, Defendants maintained a
11 policy, practice, and/or procedure that included, but not limited to, the following:

12 (a) failing to include all remuneration such as COVID Hero Pay when
13 calculating Plaintiff and other current and former aggrieved California-based hourly non-exempt
14 employees’ regular rate of pay for the purpose of computing rest period premiums; and

15 (b) failing to include all quarterly bonuses’ when calculating Plaintiff and other
16 current and former aggrieved California-based hourly non-exempt managers’ regular rate of pay
17 for purposes of computing rest period premiums

18 37. Defendants’ foregoing policies, practices, and/or procedures resulted in Plaintiff
19 and other current and former aggrieved California-based hourly non-exempt employees not
20 receiving wages to compensate them for workdays in which Defendants did not provide them with
21 rest periods in compliance with California law.

22 38. **Failure to timely pay earned wages during employment:** In California, wages
23 must be paid at least twice during each calendar month on days designated in advance by the
24 employer as regular paydays, subject to some exceptions. Labor Code section 204(a). Wages
25 earned between the 1st and 15th days, inclusive, of any calendar month must be paid between the
26 16th and the 26th day of that month and wages earned between the 16th and the last day,
27 inclusive, of any calendar month must be paid between the 1st and 10th day of the following
28 month. *Id.* Other payroll periods such as those that are weekly, biweekly, or semimonthly, must be

1 paid within seven (7) calendar days following the close of the payroll period in which wages were
2 earned. Labor Code section 204(d).

3 39. As a derivative of Plaintiff's claims above, Plaintiff alleges that Defendants failed
4 to timely pay Plaintiff's and other current and former aggrieved California-based hourly non-
5 exempt employees' earned wages (including minimum wages, overtime wages, meal period
6 premium wages and/or rest period premium wages), in violation of Labor Code section 204.
7 Defendants' aforementioned policies, practices, and/or procedures resulted in their failure to pay
8 Plaintiff's and other current and former aggrieved California-based hourly non-exempt employees'
9 their earned wages within the applicable time frames outlined in Labor Code section 204.

10 40. **Failure to provide complete and accurate wage statements:** Labor Code section
11 226, subdivision (a). Labor Code section 226(a) provides, *inter alia*, that, upon paying an
12 employee his or her wages, the employer must "furnish each of his or her employees ... an
13 itemized statement in writing showing (1) gross wages earned, (2) total hours worked by the
14 employee, except for any employee whose compensation is solely based on a salary and who is
15 exempt from payment of overtime under subdivision (a) of Section 515 or any applicable order of
16 the Industrial Welfare Commission, (3) the number of piece-rate units earned and any applicable
17 piece rate if the employee is paid on a piece-rate basis, (4) all deductions, provided, that all
18 deductions made on written orders of the employee may be aggregated and shown as one item, (5)
19 net wages earned, (6) the inclusive dates of the pay period for which the employee is paid, (7) the
20 name of the employee and his or her social security number, (8) the name and address of the legal
21 entity that is the employer, and (9) all applicable hourly rates in effect during the pay period and
22 the corresponding number of hours worked at each hourly rate by the employee."

23 41. Defendants committed direct violations of Labor Code section 226, through their
24 policies, practices, and/or procedures, including, but not limited to failing to provide Plaintiff and
25 other current and former aggrieved California-based hourly non-exempt employees accurate
26 itemized wage statements showing: (1) the name of the legal entity that is the employer; and (2)
27 the address of the legal entity that is the employer.

28 42. As a derivative of Plaintiff's allegations above, Defendants' failure to pay Plaintiff

1 and other current and former aggrieved California-based hourly non-exempt employees all wages
2 earned (including minimum wages, overtime wages, meal period premium wages, and/or rest
3 period premium wages) rendered Plaintiff's and other current and former aggrieved California-
4 based hourly non-exempt employees' wage statements inaccurate, in violation of Labor Code
5 section 226.

6 43. **Failure to pay employees all wages due at time of termination/resignation:** An
7 employer is required to pay all unpaid wages timely after an employee's employment ends. The
8 wages are due immediately upon termination (Labor Code section 201) or within seventy-two (72)
9 hours of resignation (Labor Code section 202).

10 44. As a derivative of Plaintiff's allegations above, because Defendants failed to pay
11 Plaintiff and other current and former aggrieved California-based hourly non-exempt employees
12 all their earned wages (including minimum wages, overtime wages, meal period premium wages,
13 and/or rest period premium wages), Defendants failed to pay those employees timely after each
14 employee's termination and/or resignation, in violation of Labor Code sections 201, 202, and 203.

15 45. Defendants' violations of Wage Order 5 constituted violations of Labor Code
16 section 1198, which prohibits employment under conditions of labor that violate the Wage Orders.

17 46. Labor Code sections 2699, subdivisions (a) and (g) authorize an aggrieved
18 employee, on behalf of himself or herself and other current or former employees, to bring a civil
19 action to recover civil penalties against all Defendants pursuant to the procedures specified in
20 Labor Code section 2699.3.

21 47. Plaintiff has complied with the procedures for bringing suit specified in Labor
22 Code section 2699.3. On August 18, 2022, Plaintiff filed a PAGA Claim Notice with the LWDA
23 and provided notice to Defendants by certified mail which provided notice of the specific
24 provisions of the Labor Code alleged to have been violated, including the facts and theories to
25 support the violations alleged.

26 48. Pursuant to Labor Code section 2699.3, the LWDA must give written notice by
27 certified mail to the parties that it intends to investigate the alleged violations of the Labor Code
28 within 60 days of the date of the complainant's written notice. The LWDA failed to provide the

parties notice within 60 days of the date of Plaintiff's PAGA Claim Notice that the LWDA intends to investigate Plaintiff's claims.

49. Pursuant to Labor Code sections 2699(a) and (f), Plaintiff is entitled to recover civil penalties for Defendants' violations of Labor Code sections 201, 202, 203, 204 226, 226.7, 510, 512, 1194, 1197, 1198, beginning one (1) year preceding Plaintiff sending the initial PAGA Claim Notice to the LWDA to the present, in the following amounts:

a. For violations of Labor Code sections 201, 202, 203, 204, 226.7, 2802, 512, and 1198; one hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation and two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent violation [penalty amounts established by Labor Code section 2699(f)(2)].

b. For violations of Labor Code section 226, two hundred fifty dollars (\$250) for each employee for each pay period for the initial violation, and for each subsequent violation, one thousand dollars (\$1000) for each underpaid employee for each pay period [penalty amounts established by Labor Code section 226.3].

c. For violations of Labor Code section 510, fifty dollars (\$50) for each employee for each pay period for the initial violation, and for each subsequent violation, one hundred dollars (\$100) for each underpaid employee for each pay period [penalty amounts established by Labor Code section 558] and any unpaid wages.

d. For violations of Labor Code section 1194 and 1197, one hundred dollars (\$100) for each underpaid employee for each pay period for the initial violation, and for each subsequent violation, two hundred fifty dollars (\$250) for each underpaid employee for each pay period [penalty amounts established by Labor Code section 1197.1] and any unpaid wages.

50. Pursuant to Labor Code section 2699(g), Plaintiff is entitled to an award of reasonable attorneys' fees and costs in connection with her claims for civil penalties.

PRAYER FOR RELIEF

WHEREFORE, PLAINTIFF, ON BEHALF OF HERSELF AND ON OTHER AGGRIEVED EMPLOYEES, PRAYS AS FOLLOWS:

ON THE FIRST CAUSE OF ACTION:

1 1. That Defendants be found to have violated the provisions of the Labor Code and
2 the IWC Wages Orders as to the Plaintiff and aggrieved employees;

3 2. For any and all legally applicable penalties during the relevant statute of limitations
4 subject to any permissible tolling, including but not limited to those recoverable under the
5 California Labor Code, including but not limited to section 2699(f);

6 3. For attorneys' fees and costs of suit, including but not limited to those recoverable
7 under California Labor Code section 2699(g); and

8 4. For such and other further relief, in law and/or equity, as the Court deems just or
9 appropriate

10
11 Dated: February 6, 2022

Respectfully submitted,
LAVI & EBRAHIMIAN, LLP

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13 By: 
14 _____
15 Joseph Lavi, Esq.
16 Vincent C. Granberry, Esq.
17 Danielle E. Montero, Esq.
18 William Tran, Esq.
19 Attorneys for Plaintiff
20 TAYLOR NOVELLI on behalf of herself and
21 current and former aggrieved employees
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