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TONIA BALLOU, individually and on
8 behalf of others similarly situated and
aggrieved

9
10 SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN BERNARDINO

11 TONIA BALLOU, an individual, on behalf of
12 herself and on behalf of others similarly
situated and aggrieved,

13 Plaintiff,

14 vs.

15 NATIONAL COMMUNITY RENAISSANCE;
16 a California corporation; NATIONAL
COMMUNITY RENAISSANCE OF
17 CALIFORNIA, a California corporation;
NATIONAL COMMUNITY RENAISSANCE
18 DEVELOPMENT CORPORATION, a
California corporation; and DOES 1 through 50,
19 inclusive,

20 Defendants.
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FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF SAN BERNARDINO
SAN BERNARDINO CIVIL DIVISION

OCT 14 2022

By VERONICA GONZALEZ
Deputy

CASE NO.: **CIV SB 2 2 2 3 7 1 5**

CLASS ACTION COMPLAINT:

1. Failure to Provide Required Meal Periods;
2. Failure to Provide Required Rest Periods;
3. Failure to Pay Overtime Wages;
4. Failure to Pay Minimum Wages;
5. Failure to Pay All Wages Due to Discharged and Quitting Employees;
6. Failure to Maintain Required Records;
7. Failure to Furnish Accurate Itemized Wage Statements;
8. Failure to Indemnify Employees for Necessary Expenditures Incurred in Discharge of Duties;
9. Unfair and Unlawful Business Practices.

REPRESENTATIVE ACTION:

10. Penalties under the Labor Code Private Attorneys General Act, as Representative Action

DEMAND FOR JURY TRIAL

FILED

1 Plaintiff TONIA BALLOU (“PLAINTIFF”), an individual, demanding a jury trial, on
2 behalf of herself and other persons similarly situated and aggrieved, hereby alleges as follows:

3 **INTRODUCTION**

4 1. PLAINTIFF brings this action on behalf of herself and all other similarly-situated
5 current and former non-exempt employees of Defendants NATIONAL COMMUNITY
6 RENAISSANCE, NATIONAL COMMUNITY RENAISSANCE OF CALIFORNIA,
7 NATIONAL COMMUNITY RENAISSANCE DEVELOPMENT CORPORATION, and DOES
8 1 through 50 inclusive (collectively, “DEFENDANTS”) in the State of California during the
9 relevant statutory period to recover penalties arising from DEFENDANTS’ failure to provide
10 employees meal and rest periods (or compensation therefore) as required under California law,
11 failure to provide minimum and overtimes wages for all hours worked, failure to timely pay
12 wages during employment, failure to pay wages due upon separation, failure to maintain required
13 records, failure to provide accurate itemized wage statements, and failure to indemnify employees
14 for necessary expenditures and/or losses incurred the discharge of their duties. PLAINTIFF also
15 seeks penalties, interest, attorneys’ fees, costs and expenses, and equitable, restitutionary and
16 injunctive relief.

17 **JURISDICTION AND VENUE**

18 2. The Superior Court of the State of California has jurisdiction in this matter because
19 PLAINTIFF is a citizen and resident of the State of California and DEFENDANTS are citizens
20 and residents of, and/or regularly conduct business in California. Further, no federal question is at
21 issue because the claims are based solely on California law.

22 3. Venue is proper in this judicial district and the County of San Bernardino,
23 California because DEFENDANTS maintain offices and facilities and transact business in the
24 County of San Bernardino, and DEFENDANTS’ illegal policies and practices which are the
25 subject of this action were applied, at least in part, to PLAINTIFF and other persons similarly
26 situated in the County of San Bernardino.

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1 **PLAINTIFF**

2 4. PLAINTIFF is a citizen and resident of the State of California. She began working
3 for DEFENDANTS in August 2017. PLAINTIFF was terminated on June 24, 2022, but at all
4 times material to this complaint was employed by DEFENDANTS in the State of California as a
5 non-exempt employee.

6 5. PLAINTIFF brings this action on behalf of herself and the following similarly
7 situated class of individuals ("CLASS MEMBERS"): all current and former non-exempt
8 employees of DEFENDANTS in the State of California at any time within the period beginning
9 four (4) years prior to the filing of this action and ending at the time this action settles or proceeds
10 to final judgment (the "CLASS PERIOD"). PLAINTIFF reserves the right to name additional
11 class representatives.

12 **DEFENDANTS**

13 6. PLAINTIFF is informed and believes, and thereon alleges, that DEFENDANT
14 NATIONAL COMMUNITY RENAISSANCE is, and at all times relevant hereto was, a California
15 corporation. PLAINTIFF is further informed and believes, and thereon alleges, that NATIONAL
16 COMMUNITY RENAISSANCE is authorized to and does conduct business in the State of
17 California. Specifically, NATIONAL COMMUNITY RENAISSANCE maintains offices and
18 facilities and conducts business in, and engages in illegal payroll practices or policies in the
19 County of San Bernardino, State of California.

20 7. PLAINTIFF is informed and believes, and thereon alleges, that DEFENDANT
21 NATIONAL COMMUNITY RENAISSANCE OF CALIFORNIA is, and at all times relevant
22 hereto was, a California corporation. PLAINTIFF is further informed and believes, and thereon
23 alleges, that NATIONAL COMMUNITY RENAISSANCE is authorized to and does conduct
24 business in the State of California. Specifically, NATIONAL COMMUNITY RENAISSANCE
25 maintains offices and facilities and conducts business in, and engages in illegal payroll practices
26 or policies in the County of San Bernardino, State of California.

27 8. PLAINTIFF is informed and believes, and thereon alleges, that DEFENDANT
28 NATIONAL COMMUNITY RENAISSANCE DEVELOPMENT CORPORATION is, and at all

1 times relevant hereto was, a California corporation. PLAINTIFF is further informed and believes,
2 and thereon alleges, that NATIONAL COMMUNITY RENAISSANCE DEVELOPMENT
3 CORPORATION is authorized to and does conduct business in the State of California.
4 Specifically, NATIONAL COMMUNITY RENAISSANCE DEVELOPMENT CORPORATION
5 maintains offices and facilities and conducts business in, and engages in illegal payroll practices
6 or policies in the County of San Bernardino, State of California.

7 9. The true names and capacities of DOES 1 through 50, inclusive, are unknown to
8 PLAINTIFF at this time, and PLAINTIFF therefore sues such DOE Defendants under fictitious
9 names. PLAINTIFF is informed and believes, and thereon alleges, that each Defendant
10 designated as a DOE is in some manner highly responsible for the occurrences alleged herein, and
11 that PLAINTIFF and other CLASS MEMBERS' injuries and damages, as alleged herein, were
12 proximately caused by the conduct of such DOE Defendants. PLAINTIFF will seek leave of the
13 court to amend this Complaint to allege their true names and capacities of such DOE Defendants
14 when ascertained.

15 10. At all relevant times herein, DEFENDANTS were the joint employers of
16 PLAINTIFF and other CLASS MEMBERS. PLAINTIFF is informed and believes, and thereon
17 alleges, that at all times material to this Complaint DEFENDANTS were the alter egos, divisions,
18 affiliates, integrated enterprises, joint employers, subsidiaries, parents, principals, related entities,
19 co-conspirators, authorized agents, partners, joint venturers, and/or guarantors, actual or
20 ostensible, of each other. Each Defendant was completely dominated by his, her or its co-
21 Defendant, and each was the alter ego of the other.

22 11. At all relevant times herein, PLAINTIFF and CLASS MEMBERS were employed
23 by DEFENDANTS under employment agreements that were partly written, partly oral, and partly
24 implied. In perpetrating the acts and omissions alleged herein, DEFENDANTS, and each of them,
25 acted pursuant to, and in furtherance of, their policies and practices of not paying PLAINTIFF
26 and other CLASS MEMBERS all wages earned and due, through methods and schemes which
27 include, but are not limited to, failing to pay overtime premiums; failing to provide rest and meal
28 periods; failing to properly maintain records; failing to provide accurate itemized statements for

1 each pay period; failing to properly compensate PLAINTIFF and CLASS MEMBERS for
2 necessary expenditures; and requiring, permitting or suffering the employees to work off the
3 clock, in violation of the California Labor Code and the applicable Welfare Commission ("IWC")
4 Orders.

5 12. PLAINTIFF is informed and believes, and thereon alleges, that each and every one
6 of the acts and omissions alleged herein were performed by, and/or attributable to, all
7 DEFENDANTS, each acting as agents and/or employees, and/or under the direction and control
8 of, each of the other DEFENDANTS, and that said acts and failures to act were within the course
9 and scope of said agency, employment and/or direction and control.

10 13. Pursuant to California Labor Code § 558.1, DEFENDANTS and any person acting
11 on behalf of any of the DEFENDANTS, are liable for violating, or causing to violate, any
12 provision regulating minimum wages or hours and days of work in any order of the Industrial
13 Welfare Commission, or Labor Code §§ 203, 226, 226.7, 1193.6, 1994, or 2802.

14 14. As a direct and proximate result of the unlawful actions of DEFENDANTS,
15 PLAINTIFF and CLASS MEMBERS have suffered, and continue to suffer, from loss of earnings
16 in amounts as yet unascertained, but subject to proof at trial, and within the jurisdiction of this
17 Court.

18 **FACTUAL ALLEGATIONS**

19 15. Throughout PLAINTIFF's employment, PLAINTIFF and other similarly situated
20 and aggrieved employees were denied off-duty, uninterrupted meal and rest breaks. PLAINTIFF
21 and other similarly situated aggrieved employees were given short meal breaks, provided meal
22 breaks late (after the fifth hour of work for the first meal period and/or after the tenth hour of
23 work for the second meal period), had their meal breaks interrupted, and/or were denied their
24 meal breaks entirely.

25 16. Similarly, DEFENDANTS consistently failed to authorize and permit PLAINTIFF
26 and other similarly situated and aggrieved employees off-duty rest breaks, including failing to
27 authorize and permit PLAINTIFF and other similarly situated aggrieved employees to take rest
28 breaks in the middle of each work period insofar as practicable.

17. DEFENDANTS did not compensate PLAINTIFF and other similarly situated and aggrieved employees for their missed meal and rest breaks.

18. Further, PLAINTIFF and other similarly situated and aggrieved employees often worked either more than 8 hours per day and/or more than 40 hours per week, but DEFENDANTS did not compensate them for their overtime work.

19. PLAINTIFF is informed and believes, and thereon alleges, that DEFENDANTS' frequently provided non-compliant, inaccurate wage statements and failed to properly maintain records for PLAINTIFF and other similarly situated and aggrieved employees as a result of these unlawful practices. Moreover, DEFENDANTS did not timely pay PLAINTIFF and other similarly situated and aggrieved employees for all hours worked when it failed to pay for the missed meal and rest break periods, overtime wages, and/or for forcing PLAINTIFF and other similarly situated and aggrieved employees to work off-the-clock without pay.

20. Additionally, PLAINTIFF and other similarly situated and aggrieved employees were forced to pay out of pocket for business expenses such as cell phones, gas, and other employment-related expenses. DEFENDANTS did not indemnify PLAINTIFF and other similarly situated and aggrieved employees for these expenses.

CLASS ACTION ALLEGATIONS

21. This action is appropriately suited for a Class Action because:

a. The potential class is a significant number. Joinder of all current and former employees individually would be impractical.

b. This action involves common questions of law and fact to the potential class because the action focuses on DEFENDANTS' systematic course of illegal payroll practices and policies, which was applied to all non-exempt employees in violation of the Labor Code, the applicable IWC Wage Order, and the Business and Professions Code which prohibits unfair business practices arising from such violations.

c. PLAINTIFF's claims are typical of the class because DEFENDANTS subjected all non-exempt employees to identical violations of the Labor Code, the applicable IWC wage order, and the Business and Professions Code.

1 d. PLAINTIFF will fairly and adequately protect the interest of all CLASS
2 MEMBERS because it is in her best interest to prosecute the claims alleged herein to obtain full
3 compensation due to them for all services rendered and hours worked.

4 e. A class action is superior to other available methods for fairly and
5 efficiently adjudicating the controversy.

6 **FIRST CAUSE OF ACTION**

7 **Failure to Provide Required Meal Periods**

8 **[Cal. Labor Code §§ 226.7, 510, 512, 1194, 1197; IWC Wage Order No. 4-2001, § 11]**

9 **(Against all DEFENDANTS)**

10 22. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
11 factual allegations in the foregoing paragraphs.

12 23. During the CLASS PERIOD, as part of DEFENDANTS' illegal policies and
13 practices to deprive their current and former non-exempt employees all wages earned and due,
14 DEFENDANTS required, suffered or permitted PLAINTIFF and CLASS MEMBERS to take less
15 than the 30-minute meal period, or to work through them, and have failed to otherwise provide
16 the required meal periods to PLAINTIFF and CLASS MEMBERS pursuant to Labor Code §§
17 226.7 and 512 and IWC Order No. 4-2001, § 11.

18 24. DEFENDANTS further violated Labor Code §§ 226.7 and 512 and IWC Wage
19 Order No. 4-2001, §11 by failing to compensate PLAINTIFF and CLASS MEMBERS who were
20 not provided with a meal period, in accordance with the applicable IWC Wage Order, one
21 additional hour of compensation at each employee's regular rate of pay for each workday that a
22 meal period was not provided.

23 25. DEFENDANTS further violated California Labor Code §§ 226.7, 510, 1194,
24 1197, and IWC Wage Order No. 4-2001 by failing to compensate PLAINTIFF and CLASS
25 MEMBERS for all hours worked during their meal periods.

26 26. As a proximate result of the aforementioned violations, PLAINTIFF and CLASS
27 MEMBERS have been damaged in an amount according to proof at trial, and seek all wages
28 earned and due, interest, penalties, expenses, and costs of suit.

1 **SECOND CAUSE OF ACTION**

2 **Failure to Provide Required Rest Periods**

3 **[Cal. Labor Code §§ 226.7, 512; IWC Wage Order No. 4-2001, § 12]**

4 **(Against all DEFENDANTS)**

5 27. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
6 factual allegations in the foregoing paragraphs.

7 28. At all times relevant herein, as part of DEFENDANTS' illegal policies and
8 practices to deprive their current and former non-exempt employees all wages earned and due,
9 DEFENDANTS failed to provide rest periods to PLAINTIFF and CLASS MEMBERS as
10 required under Labor Code § 226.7 and 512, and IWC Wage Order No. 4-2001, § 12.

11 29. DEFENDANTS further violated Labor Code § 226.7 and IWC Wage Order No. 4-
12 2001, § 12 by failing to pay PLAINTIFF and CLASS MEMBERS who were not provided with a
13 rest period, in accordance with the applicable IWC Wage Order, one additional hour of
14 compensation at each employee's regular rate of pay for each workday that a rest period was not
15 provided.

16 30. As a proximate result of the aforementioned violations, PLAINTIFF and CLASS
17 MEMBERS have been damaged in an amount according to proof at trial, and seek all wages
18 earned and due, interest, penalties, expenses, and costs of suit.

19 **THIRD CAUSE OF ACTION**

20 **Failure to Pay Overtime Wages**

21 **[Cal. Labor Code §§ 510, 1194, 1198; IWC Wage Order No. 4-2001, § 3]**

22 **(Against all DEFENDANTS)**

23 31. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
24 factual allegations in the foregoing paragraphs.

25 32. Pursuant to Labor Code §§ 510 and 1194 and IWC Wage Order No. 4-2001, § 3,
26 DEFENDANTS are required to compensate PLAINTIFF and CLASS MEMBERS for all
27 overtime, which is calculated at one and one-half (1 ½) times the regular rate of pay for all hours
28 worked in excess of eight (8) hours per day and/or forty (40) hours per week, and for the first

1 eight (8) hours on the seventh consecutive workday, with double time for all hours worked in
2 excess of twelve (12) hours in any workday and for all hours worked in excess of eight (8) hours
3 on the seventh consecutive day of work in any workweek.

4 33. PLAINTIFF and CLASS MEMBERS are current and former non-exempt
5 employees entitled to the protections of California Labor Code §§ 510 and 1194 and IWC Wage
6 Order No. 4-2001. During the CLASS PERIOD, DEFENDANTS failed to compensate
7 PLAINTIFF and CLASS MEMBERS for all overtime hours worked as required under the
8 foregoing provisions of the Labor Code and IWC Wage Order by, among other things: failing to
9 pay overtime at one and one-half (1 ½) or double the regular rate of pay as provided by Labor
10 Code §§ 510, 1194, and IWC Wage Order No. 4-2001, § 3; requiring, suffering or permitting
11 PLAINTIFF and CLASS MEMBERS to work off the clock; requiring, permitting or suffering
12 PLAINTIFF and CLASS MEMBERS to work through meal breaks; illegally and inaccurately
13 recording time in which PLAINTIFF and CLASS MEMBERS worked; failing to properly
14 maintain PLAINTIFF's and CLASS MEMBERS' records; failing to provide accurate itemized
15 wage statements to PLAINTIFF for each pay period; and other methods to be discovered.

16 34. In violation of California law, DEFENDANTS have knowingly and willfully
17 refused to perform their obligations to compensate PLAINTIFF and CLASS MEMBERS for all
18 wages earned and all hours worked. As a proximate result, PLAINTIFF and CLASS MEMBERS
19 have suffered, and continue to suffer, substantial losses related to the use and enjoyment of such
20 wages, lost interest on such wages, and expenses and attorneys' fees in seeking to compel
21 DEFENDANTS to fully perform their obligations under state law, all to their respective damages
22 in amounts according to proof at time of trial, and within the jurisdiction of this Court.

23 35. DEFENDANTS' conduct described herein violates California Labor Code §§ 510,
24 1194, 1198 and IWC Wage Order No. 4-2001, § 3. Therefore, pursuant to California Labor Code
25 §§ 200, 226, 558, 1194, 1197.1, and other applicable provisions under the California Labor Code
26 and IWC Wage Orders, PLAINTIFF and CLASS MEMBERS are entitled to recover the unpaid
27 balance of wages owed to them by DEFENDANTS, plus interest, penalties, attorneys' fees,
28 expenses, and costs of suit.

1 **FOURTH CAUSE OF ACTION**

2 **Failure to Pay Minimum Wages**

3 **[Cal Labor Code §§ 1194, 1197; IWC Wage Order No. 4-2001, § 4]**

4 **(Against all DEFENDANTS)**

5 36. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
6 factual allegations in the foregoing paragraphs.

7 37. Pursuant to California Labor Code §§ 1194 and 1197 and IWC Wage Order No. 4-
8 2001, § 4, payment to an employee of less than the applicable minimum wage for all hours
9 worked in a payroll period is unlawful.

10 38. During the CLASS PERIOD and in violation of California Labor Code §§ 1194
11 and 1197 and IWC Wage Order No. 4-2001, § 4, DEFENDANTS failed to pay PLAINTIFF and
12 CLASS MEMBERS the applicable minimum wages for all hours worked in a payroll period by,
13 among other things: requiring, suffering or permitting PLAINTIFF and CLASS MEMBERS to
14 work off the clock; requiring, suffering or permitting PLAINTIFF and CLASS MEMBERS to
15 work through meal and rest breaks; illegally and inaccurately recording time in which
16 PLAINTIFF and CLASS MEMBERS worked; failing to properly maintain PLAINTIFF's and
17 CLASS MEMBERS' records; failing to provide accurate itemized wage statements to
18 PLAINTIFF and CLASS MEMBERS for each pay period; and other methods to be discovered.

19 39. DEFENDANTS' conduct described herein violates California Labor Code §§
20 1194, 1197, and IWC Wage Order No. 4-2001, § 4. As a proximate result of the aforementioned
21 violations, PLAINTIFF and CLASS MEMBERS have been damaged in an amount according to
22 proof at trial. Therefore, pursuant to California Labor Code §§ 200, 226, 558, 1194, 1197.1, and
23 other applicable provisions under the Labor Code and IWC Wage Orders, PLAINTIFF and
24 CLASS MEMBERS are entitled to recover the unpaid balance of wages owed to them by
25 DEFENDANTS, plus interest, penalties, attorneys' fees, expenses, and costs of suit.

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1 **FIFTH CAUSE OF ACTION**

2 **Failure to Pay All Wages Due to Discharged and Quitting Employees**

3 **[Cal. Labor Code § 201, 202, 203]**

4 **(Against all DEFENDANTS)**

5 40. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
6 factual allegations in the foregoing paragraphs.

7 41. Pursuant to California Labor Code § 201, 202, and 203, DEFENDANTS are
8 required to pay all earned and unpaid wages to an employee who is discharged. California Labor
9 Code § 201 mandates that if an employer discharges an employee, the employee's wages accrued
10 and unpaid at the time of discharge are due and payable immediately.

11 42. Furthermore, pursuant to California Labor Code § 202, DEFENDANTS are
12 required to pay all accrued wages due to an employee no later than 72 hours after the employee
13 quits his or her employment, unless the employee provided 72 hours previous notice of his or her
14 intention to quit, in which case the employee is entitled to his or her wages at the time of quitting.

15 43. California Labor Code § 203 provides that if an employer willfully fails to pay, in
16 accordance with California Labor Code §§ 201 and 202, any wages of an employee who is
17 discharged or who quits, the employer is liable for waiting time penalties in the form of continued
18 compensation to the employee at the same rate for up to 30 workdays.

19 44. During the CLASS PERIOD, DEFENDANTS have willfully failed to pay accrued
20 wages and other compensation to PLAINTIFF and CLASS MEMBERS in accordance with
21 California Labor Code §§ 201 and 202.

22 45. As a result, PLAINTIFF and CLASS MEMBERS are entitled to all available
23 statutory penalties, including the waiting time penalties provided in California Labor Code § 203,
24 together with interest thereon, as well as other available remedies.

25 46. As a proximate result of DEFENDANTS' unlawful actions and omissions,
26 PLAINTIFF and CLASS MEMBERS have been deprived of compensation in an amount
27 according to proof at the time of trial, but in excess of the jurisdiction of this Court, and are
28 entitled to recovery of such amounts, plus interest thereon, and attorneys' fees and costs, pursuant

1 to California Labor Code §§ 1194 and 2699.

2 **SIXTH CAUSE OF ACTION**

3 **Failure to Maintain Required Records**

4 **[Cal. Labor Code §§ 226(a), 1174(d); IWC Wage Order No. 4-2001, § 7]**

5 **(Against all DEFENDANTS)**

6 47. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
7 factual allegations in the foregoing paragraphs.

8 48. During the CLASS PERIOD, as part of DEFENDANTS' illegal payroll policies
9 and practices to deprive PLAINTIFF and CLASS MEMBERS of all wages earned and due,
10 DEFENDANTS knowingly and intentionally failed to maintain records as required under Labor
11 Code §§ 226(a) and 1174(d) and IWC Wage Order No. 4-2001, § 7, including but not limited to
12 the following records: total daily hours worked by each employee; applicable rates of pay; all
13 deductions; meal periods; time records showing when each employee begins and ends each work
14 period; and accurate itemized statements.

15 49. As a proximate result of DEFENDANTS' unlawful actions and omissions,
16 PLAINTIFF and CLASS MEMBERS have been damaged in an amount according to proof at
17 trial, and are entitled to all wages earned and due, plus interest thereon. Additionally,
18 PLAINTIFF and CLASS MEMBERS are entitled to all available statutory penalties, including
19 but not limited to civil penalties pursuant to California Labor Code §§ 226(e), 226.3, and 1174.5,
20 and an award of costs, expenses, and reasonable attorneys' fees, including but not limited to those
21 provided in California Labor Code § 226(e), as well as other available remedies.

22 **SEVENTH CAUSE OF ACTION**

23 **Failure to Furnish Accurate Itemized Wage Statements**

24 **[Cal. Labor Code § 226(a), 1174; IWC Wage Order No. 4-2001, § 7]**

25 **(Against all DEFENDANTS)**

26 50. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
27 factual allegations in the foregoing paragraphs.

28 51. During the CLASS PERIOD, DEFENDANTS routinely failed and continue to fail

1 to provide PLAINTIFF and CLASS MEMBERS with timely and accurate itemized wage
2 statements in writing showing each employee's gross wages earned, total hours worked, the
3 number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-
4 rate basis, all deductions made, net wages earned, the inclusive dates of the period for which the
5 employee is paid, the name of the employee and only the last four digits of his or her social
6 security number or employee identification number, the name and address of the legal entity or
7 entities employing PLAINTIFF and CLASS MEMBERS, and all applicable hourly rates in effect
8 during each pay period and the corresponding number of hours worked at each hourly rate, in
9 violation of California Labor Code § 226(a) and IWC Wage Order No. 4-2001, § 7.

10 52. During the CLASS PERIOD, DEFENDANTS knowingly and intentionally failed
11 to provide PLAINTIFF and CLASS MEMBERS with timely and accurate itemized wage
12 statements in accordance with Labor Code § 226(a).

13 53. As a proximate result of DEFENDANTS' unlawful actions and omissions,
14 PLAINTIFF and CLASS MEMBERS have been damaged in an amount according to proof at
15 trial, and seek all wages earned and due, plus interest thereon. Additionally, PLAINTIFF and
16 CLASS MEMBERS are entitled to all available statutory penalties, including but not limited to
17 civil penalties pursuant to California Labor Code §§ 226(e), 226.3, and 1174.5, and an award of
18 costs, expenses, and reasonable attorneys' fees, including but not limited to those provided in
19 California Labor Code § 226(e), as well as other available remedies.

20 **EIGHTH CAUSE OF ACTION**

21 **Failure to Indemnify Employees for Necessary Expenditures**

22 **Incurred in Discharge of Duties**

23 **[Cal. Labor Code § 2802]**

24 **(Against all DEFENDANTS)**

25 54. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
26 factual allegations in the foregoing paragraphs.

27 55. California Labor Code § 2802(a) requires an employer to indemnify an employee
28 for all necessary expenditures or losses incurred by the employee in direct consequence of the

1 discharge of his or her duties, or of his or her obedience to the directions of the employer.

2 56. During the CLASS PERIOD, DEFENDANTS knowingly and willfully failed to
3 indemnify PLAINTIFF and CLASS MEMBERS for all business expenses and/or losses incurred
4 in direct consequence of the discharge of their duties while working under the direction of
5 DEFENDANTS, including but not limited to expenses for cell phone usage, and other
6 employment-related expenses, in violation of California Labor Code § 2802.

7 57. As a proximate result of DEFENDANTS' unlawful actions and omissions,
8 PLAINTIFF and CLASS MEMBERS have been damaged in an amount according to proof at
9 trial, and seek reimbursement of all necessary expenditures, plus interest thereon pursuant to
10 California Labor Code § 2802(b). Additionally, PLAINTIFF and CLASS MEMBERS are
11 entitled to all available statutory penalties and an award of costs, expenses, and reasonable
12 attorneys' fees, including those provided in California Labor Code § 2802(c), as well as other
13 available remedies.

14 **NINTH CAUSE OF ACTION**

15 **Unfair and Unlawful Business Practices**

16 **[Cal. Bus. & Prof. Code §§ 17200 *et seq.*]**

17 **(Against all DEFENDANTS)**

18 58. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
19 factual allegations in the foregoing paragraphs.

20 59. Each and every one of DEFENDANTS' acts and omissions in violation of the
21 California Labor Code and/or the applicable IWC Wage Order as alleged herein, including but
22 not limited to DEFENDANTS' failure and refusal to provide required meal periods,
23 DEFENDANTS' failure and refusal to provide required rest periods, DEFENDANTS' failure and
24 refusal to pay overtime compensation, DEFENDANTS' failure and refusal to pay minimum
25 wages, DEFENDANTS' failure and refusal to pay all wages due to discharged or quitting
26 employees, DEFENDANTS' failure and refusal to furnish accurate itemized wage statements;
27 DEFENDANTS' failure and refusal to maintain required records, DEFENDANTS' failure and
28 refusal to indemnify PLAINTIFF and CLASS MEMBERS for necessary expenditures and/or

1 losses incurring in discharging their duties, constitutes an unfair and unlawful business practice
2 under California Business and Professions Code § 17200 *et seq.*

3 60. DEFENDANTS' violations of California wage and hour laws constitute a business
4 practice because DEFENDANTS' aforementioned acts and omissions were done repeatedly over
5 a significant period of time, and in a systematic manner, to the detriment of PLAINTIFF and
6 CLASS MEMBERS.

7 61. DEFENDANTS have avoided payment of wages, overtime wages, meal periods,
8 rest periods, and other benefits as required by the California Labor Code, the California Code of
9 Regulations, and the applicable IWC Wage Order. Further, DEFENDANTS have failed to
10 record, report, and pay the correct sums of assessment to the state authorities under the California
11 Labor Code and other applicable regulations.

12 62. As a result of DEFENDANTS' unfair and unlawful business practices,
13 DEFENDANTS have reaped unfair and illegal profits during the CLASS PERIOD at the expense
14 of PLAINTIFF, CLASS MEMBERS, and members of the public. DEFENDANTS should be
15 made to disgorge their ill-gotten gains and to restore them to PLAINTIFF and CLASS
16 MEMBERS.

17 63. DEFENDANTS' unfair and unlawful business practices entitle PLAINTIFF and
18 CLASS MEMBERS to seek preliminary and permanent injunctive relief, including but not
19 limited to orders that DEFENDANTS account for, disgorge, and restore to PLAINTIFF and
20 CLASS MEMBERS the wages and other compensation unlawfully withheld from them.
21 PLAINTIFF and CLASS MEMBERS are entitled to restitution of all monies to be disgorged
22 from DEFENDANTS in an amount according to proof at the time of trial, but in excess of the
23 jurisdiction of this Court.

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1 **TENTH CAUSE OF ACTION**

2 **Representative Action for Civil Penalties**

3 **[Cal. Labor Code §§ 2698–2699.5]**

4 **(Against All DEFENDANTS)**

5 64. PLAINTIFF incorporates herein by specific reference as though fully set forth the
6 allegations in all preceding paragraphs.

7 65. PLAINTIFF is an “aggrieved employee” within the meaning of California Labor
8 Code § 2699(c), and a proper representative to bring a civil action on behalf of herself and other
9 current and former employees of DEFENDANTS pursuant to the procedures specified in
10 California Labor Code § 2699.3, because PLAINTIFF and CLASS MEMBERS were employed
11 by DEFENDANTS and the alleged violations of the California Labor Code were committed
12 against PLAINTIFF and CLASS MEMBERS.

13 66. Pursuant to the California Private Attorneys General Act of 2004 (“PAGA”),
14 Labor Code §§ 2698–2699.5, PLAINTIFF and CLASS MEMBERS seek to recover civil
15 penalties, including but not limited to penalties under California Labor Code §§ 2699, 210,
16 226.3, 558, 1174.5, 1197.1, and IWC Wage Order No. 4-2001, § 20, from DEFENDANTS in a
17 representative action for the violations set forth above, including but not limited to violations of
18 California Labor Code §§ 201, 202, 203, 204, 226, 226.7, 510, 512, 1174, 1194, 1197, 1198, and
19 2802. PLAINTIFF and CLASS MEMBERS are also entitled to an award of reasonable attorneys’
20 fees and costs pursuant to California Labor Code § 2699(g)(1).

21 67. Pursuant to California Labor Code §§ 2699.3, PLAINTIFF gave written notice on
22 August 9, 2022 by online filing to the California Labor and Workforce Development Agency
23 (“LWDA”) and by certified mail to DEFENDANTS of the specific provisions of the California
24 Labor Code and IWC Wage Orders alleged to have been violated, including the facts and theories
25 to support the alleged violations. More than sixty-five (65) days have passed and the LWDA has
26 not provided notice to PLAINTIFF that it intends to investigate the alleged violations.

27 68. Pursuant to California Labor Code §§ 2699.3, PLAINTIFF gave written notice on
28 ~~October 25, 2021 by online filing to the California Labor and Workforce Development Agency~~

1 (“LWDA”) and by certified mail to DEFENDANTS of the specific provisions of the California
2 Labor Code and IWC Wage Orders alleged to have been violated, including the facts and theories
3 to support the alleged violations. More than sixty-five (65) days have passed and the LWDA has
4 not provided notice to PLAINTIFF that it intends to investigate the alleged violations.

5 **PRAYER FOR RELIEF**

6 **WHEREFORE**, PLAINTIFF, individually and on behalf of all other persons similarly
7 situated, respectfully prays for relief against DEFENDANTS as follows:

- 8 1. For compensatory damages in an amount to be ascertained at trial;
- 9 2. For restitution of all monies due to PLAINTIFF and CLASS MEMBERS, as well
10 as disgorged profits from DEFENDANTS’ unfair and unlawful business practices;
- 11 3. For meal and rest period compensation pursuant to California Labor Code § 226.7
12 and IWC Wage Order No. 4-2001;
- 13 4. For liquidated damages pursuant to California Labor Code §§ 1194.2 and 1197.1;
- 14 5. For preliminary and permanent injunctive relief enjoining DEFENDANTS from
15 violating the relevant provisions of the California Labor Code and the IWC Wage Orders, and
16 from engaging in the unlawful business practices complained of herein;
- 17 6. For waiting time penalties pursuant to California Labor Code § 203;
- 18 7. For statutory and civil penalties according to proof, including but not limited to all
19 penalties authorized by the California Labor Code §§ 226(e) and §§ 2698–2699.5;
- 20 8. For interest on the unpaid wages at 10% per annum pursuant to California Labor
21 Code §§ 218.6, 1194, 2802, California Civil Code §§ 3287, 3288, and/or any other applicable
22 provision providing for pre-judgment interest;
- 23 9. For reasonable attorneys’ fees and costs pursuant to California Labor Code
24 §§ 1194, 2699, 2802, California Civil Code § 1021.5, and any other applicable provisions
25 providing for attorneys’ fees and costs;
- 26 10. For declaratory relief;
- 27 11. For an order requiring and certifying the First, Second, Third, Fourth, Fifth, Sixth,
28 Seventh, Eighth, and Ninth Causes of Action as a class action;

1 12. For an order appointing PLAINTIFF as class representative, and PLAINTIFF's
2 counsel as class counsel; and

3 13. For such further relief that the Court may deem just and proper.

4
5 DATED: October 13, 2022

Respectfully submitted,

6 **MATERN LAW GROUP, PC**

7
8 By:

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10 

11 Matthew J. Matern
12 Joshua D. Boxer
13 Clare E. Moran
14 Attorneys for Plaintiff
15 TONIA BALLOU, individually and on
16 behalf of others similarly situated and
17 aggrieved
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1 **DEMAND FOR JURY TRIAL**

2 PLAINTIFF hereby demands a jury trial with respect to all issues triable of right by jury.

3
4 DATED: October 13, 2022

Respectfully submitted,

5 **MATERN LAW GROUP, PC**

6 By:

7 

8 _____
Matthew J. Matern
Joshua D. Boxer
Clare E. Moran
Attorneys for Plaintiff
TONIA BALLOU, individually and on
10 behalf of others similarly situated and
11 aggrieved