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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF ORANGE

AMY HOAI THU LY, an individual and on
behalf of all others similarly situated;

Plaintiff,

vs.

EMERALD TECHNOLOGIES, an unknown
entity; Q C M, INC., a California corporation;
and DOES 1 through 50,

Defendants.

Case No.: 30-2025-01476011-CU-OE-CXC

**FIRST AMENDED CLASS AND
REPRESENTATIVE ACTION
COMPLAINT:**

- (1) OVERTIME WAGE VIOLATIONS
(LABOR CODE §§ 204, 510, 1194,
1198);**
- (2) MEAL PERIOD VIOLATIONS
(LABOR CODE §§ 226.7, 512, 558);**
- (3) WAGE STATEMENT PENALTIES
(LABOR CODE § 226);**
- (4) WAITING TIME PENALTIES
(LABOR CODE §§ 201-203);**
- (5) UNFAIR COMPETITION (BUS &
PROF CODE §§ 17200, *et seq.*); and**
- (6) CIVIL PENALTIES UNDER THE
CALIFORNIA PRIVATE
ATTORNEYS GENERAL ACT
(LABOR CODE §§ 2698, *et seq.*)**

DEMAND FOR JURY TRIAL

1 Plaintiff AMY HOAI THU LY (“Plaintiff”), on behalf of herself and all others similarly
2 situated, hereby brings this First Amended Class and Representative Action Complaint
3 (“Complaint”) against Defendants EMERALD TECHNOLOGIES, an unknown entity; Q C M,
4 INC., a California corporation, and DOES 1 to 50 (collectively “Defendants”), and on information
5 and belief alleges as follows:

6 **JURISDICTION AND VENUE**

7 1. Plaintiff, on behalf of herself and all others similarly situated, hereby brings this
8 Complaint for recovery of unpaid wages and penalties under California Business and Professions
9 Code § 17200, *et seq.*, Labor Code §§ 201-204, 226, 226.7, 246, 510, 512, 516, 558, 1198, 2698, *et*
10 *seq.*, and Industrial Welfare Commission (“IWC”) Wage Order 1-2001 (“Wage Order 1”), in
11 addition to seeking injunctive relief, declaratory relief, and restitution. This Complaint is brought
12 pursuant to California Code of Civil Procedure § 382. This Court has jurisdiction over Defendants’
13 violations of the Labor Code because the amount in controversy exceeds \$25,000.

14 2. Venue is proper in this judicial district because Defendants maintain offices, have
15 agents, and/or transact business in the State of California, including Orange County, and some of
16 the acts and omissions complained of herein occurred in Orange County. Furthermore, Plaintiff was
17 employed by Defendants within Orange County.

18 **PARTIES**

19 3. Plaintiff is, and at all times relevant herein was, an individual over the age of
20 eighteen (18) and is a California resident. Within the statute of limitations periods applicable to
21 each cause of action pled herein, Plaintiff was employed by Defendants as a non-exempt employee.
22 Plaintiff was, and is, a victim of Defendants’ policies, practices, and/or customs complained of
23 herein and has been deprived of the rights guaranteed by Business and Professions Code § 17200, *et*
24 *seq.*, Labor Code §§ 201-204, 226, 226.7, 246, 510, 512, 516, 558, 1198, 2698, *et seq.*, and Wage
25 Order 1.

26 4. Plaintiff is informed and believes, and based thereon alleges, that during the
27 applicable statute of limitations for each cause of action pled herein and continuing to the present,
28 Defendants engaged in, and continue to engage in, business, and employed Plaintiff and other,

1 similarly-situated non-exempt employees within Orange County, and the State of California and,
2 therefore, were (and are) doing business in Orange County and the State of California.

3 5. Plaintiff does not know the true names or capacities, whether individual, partner, or
4 corporate, of the defendants sued herein as DOES 1 to 50, inclusive, and for that reason, said
5 defendants are sued under such fictitious names, and Plaintiff will seek leave from this Court to
6 amend this Complaint when such true names and capacities are discovered. Plaintiff is informed and
7 believes, and based thereon alleges, that each of said fictitious defendants, whether individual,
8 partners, or corporate, was responsible in some manner for the acts and omissions alleged herein,
9 and proximately caused Plaintiff and the Classes (as defined below) to be subject to the unlawful
10 employment practices, wrongs, injuries, and damages complained of herein.

11 6. At all times herein mentioned, each of said Defendants participated in the doing of
12 the acts hereinafter alleged to have been done by the named Defendant; and furthermore,
13 Defendants, and each of them, were the agents, servants, and employees of each of the other
14 defendants, as well as the agents of all Defendants, and at all times herein mentioned, were acting
15 within the course and scope of said agency and employment.

16 7. Plaintiff is informed and believes, and based thereon alleges, that at all times
17 material hereto, each of the Defendants named herein was the agent, employee, alter ego and/or
18 joint venturer of, or working in concert with each of the other co-Defendants and was acting within
19 the course and scope of such agency, employment, joint venture, or concerted activity. To the extent
20 said acts, conduct, and omissions were perpetrated by certain Defendants, each of the remaining
21 Defendants confirmed and ratified said acts, conduct, and omissions of the acting Defendants.

22 8. At all times herein mentioned, Defendants, and each of them, were members of, and
23 engaged in, a joint venture, partnership, and common enterprise, and acting within the course and
24 scope of, and in pursuance of, said joint venture, partnership, and common enterprise.

25 9. At all times herein mentioned, the acts and omissions of various Defendants, and
26 each of them, concurred and contributed to the various acts and omissions of each and all of the
27 other Defendants in proximately causing the injuries and damages as herein alleged.

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1 **FACTUAL ALLEGATIONS**

2 10. Defendants own and operate electronics manufacturing services facilities in
3 California, including in Brea. Defendants employed Plaintiff as an hourly-paid, non-exempt
4 employee from approximately November 5, 2018 to approximately March 21, 2025 as a senior
5 coding specialist at the Brea facility.

6 11. Throughout Plaintiff's employment with Defendants, Defendants' timekeeping
7 and/or payroll policies and practices resulted in Plaintiff and other non-exempt employees not being
8 compensated for all hours actually worked. Plaintiff and other non-exempt employees regularly
9 worked more than eight hours in a workday or 40 hours in a workweek.. Upon information and
10 belief, Defendants failed to incorporate multiple rates of pay and/or all non-discretionary
11 remuneration, including bonuses, into the regular rate of pay. As a result, Plaintiff and other non-
12 exempt employees were not compensated for all earned overtime wages.

13 12. Upon information and belief, Defendants violated Labor Code § 226.7 by failing to
14 pay meal period premiums at the correct regular rate of compensation by incorporating all non-
15 discretionary incentive compensation, including bonuses, in the event that a legally compliant meal
16 period was not provided to their non-exempt employees.

17 13. Additionally, upon information and belief, Defendants violated Labor Code § 246 by
18 failing to incorporate multiple rates of pay and/or all non-discretionary remuneration, including
19 bonuses, into the paid sick leave pay rate.

20 14. As a result of Defendants' failure to pay all overtime, paid sick leave, and meal
21 period premium wages, and unlawful timekeeping and payroll practices as alleged above,
22 Defendants maintained inaccurate payroll records and issued inaccurate wage statements to Plaintiff
23 and other non-exempt employees. The violations include, but are not limited to, the failure to
24 include or accurately state the total hours worked, the correct gross and net wages earned for all
25 time worked, the name and address of the legal entity that is the employer, and all applicable hourly
26 rates in effect during the pay period and the corresponding number of hours worked at each hourly
27 rate by the employee.

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1 15. As a further result of Defendants' failure to pay all overtime, paid sick leave, and
2 meal period premium wages, Defendants failed to timely pay all final wages to Plaintiff and other
3 former non-exempt employees upon their separation of employment from Defendants.

4 **CLASS ACTION ALLEGATIONS**

5 16. **Class Definitions:** Plaintiff brings this action on behalf of herself and the following
6 Classes pursuant to § 382 of the California Code of Civil Procedure:

- 7 a. Regular Rate Class: All current and former non-exempt employees of Defendants in
8 the State of California during the four years immediately preceding the filing of this
9 action through the present.
- 10 b. Wage Statement Class: All current and former non-exempt employees of Defendants
11 in the State of California who received a wage statement, during the one year
12 immediately preceding the filing of this action through the present.
- 13 c. Waiting Time Penalty Class: All of Defendants' formerly employed members of the
14 Regular Rate Class during the three years immediately preceding the filing of this
15 action through the present.

16 17. **Numerosity/Ascertainability:** The members of the Classes are so numerous that
17 joinder of all members would be impractical, if not impossible. The membership of the Classes is
18 unknown to Plaintiff at this time; however, it is estimated that the members of the Classes number
19 greater than 50 individuals. The identity of such membership is readily ascertainable via inspection
20 of Defendants' employment records, including payroll records.

21 18. **Common Questions of Law and Fact Predominate/Well-Defined Community of**
22 **Interest:** There are predominant common questions of law and fact as to Plaintiff and members of
23 the Classes, which predominate over questions affecting only individual members including,
24 without limitation to:

- 25 a. Whether Defendants properly paid all overtime and paid sick leave wages to
26 members of the Regular Rate Class;
- 27 b. Whether Defendants provided all legally compliant meal periods or paid meal period
28 premium wages due to members of the Regular Rate Class pursuant to Labor Code

1 §§ 226.7 and 512;

2 c. Whether Defendants furnished legally compliant wage statements to members of the
3 Wage Statement Class pursuant to Labor Code § 226; and

4 d. Whether Defendants timely paid all final wages to members of the Waiting Time
5 Class at the time of their separation of employment pursuant to Labor Code §§ 201
6 and 202.

7 These common questions of law and fact set forth above are numerous and substantial and
8 stem from Defendants' policies and/or practices applicable to each individual class member. As
9 such, the common questions predominate over individual questions concerning each individual
10 class member's showing as to their eligibility for recovery or as to the amount of their damages.

11 19. **Typicality:** The claims of Plaintiff are typical of the claims of the Classes because
12 Plaintiff was employed by Defendants as a non-exempt employee in California during the statute(s)
13 of limitations period applicable to each cause of action pled in the Complaint. As alleged herein,
14 Plaintiff, like the members of the Classes, was not paid all overtime wages owed due to Defendants'
15 timekeeping and payroll policies/practices, not not paid all required paid sick leave wages, not paid
16 all final wages upon separation of employment, and not provided with accurate, compliant, itemized
17 wage statements.

18 20. **Adequacy of Representation:** Plaintiff is fully prepared to take all necessary steps
19 to represent fairly and adequately the interests of the members of the Classes. Moreover, Plaintiff's
20 attorneys are ready, willing and able to fully and adequately represent the members of the Classes
21 and Plaintiff. Plaintiff's attorneys have litigated numerous wage-and-hour class actions in state and
22 federal courts in the past and are committed to vigorously prosecuting this action on behalf of the
23 members of the Classes.

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

1 action and the format of laws available to Plaintiff and members of the Classes make the class
2 action format a particularly efficient and appropriate procedure to redress the violations alleged
3 herein. If each employee were required to file an individual lawsuit, Defendants would necessarily
4 gain an unconscionable advantage since they would be able to exploit and overwhelm the limited
5 resources of each individual plaintiff with their vastly superior financial and legal resources.

6 22. Moreover, requiring each member of the Class(es) to pursue an individual remedy
7 would also discourage the assertion of lawful claims by employees who would be disinclined to file
8 an action against their former and/or current employer for real and justifiable fear of retaliation and
9 permanent damages to their careers at subsequent employment. The claims of the individual
10 members of the Class are not sufficiently large to warrant vigorous individual prosecution
11 considering all of the concomitant costs and expenses attending hereto.

12 23. Furthermore, the prosecution of separate actions by the individual class members,
13 even if possible, would create a substantial risk of inconsistent or varying verdicts or adjudications
14 with respect to the individual class members against Defendants herein; and which would establish
15 potentially incompatible standards of conduct for Defendants; and/or legal determinations with
16 respect to individual class members which would, as a practical matter, be dispositive of the interest
17 of the other class members not parties to adjudications or which would substantially impair or
18 impede the ability of the class members to protect their interests. As such, the Classes identified
19 hereinabove are maintainable as classes under § 382 of the Code of Civil Procedure.

20 **FIRST CAUSE OF ACTION**

21 **OVERTIME WAGE VIOLATIONS**

22 **(Against All Defendants)**

23 24. Plaintiff re-alleges and incorporates by reference all preceding paragraphs as though
24 fully set forth herein.

25 25. This cause of action is brought pursuant to Labor Code §§ 204, 510, 1194, 1198, and
26 Wage Order 1, § 3, which provide that non-exempt employees are entitled to all overtime wages
27 and compensation for all overtime hours worked and provide a private right of action for the failure
28 to pay all overtime compensation for overtime work performed.

1 26. At all times relevant herein, Defendants were required to properly compensate non-
2 exempt employees, including Plaintiff and members of the Regular Rate Class, for all overtime
3 hours worked pursuant to Labor Code § 1194 and Wage Order 1. Wage Order 1, § 3 requires an
4 employer to pay an employee one and one-half (1½) times and two times the employee's regular
5 rate of pay for overtime and double time hours work. Defendants caused Plaintiff and members of
6 the Regular Rate Class to work overtime hours but failed to compensate these employees for all
7 overtime hours actually worked.

8 27. As a consequence of Defendants' non-payment of overtime wages, Plaintiff and
9 members of the Regular Rate Class seek recovery of the balance of unpaid overtime wages,
10 including interest thereon, statutory penalties, attorneys' fees, and costs of suit according to Labor
11 Code §§ 204, 210, 216, 218.6, 510, 1194, and 1198; Code of Civil Procedure § 1021.5; and Civil
12 Code §§ 3287 and 3289.

13 **SECOND CAUSE OF ACTION**

14 **MEAL PERIOD VIOLATIONS**

15 **(Against All Defendants)**

16 28. Plaintiff re-alleges and incorporates by reference all preceding paragraphs as though
17 fully set forth herein.

18 29. Plaintiff is informed and believes, and based thereon alleges, that Defendants failed
19 in their affirmative obligation to provide all of their non-exempt employees in California, including
20 Plaintiff and members of the Regular Rate Class, with all legally compliant meal periods in
21 accordance with the mandates of the Labor Code and Wage Order 1, § 11.

22 30. Despite Defendants' violations, Defendants did not pay an additional hour of pay to
23 Plaintiff and members of the Regular Rate Class at their respective regular rates of compensation, in
24 accordance with California Labor Code §§ 204, 210, 226.7, and 512.

25 31. As a consequence of Defendants' unlawful meal period practices, Plaintiff and
26 members of the Regular Rate Class seek recovery of unpaid premium wages for meal period
27 violations including interest thereon, statutory penalties, and costs of suit, pursuant to Labor Code
28 §§ 226.7, 512, 558, Wage Order 1, and Civil Code §§ 3287 and 3289.

1 **THIRD CAUSE OF ACTION**

2 **WAGE STATEMENT PENALTIES**

3 **(Against All Defendants)**

4 32. Plaintiff re-alleges and incorporates by reference all preceding paragraphs as though
5 fully set forth herein.

6 33. Plaintiff is informed and believes, and based thereon alleges, that Defendants
7 knowingly and intentionally, as a matter of uniform policy and practice, failed to furnish Plaintiff
8 and members of the Wage Statement Class with accurate and complete, itemized wage statements
9 that included, among other requirements, all hours worked, total gross wages earned, all rates of pay
10 and corresponding number of hours worked, total net wages earned, the inclusive dates of the pay
11 period, and/or the correct name and address of the legal entity that is the employer in violation of
12 Labor Code § 226.

13 34. Defendants' failure to furnish Plaintiff and members of the Wage Statement Class
14 with accurate and complete, itemized wage statements resulted in actual injury, as said failures led
15 to, among other things, the non-payment of overtime wages, paid sick leave wages, and meal period
16 premium wages owed and deprived them of the information necessary to identify the discrepancies
17 in Defendants' reported payroll data.

18 35. As a consequence of Defendants' unlawful wage statement practices, Plaintiff and
19 members of the Wage Statement Class seek damages and/or statutory penalties, reasonable
20 attorneys' fees, and costs of suit according to California Labor Code § 226.

21 **FOURTH CAUSE OF ACTION**

22 **WAITING TIME PENALTIES**

23 **(Against All Defendants)**

24 36. Plaintiff re-alleges and incorporates by reference all preceding paragraphs as though
25 fully set forth herein.

26 37. This cause of action is brought pursuant to Labor Code §§ 201-203, which require an
27 employer to pay all wages immediately at the time of separation of employment in the event the
28 employer discharges the employee or the employee provides at least 72 hours of notice of their

1 intent to quit. In the event the employee provides less than 72 hours of notice of their intent to quit,
2 said employee's wages become due and payable not later than 72 hours upon said employee's last
3 date of employment.

4 38. Plaintiff is informed and believes, and based thereon alleges, that Defendants failed
5 to timely pay Plaintiff and members of the Waiting Time Class all final wages due to them at their
6 separation from employment, including unpaid paid sick leave and overtime wages as well as
7 unpaid meal period premium wages.

8 39. Furthermore, Plaintiff is informed and believes, and based thereon alleges, that as a
9 matter of uniform policy and practice, Defendants continue to fail to pay Plaintiff and members of
10 the Waiting Time Class all earned wages at the end of employment in a timely manner pursuant to
11 the requirements of Labor Code §§ 201-202.

12 40. Defendants' failure to pay all final wages was willful within the meaning of Labor
13 Code § 203. Defendants' willful failure to timely pay Plaintiff and the members of the Waiting
14 Time Class their earned wages upon separation from employment results in continued payment of
15 daily wages up to thirty days from the time the wages were due.

16 41. As a consequence of Defendants' unlawful practices, Plaintiff and members of the
17 Waiting Time Class seek statutory penalties, and costs of suit according to California Labor Code §
18 203.

19 **FIFTH CAUSE OF ACTION**

20 **UNFAIR COMPETITION**

21 **(Against All Defendants)**

22 42. Plaintiff re-alleges and incorporates by reference all preceding paragraphs as though
23 fully set forth herein.

24 43. Defendants have engaged and continue to engage in unfair and/or unlawful business
25 practices in California in violation of Business and Professions Code § 17200, *et seq.*, by:

- 26 a. failing to pay Plaintiff and members of the Regular Rate Class all overtime and paid
27 sick leave wages due;

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- 1 b. failing to provide Plaintiff and members of the Regular Rate Class with all meal
2 periods to which they are entitled, and failing to pay them all meal period premium
3 wages due;
- 4 c. failing to issue accurate and itemized wage statements to Plaintiff and members of
5 the Wage Statement Class; and
- 6 d. failing to timely pay all final wages to Plaintiff and members of the Waiting Time
7 Penalty Class.

8 44. Defendants' utilization of these unfair and/or unlawful business practices deprived
9 Plaintiff and continues to deprive members of the Classes of compensation to which they are legally
10 entitled, constitutes unfair and/or unlawful competition, and provides an unfair advantage over
11 Defendants' competitors who have been and/or are currently employing workers and attempting to
12 do so in honest compliance with applicable wage and hour laws.

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

17 46. The acts complained of herein occurred within the last four years immediately
18 preceding the filing of the Complaint in this action.

19 **SIXTH CAUSE OF ACTION**

20 **PRIVATE ATTORNEYS GENERAL ACT**

21 **(Against All Defendants)**

22 47. Plaintiff re-alleges and incorporates by reference all preceding paragraphs as though
23 fully set forth herein.

24 48. Plaintiff, an "aggrieved employee" within the meaning of Labor Code §§ 2698, *et*
25 *seq.*, acting on behalf of herself and other aggrieved employees (collectively, "Aggrieved
26 Employees"), brings this representative action against Defendants to recover the civil penalties due
27 to Plaintiff and other Aggrieved Employees, and the State of California according to proof pursuant
28 to Labor Code §§ 558 and 2699(a) and (f) including, but not limited to: (1) \$100.00 for each initial

1 violation for each failure to pay each employee and \$200 for each subsequent violation or willful or
2 intentional violation pursuant to Labor Code §§ 210 and/or 225.5 for each failure to pay each
3 employee, plus 25% of the amount unlawfully withheld; (2) \$50.00 for each initial violation and
4 \$100 for each subsequent violation pursuant to Labor Code § 558 per employee per pay period; (3)
5 \$100 for each initial violation and \$250 for each subsequent violation pursuant to Labor Code §
6 1197.1 per employee per pay period; (4) \$250 for each initial violation and \$1,000 for each
7 subsequent violation pursuant to Labor Code § 226.3 per employee per pay period; (5) pursuant to
8 Labor Code § 256, a civil penalty in an amount not exceeding 30 days per former employee as
9 waiting time under the terms of Labor Code § 203; and/or (6) \$100 for each initial violation and
10 \$200 for each subsequent violation per employee per pay period for those violations of the Labor
11 Code for which no civil penalty is specifically provided, based on the following Labor Code
12 violations:

- 13 a. Failing to pay Aggrieved Employees all earned overtime compensation in violation
14 of Labor Code §§ 204, 510, 558, 1194, and 1198;
- 15 b. Failing to provide all legally required meal periods, and failure to pay meal period
16 premium wages, to Aggrieved Employees at the regular rate of compensation in
17 violation of Labor Code §§ 226.7, 512, 558, and 1198;
- 18 c. Failing to furnish Aggrieved Employees with complete, accurate, itemized wage
19 statements in violation of Labor Code § 226;
- 20 d. Failing to timely pay all final wages and compensation earned by Aggrieved
21 Employees at the time of separation in violation of Labor Code §§ 201-202;
- 22 e. Failing to pay Aggrieved Employees all paid sick leave wages in violation of Labor
23 Code § 246;
- 24 f. Failing to pay Aggrieved Employees all earned wages at least twice during each
25 calendar month in violation of Labor Code § 204; and
- 26 g. Failing to maintain accurate records on behalf of Aggrieved Employees in violation
27 of Labor Code §§ 1174 and 1198.
- 28 49. On or about April 16, 2025, Plaintiff notified Defendants via certified mail, and

notified the California Labor and Workforce Development Agency (“LWDA”) via its website, of Defendants’ violations of the Labor Code and Plaintiff’s intent to bring a claim for civil penalties under Labor Code §§ 2698, *et seq.* with respect to the violations of the Labor Code identified in the preceding paragraph. Now that 33 days and 65 days have passed from Plaintiff notifying Defendants and the LWDA of these violations, Defendants have not cured any curable violations, and the LWDA has not provided notice that it intends to investigate the violations, Plaintiff has exhausted administrative requirements for bringing a claim under the Private Attorneys General Act with respect to these violations.

50. Plaintiff has incurred attorneys' fees and costs, which Plaintiff is entitled to receive under California Labor Code § 2699(g).

PRAYER FOR RELIEF

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

1. For an order certifying the proposed Classes;
2. For an order appointing Plaintiff as representative of the Classes;
3. For an order appointing Counsel for Plaintiff as Counsel for the Classes;
4. Upon the First Cause of Action, for payment of overtime wages and penalties according to proof pursuant to Labor Code §§ 204, 510, 558, 1194, and 1198;
5. Upon the Second Cause of Action, for meal period premium wages according to proof pursuant to Labor Code §§ 226.7, 512, and 558;
6. Upon the Third Cause of Action, for statutory penalties pursuant to Labor Code § 226;
7. Upon the Fourth Cause of Action, for statutory penalties pursuant to Labor Code § 203;
8. Upon the Fifth Cause of Action, for restitution to Plaintiff and members of the Classes of all money and/or property unlawfully acquired by Defendants by means of any acts or practices declared by this Court to be in violation of Business and Professions Code §§ 17200, *et seq.*;

1 9. Upon the Sixth Cause of Action, for civil penalties due to Plaintiff, other Aggrieved
2 Employees, and the State of California according to proof pursuant to Labor Code §§ 558 and
3 2699(a) and (f) including, but not limited to: (1) \$100.00 for each initial violation for each failure to
4 pay each employee and \$200 for each subsequent violation or willful or intentional violation
5 pursuant to Labor Code §§ 210 and/or 225.5 for each failure to pay each employee, plus 25% of the
6 amount unlawfully withheld; (2) \$50.00 for each initial violation and \$100 for each subsequent
7 violation pursuant to Labor Code § 558 per employee per pay period; (3) \$100.00 for each initial
8 violation and \$250.00 for each subsequent violation pursuant to Labor Code § 1197.1 per employee
9 per pay period; (4) \$250.00 for each initial violation and \$1,000.00 for each subsequent violation
10 pursuant to Labor Code § 226.3 per employee per pay period; (5) pursuant to Labor Code § 256, a
11 civil penalty in an amount not exceeding 30 days per former employee as waiting time under the
12 terms of Labor Code § 203; and/or (6) \$100.00 for each initial violation and \$200 for each
13 subsequent violation per employee per pay period for those violations of the Labor Code for which
14 no civil penalty is specifically provided;

15 10. Prejudgment interest on all due and unpaid wages pursuant to Labor Code § 218.6
16 and Civil Code §§ 3287 and 3289;

17 11. On all causes of action, for attorneys' fees and costs as provided by Labor Code §§
18 218.5, 226, 1194, 2699(g), and Code of Civil Procedure § 1021.5; and

19 12. For such other and further relief, the Court may deem just and proper.

20 **DEMAND FOR JURY TRIAL**

21 Plaintiff hereby demands a trial by jury on all claims.

22 DATED: June 16, 2025

JUSTICE FOR WORKERS, P.C.

23
24 By: 

25 William C. Sung

26 Tiffany L. Luu

27 Joseph C. Ramli

28 Attorneys for Plaintiff AMY HOAI THU LY