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RODOLFO CHAVEZ

**SUPERIOR COURT OF THE STATE OF CALIFORNIA**

**COUNTY OF TULARE**

RODOLFO CHAVEZ, individually and on  
behalf of others similarly situated, and as an  
aggrieved employee and Private Attorney  
General,

Plaintiff,

vs.

EAST OF BAY PLASTERING, INC., a  
California corporation; and DOES 1 through  
50, inclusive,

Defendants.

Case No.: VCU319879

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

**DEMAND FOR TRIAL BY JURY**

- (1) Violation of Cal. Labor Code §§ 510 and 1198 (Unpaid Overtime)
- (2) Violation of Cal. Labor Code §§ 226.7 and 512(a) (Unpaid Meal Period Premiums)
- (3) Violation of Cal. Labor Code § 226.7 (Unpaid Rest Period Premiums)
- (4) Violation of Cal. Labor Code §§ 1194, 1197, and 1197.1 (Unpaid Minimum Wages)
- (5) Violation of Cal. Labor Code §§ 204 and 210 (Wages Not Timely Paid During Employment)
- (6) Violation of Cal. Labor Code § 226(a) (Failure to Provide Accurate Wage Statements)
- (7) Violation of Cal. Labor Code §§ 2800 and 2802 (Failure to Reimburse Necessary Business Expenses)
- (8) Violation of Cal. Business & Professions Code § 17200, et seq.
- (9) Violation of Cal. Labor Code § 2699, (Private Attorneys General Act)

1 Plaintiff RODOLFO CHAVEZ (“Plaintiff”), individually, on behalf of other members of  
2 the general public similarly situated, and as Private Attorney General, based upon facts that either  
3 have evidentiary support or are likely to have evidentiary support after a reasonable opportunity  
4 for further investigation and discovery, alleges as follows:

5 **JURISDICTION AND VENUE**

6 1. Plaintiff brings this Action against Defendants EAST OF BAY PLASTERING,  
7 INC. and DOES 1 THROUGH 50 (hereinafter also collectively referred to as “Defendants”) for  
8 California Labor Code violations, unfair business practices, and civil penalties stemming from  
9 Defendants’ failure to pay overtime compensation, failure to provide meal periods, failure to  
10 authorize and permit rest periods, failure to pay minimum wage, failure to timely pay wages,  
11 failure to provide accurate wage statements, failure to maintain accurate time and payroll records,  
12 and failure to reimburse necessary business-related expenses.

13 2. Plaintiff’s First through Eighth Causes of Action are brought as a class action on  
14 behalf of himself and similarly situated current and former employees of Defendants (hereinafter  
15 collectively referred to as the “Class” or “Class Members,” as defined more fully in paragraph  
16 13, below) pursuant to California Code of Civil Procedure section 382. The monetary damages  
17 and restitution sought by Plaintiff exceeds the minimal jurisdiction limits of the Superior Court  
18 and will be established according to proof at trial.

19 3. Plaintiff’s Ninth Cause of Action is brought solely as a representative action, and  
20 solely as a Private Attorney General, on behalf of the State of California for all aggrieved  
21 employees, including himself and other aggrieved employees of Defendants against whom one  
22 or more of the alleged violations was committed (hereinafter collectively referred to as the  
23 “Aggrieved Employees”) pursuant to California Labor Code sections 2698, *et seq*; *Balderas v.*  
24 *Fresh Start Harvesting, Inc.*, 101 Cal.App.5th 533 (2024), as modified (April 18, 2024); and  
25 *Johnson v. Maxim Healthcare Services, Inc.*, 66 Cal.App.5th 924 (2021). Plaintiff is an aggrieved  
26 employee against whom one or more of the alleged violations occurred. The civil penalties sought  
27 by Plaintiff exceed the minimal jurisdiction limits of the Superior Court and will be established  
28

1 according to proof at trial.

2 4. The Court has jurisdiction over this Action pursuant to the California Constitution,  
3 Article VI, Section 10, which grants the superior court “original jurisdiction in all other causes”  
4 except those given by statute to other courts. The statutes under which this Action is brought do  
5 not specify any other basis for jurisdiction.

6 5. This Court has jurisdiction over Defendants because, upon information and belief,  
7 Defendants are citizens of California, have sufficient minimum contacts in California, or  
8 otherwise intentionally avail themselves of the California market so as to render the exercise of  
9 jurisdiction over them by the California courts consistent with traditional notions of fair play and  
10 substantial justice.

11 6. Venue is proper in this Court because, upon information and belief, Defendants  
12 maintain offices, have agents, and/or transact business in the State of California, County of Tulare.

13 **PARTIES**

14 7. Plaintiff RODOLFO CHAVEZ is an individual residing in the County of Tulare,  
15 State of California. Plaintiff is not suing in his individual capacity with respect to his Ninth Cause  
16 of Action. Instead, he is proceeding therein solely under the PAGA, on behalf of the State of  
17 California for all aggrieved employees. Plaintiff is an Aggrieved Employee as defined under  
18 PAGA because he was employed by Defendant and suffered the labor code violations alleged  
19 herein.

20 8. Defendant EAST OF BAY PLASTERING, INC. is, and at all times herein  
21 mentioned was, a corporation organized and existing under the laws of the State of California,  
22 and registered to do business in the State of California.

23 9. Plaintiff is ignorant of the identities of defendants Does 1 through 50, inclusive,  
24 and therefore sues these defendants by such fictitious names. The Doe defendants may be  
25 individuals, partnerships, or corporations. Plaintiff is informed and believes, and thereon alleges,  
26 that, at all times mentioned herein, each of the Doe defendants was the parent, subsidiary, agent,  
27 servant, employee, co-venturer, and/or co-conspirator of each of the other defendants, and was at  
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all times mentioned acting within the scope, purpose, consent, knowledge, ratification and authorization of such agency, employment, joint venture and conspiracy. Plaintiff will amend this Complaint to allege their true names and capacities when ascertained. Plaintiff is informed and believes and thereon alleges that each of the fictitiously named Doe defendants is responsible in some manner for the occurrences herein alleged, and that Plaintiff's damages as herein alleged were proximately caused by its conduct. EAST OF BAY PLASTERING, INC. and Doe Defendants 1 through 50 are collectively referred to herein as "Defendants".

10. Defendants are, and at all times herein mentioned were, (a) conducting business in the County of Tulare, State of California, and (b) the employer of Plaintiff consistent with the California Labor Code and Industrial Welfare Commission Wage Orders ("Wage Orders").

11. Plaintiff further alleges that Defendants, directly or indirectly controlled or affected the working conditions, wages, working hours, and conditions of employment of Plaintiff, the Class, and the Aggrieved Employees so as to make each of said Defendants employers and employers jointly liable under the statutory provisions set forth herein.

### **CLASS ACTION ALLEGATIONS**

12. Plaintiff brings the First through Eighth Causes of Action as a class action on his own behalf and on behalf of all other members of the general public similarly situated, and, thus, seeks class certification under Code of Civil Procedure section 382.

13. The proposed class is defined as follows: All current and former non-exempt employees of any of the Defendants within the State of California at any time commencing four (4) years preceding the filing of Plaintiff's complaint up until the time that notice of the certified class action is provided to the class (hereinafter referred to as the "Class" or "Class Members").

14. Plaintiff reserves the right to establish other subclasses as appropriate.

15. The Class is ascertainable and there is a well-defined community of interest in the litigation:

- a. Numerosity: The Class Members are so numerous that joinder of all Class Members is impracticable. The membership of the entire Class is unknown to

1 Plaintiff at this time; however, the Class is estimated to be over fifty (50)  
2 individuals and the identity of such membership is readily ascertainable by  
3 inspection of Defendants' employment records.

4 b. Typicality: Plaintiff's claims are typical of all other Class Members demonstrated  
5 herein. Plaintiff will fairly and adequately protect the interests of the other Class  
6 Members with whom he has a well-defined community of interest.

7 c. Adequacy: Plaintiff will fairly and adequately protect the interests of each Class  
8 Member, with whom he has a well-defined community of interest and typicality  
9 of claims, as demonstrated herein. Plaintiff has no interest that is antagonistic to  
10 the other Class Members. Plaintiff's attorneys, the proposed class counsel, are  
11 versed in the rules governing class action discovery, certification, and settlement.  
12 Plaintiff has incurred, and during the pendency of this Action will continue to  
13 incur, costs and attorneys' fees, that have been, are, and will be necessarily  
14 expended for the prosecution of this action for the substantial benefit of each Class  
15 Member.

16 d. Superiority: A class action is superior to other available methods for the fair and  
17 efficient adjudication of this litigation because individual joinder of all Class  
18 Members is impractical.

19 e. Public Policy Considerations: Certification of this lawsuit as a class action will  
20 advance public policy objectives. Employers of this great state violate  
21 employment and labor laws every day. Current employees are often afraid to  
22 assert their rights out of fear of direct or indirect retaliation. However, class  
23 actions provide the Class Members who are not named in the complaint  
24 anonymity that allows for the vindication of their rights.

25 16. There are common questions of law and fact as to the Class that predominate over  
26 questions affecting only individual members. The following common questions of law or fact,  
27 among others, exist as to the members of the Class:  
28

- a. Whether Defendants' failure to pay wages, without abatement, or reduction, in accordance with the California Labor Code was willful;
- b. Whether Defendants had a corporate policy and practice of failing to pay Plaintiff and the other Class Members for all hours worked, and missed, short, late, or interrupted meal periods and rest breaks in violation of California law;
- c. Whether Defendants required Plaintiff and the other Class Members to work more than eight (8) hours per day and/or more than forty (40) hours per week and failed to pay the legally required overtime compensation to Plaintiff and the other Class Members;
- d. Whether Defendants deprived Plaintiff and the other Class Members of meal and/or rest periods or required Plaintiff and the other Class Members to work during meal and/or rest periods without compensation;
- e. Whether Defendants failed to pay meal period premium wages to Class Members when they were not provided with a legally compliant meal period;
- f. Whether Defendants failed to pay rest period premium wages to Class Members when they were not authorized and permitted to take legally compliant rest periods;
- g. Whether Defendants failed to pay minimum wages to Plaintiff and the other Class Members for all hours worked;
- h. Whether Defendants failed to pay Plaintiff and the other Class Members the required minimum wage pursuant to California law;
- i. Whether Defendants failed to pay Plaintiff and the other Class Members proper overtime compensation pursuant to California law;
- j. Whether Defendants failed to reimburse Plaintiff and the other Class Members for all necessary business-related expenses and costs in violation of California Labor Code section 2802;
- k. Whether Defendants failed to timely pay all wages due to Plaintiff and the other

Class Members during their employment;

- l. Whether Defendants complied with wage reporting as required by the California Labor Code, including section 226;
- m. Whether Defendants' conduct was with malice, fraud, or oppression;
- n. Whether Defendants' conduct was willful or reckless;
- o. Whether Defendants engaged in unfair business practices in violation of California Business & Professions Code section 17200, *et seq.* based on their improper withholding of compensation and deduction of wages;
- p. The appropriate amount of damages, restitution, and/or monetary penalties resulting from Defendants' violation of California law; and
- q. Whether Plaintiff and the other Class Members are entitled to compensatory damages pursuant to the California Labor Code.

### **GENERAL ALLEGATIONS**

17. Defendants provide lath and plastering finishing services for residential and commercial projects.

18. Defendants employed Plaintiff to work as a general laborer and plasterer from approximately January 2024 to the present date.

19. At all relevant times set forth herein, Defendants employed Plaintiff, the Class, and the Aggrieved Employees as hourly-paid or non-exempt employees.

20. Throughout the time period involved in this case, Defendants had the authority to hire and terminate Plaintiff, the Class, and the Aggrieved Employees; to directly or indirectly control work rules, working conditions, wages, working hours, and conditions of employment of Plaintiff, the Class, and the Aggrieved Employees; and to hire and terminate the employment of Plaintiff, the Class, and the Aggrieved Employees.

21. At all times herein mentioned, Defendants were subject to the Labor Code of the State of California and the applicable Industrial Welfare Commission Orders.

22. Plaintiff is informed and believes, and thereon alleges that Defendants engaged in

1 an ongoing and systematic scheme of wage abuse against their hourly-paid or non-exempt  
2 employees. As set forth in more detail below, this scheme involved, *inter alia*, regularly requiring  
3 Plaintiff, the Class, and the Aggrieved Employees to work off-the-clock without compensation,  
4 thereby failing to pay them for all hours worked, including minimum and overtime wages.  
5 Defendants also implemented time rounding practices that resulted in the systematic  
6 underpayment of wages to Plaintiff, the Class, and the Aggrieved Employees, including minimum  
7 and overtime wages. Defendants also implemented policies that prohibited Plaintiff, the Class,  
8 and the Aggrieved Employees from accurately recording the actual time worked, resulting in a  
9 failure to pay Plaintiff, the Class, and the Aggrieved Employees all wages owed. In addition,  
10 Defendants routinely failed to permit Plaintiff, the Class, and the Aggrieved Employees to take  
11 timely and duty-free meal periods and rest periods in violation of California law. Defendants also  
12 failed to reimburse Plaintiff, the Class, and the Aggrieved Employees for all necessary business-  
13 related expenses.

14 23. Throughout the time period involved in this case, Defendants have implemented  
15 policies and practices which failed to provide Plaintiff, the Class, and the Aggrieved Employees  
16 with timely and duty-free meal periods. Defendants routinely failed to relieve Plaintiff, the Class,  
17 and the Aggrieved Employees of all duties during their meal periods, regularly failed to relinquish  
18 control over Plaintiff, the Class, and the Aggrieved Employees during their meal periods,  
19 regularly failed to permit Plaintiff, the Class, and the Aggrieved Employees a reasonable  
20 opportunity to take their meal periods, and regularly impeded or discouraged Plaintiff, the Class,  
21 and the Aggrieved Employees from taking thirty (30) minute uninterrupted meal breaks no later  
22 than the end of their fifth hour of work and/or from taking a second thirty (30) minute  
23 uninterrupted meal break no later than their tenth hour of work for shifts lasting more than ten  
24 (10) hours. Defendants also failed to maintain accurate records of meal periods taken by Plaintiff,  
25 the Class, and the Aggrieved Employees.

26 24. Throughout the time period involved in this case, Defendants did not adequately  
27 inform Plaintiff, the Class, and the Aggrieved Employees of their right to take meal periods under  
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1 California law. Moreover, Defendants systematically disregarded their own written policies  
2 regarding the provision and timing of meal periods for Plaintiff, the Class, and the Aggrieved  
3 Employees. Instead, Defendants' actual policy and practice was to schedule Plaintiff, the Class,  
4 and the Aggrieved Employees in a way that prohibited them from taking timely and duty-free  
5 meal periods, and to require Plaintiff, the Class, and the Aggrieved Employees to work through  
6 their meal periods, for which they were not compensated.

7 25. Throughout the time period involved in this case, Defendants failed to pay  
8 Plaintiff, the Class, and the Aggrieved Employees premium wages for meal periods that were  
9 missed, late, interrupted, or shortened in violation of California law. Defendants knew or should  
10 have known that Plaintiff, the Class, and the Aggrieved Employees were entitled to receive all  
11 meal periods or payment of one additional hour of pay at their regular rate of pay when a meal  
12 period was missed, short, late, and/or interrupted. Notwithstanding this knowledge, Defendants  
13 routinely failed to provide legally compliant meal periods to Plaintiff, the Class, and the  
14 Aggrieved Employees, and routinely failed to pay one additional hour of pay to Plaintiff, the  
15 Class, and the Aggrieved Employees at their regular rate of pay when a meal period was missed,  
16 short, late, and/or interrupted.

17 26. Throughout the time period involved in this case, Defendants have implemented  
18 policies and practices which prohibited Plaintiff, the Class, and the Aggrieved Employees from  
19 taking timely and duty-free rest periods. Defendants regularly failed to provide, authorize, and  
20 permit Plaintiff, the Class, and the Aggrieved Employees to take full, uninterrupted, off-duty rest  
21 periods for every shift lasting three and one-half (3.5) to six (6) hours and/or two full,  
22 uninterrupted, off-duty rest periods for every shift lasting six (6) to ten (10) hours, and failed to  
23 make a good faith effort to authorize, permit, and provide such rest breaks in the middle of each  
24 work period.

25 27. Throughout the time period involved in this case, Defendants did not adequately  
26 inform Plaintiff, the Class, and the Aggrieved Employees of their right to take rest periods under  
27 California law. Moreover, Defendants systematically disregarded their own written policies  
28

1 regarding the provision and timing of rest periods for Plaintiff, the Class, and the Aggrieved  
2 Employees. Instead, Defendants' actual policy and practice was to schedule Plaintiff, the Class,  
3 and the Aggrieved Employees in a way that regularly prohibited them from taking timely and  
4 duty-free rest periods, and to regularly require Plaintiff, the Class, and the Aggrieved Employees  
5 to work through their rest periods.

6 28. Throughout the time period involved in this case, Defendants failed to pay  
7 Plaintiff, the Class, and the Aggrieved Employees premium wages for rest periods that were  
8 missed, late, interrupted, or shortened in violation of California law. Defendants knew or should  
9 have known that Plaintiff, the Class, and the Aggrieved Employees were entitled to receive all  
10 rest periods or payment of one additional hour of pay at their regular rate of pay when a rest period  
11 was missed, short, late, and/or interrupted. Notwithstanding this knowledge, Defendants routinely  
12 failed to authorize and permit Plaintiff, the Class, and the Aggrieved Employees to take duty-free  
13 rest periods, and failed to pay one additional hour of pay to Plaintiff, the Class, and the Aggrieved  
14 Employees at their regular rate of pay when a rest period was missed, short, late, and/or  
15 interrupted.

16 29. Throughout the time period involved in this case, Defendants regularly required  
17 Plaintiff, the Class, and the Aggrieved Employees to perform work off-the-clock. Although  
18 Defendants prohibited overtime, Defendants still regularly required that Plaintiff, the Class, and  
19 the Aggrieved Employees complete all of their assigned duties. To do so, Plaintiff, the Class, and  
20 the Aggrieved Employees were regularly required to perform work off-the-clock for which they  
21 were not compensated.

22 30. Throughout the time period involved in this case, Defendants employed a time  
23 rounding policy that was not neutral and designed to consistently round time in Defendants' favor,  
24 ensuring that Plaintiff, the Class, and the Aggrieved Employees were oftentimes not paid for all  
25 time worked.

26 31. Throughout the time period involved in this case, Defendants implemented  
27 policies that prohibited Plaintiff, the Class, and the Aggrieved Employees from accurately  
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1 recording the actual time worked, resulting in a failure to pay Plaintiff, the Class, and the  
2 Aggrieved Employees all wages owed.

3 32. Throughout the time period involved in this case, Plaintiff, the Class, and the  
4 Aggrieved Employees worked more than eight (8) hours in a day, and/or forty (40) hours in a  
5 week.

6 33. Throughout the time period involved in this case, Defendants regularly failed to  
7 pay all overtime compensation owed to Plaintiff, the Class, and the Aggrieved Employees when  
8 they worked in excess of eight (8) hours in a single workday and/or forty (40) hours in a single  
9 work week, or in excess of twelve (12) hours in a single workday and/or eighty (80) hours in a  
10 single work week. Defendants knew or should have known that Plaintiff, the Class, and the  
11 Aggrieved Employees were entitled to receive certain wages for overtime compensation and that  
12 they were not receiving wages for overtime compensation.

13 34. Throughout the time period involved in this case, Defendants failed to pay  
14 overtime to Plaintiff, the Class, and the Aggrieved Employees for all overtime hours worked  
15 based on regular rates of pay correctly calculated to include all applicable remuneration.

16 35. Throughout the time period involved in this case, Defendants regularly failed to  
17 pay Plaintiff, the Class, and the Aggrieved Employees at least minimum wages for all hours  
18 worked. Defendants knew or should have known that Plaintiff, the Class, and the Aggrieved  
19 Employees were entitled to receive at least minimum wages for all hours worked and that they  
20 were not receiving at least minimum wages for all hours worked. Defendants' failure to pay  
21 minimum wages included, *inter alia*, failing to pay Plaintiff, the Class, and the Aggrieved  
22 Employees at the required minimum wage pursuant to California law, requiring Plaintiff, the  
23 Class, and the Aggrieved Employees to perform work off-the-clock, and implementing time  
24 rounding policies that resulted in the systematic underpayment of wages to Plaintiff, the Class,  
25 and the Aggrieved Employees.

26 36. Throughout the time period involved in this case, Defendants regularly failed to  
27 pay Plaintiff, the Class, and the Aggrieved Employees all wages within any time permissible  
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1 under California law, including, *inter alia*, California Labor Code section 204. Defendants knew  
2 or should have known that Plaintiff, the Class, and the Aggrieved Employees were entitled to  
3 receive all wages owed to them during their employment. Plaintiff, the Class, and the Aggrieved  
4 Employees did not receive payment of all wages, including overtime compensation, minimum  
5 wages, and meal and rest period premiums.

6 37. Throughout the time period involved in this case, Defendants regularly failed to  
7 provide complete or accurate wage statements to Plaintiff, the Class, and the Aggrieved  
8 Employees. Defendants knew or should have known that Plaintiff, the Class, and the Aggrieved  
9 Employees were entitled to receive complete and accurate wage statements in accordance with  
10 California law, but, in fact, they did not receive complete and accurate wage statements from  
11 Defendants. The deficiencies included, *inter alia*, the failure to include the total number of hours  
12 worked, the actual gross wages earned, the correct rates of pay, net wages earned, and all  
13 applicable hourly rates.

14 38. Throughout the time period involved in this case, Defendants regularly failed to  
15 keep complete or accurate payroll records for Plaintiff, the Class, and the Aggrieved Employees.  
16 Defendants knew or should have known that Defendants were required to keep complete and  
17 accurate payroll records for Plaintiff, the Class, and the Aggrieved Employees in accordance with  
18 California law, but, in fact, did not keep complete and accurate payroll records.

19 39. Throughout the time period involved in this case, Defendants regularly failed to  
20 maintain accurate records relating to Plaintiff's, the Class's, and the Aggrieved Employees' work  
21 periods, meal periods, total daily hours, hours per pay period, and applicable pay rates.

22 40. Throughout the time period involved in this case, Defendants failed to reimburse  
23 Plaintiff, the Class, and the Aggrieved Employees for all necessary business-related expenses,  
24 including but not limited to tools and equipment necessary to perform work for Employer such  
25 as hammers, pliers, screwdrivers, tool belt, work boots, and gloves. Defendants knew or should  
26 have known that Defendants were required to reimburse Plaintiff, the Class, and the Aggrieved  
27 Employees for all necessary business-related expenses and costs, but, in fact, failed to do so in  
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violation of California law.

41. Throughout the time period involved in this case, Defendants knew or should have known that they had a duty to compensate Plaintiff, the Class, and the Aggrieved Employees pursuant to California law. Defendants had the financial ability to pay such compensation, but willfully, knowingly, and intentionally failed to do so, and falsely represented to Plaintiff, the Class, and the Aggrieved Employees that they paid all wages owed to them, all in order to increase Defendants' profits.

42. California Labor Code section 218 states that nothing in Article 1 of the Labor Code shall limit the right of any wage claimant to "sue directly ... for any wages or penalty due to him [or her] under this article."

### **FIRST CAUSE OF ACTION**

#### **(Violation of California Labor Code §§ 510 and 1198)**

#### **(Against All Defendants)**

43. Plaintiff incorporates by reference and re-alleges as if fully stated herein each and every allegation set forth above.

44. California Labor Code section 1198 and the applicable Industrial Welfare Commission ("IWC") Wage Order provide that it is unlawful to employ persons without compensating them at a rate of pay either time-and-one-half or two-times that person's regular rate of pay, depending on the number of hours worked by the person on a daily or weekly basis.

45. Specifically, the applicable IWC Wage Order provides that Defendants are and were required to pay Plaintiff and the other Class Members employed by Defendants, and working more than eight (8) hours in a day or more than forty (40) hours in a workweek, at the rate of time-and-one-half for all hours worked in excess of eight (8) hours in a day or more than forty (40) hours in a workweek.

46. The applicable IWC Wage Order further provides that Defendants are and were required to pay Plaintiff and the Class overtime compensation at a rate of two times their regular rate of pay for all hours worked in excess of twelve (12) hours in a day and for all hours worked

1 in excess of eight (8) hours on the seventh day of work in a workweek.

2 47. California Labor Code section 510 codifies the right to overtime compensation at  
3 one-and-one-half times the regular hourly rate for hours worked in excess of eight (8) hours in a  
4 day or forty (40) hours in a week or for the first eight (8) hours worked on the seventh day of  
5 work, and no overtime compensation at twice the regular hourly rate for hours worked in excess  
6 of twelve (12) hours in a day or in excess of eight (8) hours in a day on the seventh day of work.

7 48. During the relevant time period, Plaintiff and the other Class Members regularly  
8 worked in excess of eight (8) hours in a day, and/or in excess of forty (40) hours in a week.

9 49. During the relevant time period, Defendants intentionally and willfully failed to  
10 pay overtime wages owed to Plaintiff and the other Class Members.

11 50. Defendants' failure to pay Plaintiff and the other Class Members the unpaid  
12 balance of overtime compensation, as required by California laws, violates the provisions of  
13 California Labor Code sections 510 and 1198, and is therefore unlawful.

14 51. Pursuant to California Labor Code section 1194, Plaintiff and the other Class  
15 Members are entitled to recover unpaid overtime compensation, as well as interest, costs, and  
16 attorneys' fees.

17 **SECOND CAUSE OF ACTION**

18 **(Violation of California Labor Code §§ 226.7 and 512(a))**

19 **(Against All Defendants)**

20 52. Plaintiff incorporates by reference and re-alleges as if fully stated herein each and  
21 every allegation set forth above.

22 53. At all relevant times, the relevant IWC Order and California Labor Code sections  
23 226.7 and 512(a) were applicable to Plaintiff and the other Class Members' employment by  
24 Defendants.

25 54. At all relevant times, California Labor Code section 226.7 provides that no  
26 employer shall require an employee to work during any meal or rest period mandated by an  
27 applicable order of the California IWC.  
28

1           55.       At all relevant times, the applicable IWC Wage Order and California Labor Code  
2 section 512(a) provide that an employer may not require, cause or permit an employee to work  
3 for a work period of more than five (5) hours per day without providing the employee with a meal  
4 period of not less than thirty (30) minutes, except that if the total work period per day of the  
5 employee is no more than six (6) hours, the meal period may be waived by mutual consent of  
6 both the employer and employee.

7           56.       At all relevant times, California Labor Code section 512(a) further provides that  
8 an employer may not require, cause or permit an employee to work for a work period of more  
9 than ten (10) hours per day without providing the employee with a second uninterrupted meal  
10 period of not less than thirty (30) minutes, except that if the total hours worked is no more than  
11 twelve (12) hours, the second meal period may be waived by mutual consent of the employer and  
12 the employee only if the first meal period was not waived.

13          57.       During the relevant time period, Plaintiff and the other Class Members who were  
14 scheduled to work for a period of time longer than six (6) hours, and who did not waive their  
15 legally mandated meal periods by mutual consent, were required to work for periods longer than  
16 five (5) hours without an uninterrupted meal period of not less than thirty (30) minutes.

17          58.       During the relevant time period, Plaintiff and the other Class Members who were  
18 scheduled to work for a period of time in excess of ten (10) hours were required to work for  
19 periods longer than ten (10) hours without a second uninterrupted meal period of not less than  
20 thirty (30) minutes.

21          59.       During the relevant time period, Defendants intentionally and willfully required  
22 Plaintiff and the other Class Members to miss their meal periods and to take meal periods that  
23 were late, shortened, or interrupted, and failed to compensate Plaintiff and the other Class  
24 Members the full meal period premium for missed, shortened, late, or interrupted meal periods.

25          60.       During the relevant time period, Defendants failed to pay Plaintiff and the other  
26 Class Members the full meal period premiums due pursuant to California Labor Code section  
27 226.7.  
28

61. Defendants' conduct violates the applicable IWC Wage Order and California Labor Code sections 226.7 and 512(a).

62. Pursuant to the applicable IWC Wage Order and California Labor Code section 226.7(b), Plaintiff and the other Class Members are entitled to recover from Defendants one additional hour of pay at the employee's regular rate of compensation for each workday that the meal period was not provided.

### **THIRD CAUSE OF ACTION**

#### **(Violation of California Labor Code § 226.7)**

#### **(Against All Defendants)**

63. Plaintiff incorporates by reference and re-alleges as if fully stated herein each and every allegation set forth above.

64. At all times herein set forth, the applicable IWC Wage Order and California Labor Code section 226.7 were applicable to Plaintiff's and the other Class Members' employment by Defendants.

65. At all relevant times, California Labor Code section 226.7 provides that no employer shall require an employee to work during any rest period mandated by an applicable order of the California IWC.

66. At all relevant times, the applicable IWC Wage Order provides that "[e]very employer shall authorize and permit all employees to take rest periods, which insofar as practicable shall be in the middle of each work period" and that the "rest period time shall be based on the total hours worked daily at the rate of ten (10) minutes net rest time per four (4) hours or major fraction thereof unless the total daily work time is less than three and one-half (3.5) hours."

67. During the relevant time period, Defendants required Plaintiff and other Class Members to work four (4) or more hours without authorizing or permitting a ten (10) minute rest period per each four (4) hour period worked.

68. During the relevant time period, Defendants willfully required Plaintiff and the

1 other Class Members to work during rest periods, failed to allow Plaintiff and the other Class  
2 Member to take any rest period and/or failed to authorize and permit Plaintiff and the other Class  
3 Members to take uninterrupted, duty-free rest breaks.

4 69. During the relevant time period, Defendants failed to pay Plaintiff and the other  
5 Class Members the full rest period premium due pursuant to California Labor Code section 226.7  
6 for work performed during rest periods, and/or for failure to authorize and permit Plaintiff and  
7 other Class Members from taking uninterrupted rest periods.

8 70. Defendants' conduct violates applicable IWC Wage Orders and California Labor  
9 Code section 226.7.

10 71. Pursuant to the applicable IWC Wage Orders and California Labor Code section  
11 226.7(b), Plaintiff and the other Class Members are entitled to recover from Defendants one  
12 additional hour of pay at the employees' regular hourly rate of compensation for each workday  
13 that the rest period was not provided.

14 **FOURTH CAUSE OF ACTION**

15 **(Violation of California Labor Code §§ 1194, 1197, and 1197.1)**

16 **(Against All Defendants)**

17 72. Plaintiff incorporates by reference and re-alleges as if fully stated herein each and  
18 every allegation set forth above.

19 73. At all relevant times, California Labor Code sections 1194, 1197, and 1197.1  
20 provide that the minimum wage to be paid to employees and the payment of a lesser wage than  
21 the minimum so fixed is unlawful.

22 74. During the relevant time period, Defendants regularly failed to pay minimum wage  
23 to Plaintiff and the other Class Members as required pursuant to California Labor Code sections  
24 1194, 1197, and 1197.1.

25 75. Defendants' failure to pay Plaintiff and the other Class Members the minimum  
26 wage as required violates California Labor Code sections 1194, 1197, and 1197.1. Pursuant to  
27 those sections, Plaintiff and the other Class Members are entitled to recover the unpaid balance  
28

1 of their minimum wage compensation as well as interest, costs, and attorneys' fees, and liquidated  
2 damages in an amount equal to the wages unlawfully unpaid and interest thereon.

3 76. Pursuant to California Labor Code section 1194.2, Plaintiff and the other Class  
4 Members are entitled to recover liquidated damages in an amount equal to the wages unlawfully  
5 unpaid and interest thereon.

6 **FIFTH CAUSE OF ACTION**

7 **(Violation of California Labor Code §§ 204 and 210)**

8 **(Against All Defendants)**

9 77. Plaintiff incorporates by reference and re-alleges as if fully stated herein each and  
10 every allegation set forth above.

11 78. At all times herein set forth, California Labor Code section 204 provides that all  
12 wages earned by any person in any employment between the 1st and 15th days, inclusive, of any  
13 calendar month, other than those wages due upon termination of an employee, are due and payable  
14 between the 16th and 26th day of the month during which the labor was performed.

15 79. At all times herein set forth, California Labor Code section 204 provides that all  
16 wages earned by any person in any employment between the 16th and the last day, inclusive, of  
17 any calendar month, other than those wages due upon termination of an employee, are due and  
18 payable between the 1st and the 10th day of the following month.

19 80. At all times herein set forth, California Labor Code section 204 provides that all  
20 wages earned for labor in excess of the normal work period shall be paid no later than the payday  
21 for the next regular payroll period.

22 81. During the relevant time period, Defendants intentionally and willfully failed to  
23 pay Plaintiff and other Class Members all wages due to them, within any time period permissible  
24 under California Labor Code section 204.

25 82. Plaintiff and other Class Members are entitled to recover all available remedies for  
26 Defendants' violations of California Labor Code section 204, including statutory penalties  
27 pursuant to Labor Code section 210(b).  
28

1 **SIXTH CAUSE OF ACTION**

2 **(Violation of California Labor Code § 226(a))**

3 **(Against All Defendants)**

4 83. Plaintiff incorporates by reference and re-alleges as if fully stated herein each and  
5 every allegation set forth above.

6 84. At all material times set forth herein, California Labor Code section 226(a)  
7 provides that every employer shall furnish each of his or her employees an accurate itemized  
8 statement in writing showing (1) gross wages earned, (2) total hours worked by the employee, (3)  
9 the number of piece-rate units earned and any applicable piece rate if the employee is paid on a  
10 piece-rate basis, (4) all deductions, provided that all deductions made on written orders of the  
11 employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive dates  
12 of the period for which the employee is paid, (7) the name of the employee and his or her social  
13 security number, (8) the name and address of the legal entity that is the employer, and (9) all  
14 applicable hourly rates in effect during the pay period and the corresponding number of hours  
15 worked at each hourly rate by the employee. The deductions made from payments of wages shall  
16 be recorded in ink or other indelible form, properly dated, showing the month, day, and year, and  
17 a copy of the statement or a record of the deductions shall be kept on file by the employer for at  
18 least three years at the place of employment or at a central location within the State of California.

19 85. Defendants have intentionally and willfully failed to provide Plaintiff and the  
20 Class with complete and accurate wage statements. The deficiencies include, but are not limited  
21 to, the failure list the total number of hours worked, the actual gross wages earned, the correct  
22 rates of pay, net wages earned, and all applicable hourly rates,

23 86. Because of Defendants' violation of California Labor Code section 226(a),  
24 Plaintiff and the Class have suffered injury and damage to their statutorily protected rights.

25 87. More specifically, Plaintiff and the Class have been injured by Defendants'  
26 intentional and willful violation of California Labor Code section 226(a) because they were  
27 denied both their legal right to receive, and their protected interest in receiving, accurate and  
28

1 itemized wage statements pursuant to California Labor Code section 226(a).

2 88. Plaintiff and the Class are entitled to recover from Defendants the greater of their  
3 actual damages caused by Defendants' failure to comply with California Labor Code section  
4 226(a), or an aggregate penalty not exceeding four thousand dollars per employee.

5 89. Plaintiff and the Class are also entitled to injunctive relief to ensure compliance  
6 with this section, pursuant to California Labor Code section 226(g).

7 **SEVENTH CAUSE OF ACTION**

8 **(Violation of California Labor Code §§ 2800 and 2802)**

9 **(Against All Defendants)**

10 90. Plaintiff incorporates by reference and re-alleges as if fully stated herein each and  
11 every allegation set forth above.

12 91. Pursuant to California Labor Code sections 2800 and 2802, an employer must  
13 reimburse its employee for all necessary expenditures incurred by the employee in direct  
14 consequence of the discharge of his or her job duties or in direct consequence of his or her job  
15 duties or in direct consequence of his or her obedience to the directions of the employer.

16 92. Plaintiff and the Class incurred necessary business-related expenses and costs that  
17 were not fully reimbursed by Defendants. Defendants' failure to reimburse for all necessary  
18 business-related expenses and costs included their failure to reimburse Plaintiff and the Class for  
19 costs incurred as a result of, including but not limited to, simple negligence.

20 93. Defendants have intentionally and willfully failed to reimburse Plaintiff and the  
21 Class for all necessary business-related expenses and costs. Plaintiff and the Class are entitled to  
22 recover from Defendants their business-related expenses and costs incurred during the course and  
23 scope of their employment, plus interest accrued from the date on which the employee incurred  
24 the necessary expenditures at the same rate as judgments in civil actions in the State of California.

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1 **EIGHTH CAUSE OF ACTION**

2 **(Violation of Cal. Business & Professions Code §§ 17200, et seq.)**

3 **(Against All Defendants)**

4 94. Plaintiff incorporates by reference and re-alleges as if fully stated herein each and  
5 every allegation set forth above.

6 95. Defendants' conduct, as alleged herein, has been, and continues to be, unfair,  
7 unlawful, and harmful to Plaintiff and the Class, to the general public, and Defendants'  
8 competitors. Accordingly, Plaintiff seeks to enforce important rights affecting the public interest  
9 within the meaning of Code of Civil Procedure section 1021.5.

10 96. Defendants' activities as alleged herein are violations of California law, and  
11 constitute unlawful business acts and practices in violation of California Business & Professions  
12 Code section 17200, *et seq.*

13 97. A violation of California Business & Professions Code section 17200, *et seq.* may  
14 be predicated on the violation of any state or federal law. In this instant case, Defendants' policies  
15 and practices of requiring employees, including Plaintiff and the Class, to work overtime without  
16 paying them proper compensation violate California Labor Code sections 510 and 1198.  
17 Additionally, Defendants' policies and practices of requiring employees, including Plaintiff and  
18 the Class, to work through their meal and rest periods without paying them proper compensation  
19 violate California Labor Code sections 226.7 and 512(a). Moreover, Defendants' policies and  
20 practices of failing to timely pay wages to Plaintiff and the Class violate California Labor Code  
21 sections 201, 202, 203, and 204.

22 98. Defendants also violated California Labor Code sections 221, 226(a), 510,  
23 1174(d), 1194, 1197, 1197.1, 2800, and 2802.

24 99. As a result of the herein described violations of California law, Defendants  
25 unlawfully gained an unfair advantage over other businesses.

26 100. Plaintiff and the Class have been personally injured by Defendants' unlawful  
27 business acts and practices as alleged herein, including but not necessarily limited to the loss of  
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1 money and/or property.

2 101. Pursuant to California Business & Professions Code sections 17200, *et seq.*,  
3 Plaintiff and the Class are entitled to restitution of the wages withheld and retained by Defendants  
4 during a period that commences four years prior to the filing of this Complaint; an award of  
5 attorneys' fees pursuant to California Code of Civil Procedure section 1021.5 and other applicable  
6 laws; and an award of costs.

7 **NINTH CAUSE OF ACTION**

8 **(Violation of California Labor Code § 2699, Et Seq.)**

9 **(Against All Defendants)**

10 102. Plaintiff incorporates by reference and re-alleges as if fully stated herein each and  
11 every allegation set forth above.

12 103. Plaintiff brings his ninth cause of action solely as a representative action pursuant  
13 to the Private Attorneys General Act of 2004, California Labor Code section 2698, *et seq.*  
14 ("PAGA"), on behalf of the State of California for all aggrieved employees, including himself  
15 and other aggrieved employees of Defendants against whom one or more of the alleged violations  
16 was committed.

17 104. PAGA specifically provides for a private right of action to recover civil penalties  
18 for violations of the Labor Code as follows: "Notwithstanding any other provision of law, any  
19 provision of this code that provides for a civil penalty to be assessed and collected by the Labor  
20 and Workforce Development Agency or any of its departments, divisions, commissions, boards,  
21 agencies, or employees, for a violation of this code, may, as an alternative, be recovered through  
22 a civil action brought by an aggrieved employee on behalf of himself or herself and other current  
23 or former employees pursuant to the procedures specified in Section 2699.3." Cal. Lab. Code §  
24 2699(a).

25 105. Plaintiff was employed by Defendants and the Labor Code violations alleged  
26 above were committed against him during his time of employment. Plaintiff is therefore, an  
27 "aggrieved employee" under PAGA.  
28

1           106.       As set forth in detail above, during all times relevant to this Action, Defendants  
2 have routinely subjected Plaintiff and the Aggrieved Employees to violations of California Labor  
3 Codes by:

- 4           a. Failing to pay Plaintiff and the Aggrieved Employees all earned minimum wage  
5           compensation in violation of Labor Code §§ 1194 and 1198 *et seq.*
- 6           b. Failing to pay Plaintiff and the Aggrieved Employees all earned overtime  
7           compensation in violation of Labor Code §§ 204, 510, 1194, and 1198 *et seq.*
- 8           c. Failing to provide legally required meal periods to Plaintiff and the Aggrieved  
9           Employees, and failing to pay Plaintiff and the Aggrieved Employees an additional  
10          hour of premium pay for meal period violations in violation of Labor Code §§  
11          226.7 and 512.
- 12          d. Failing to provide authorize and permit Plaintiff and the Aggrieved Employees to  
13          take duty-free rest periods, and failing to pay Plaintiff and the Aggrieved  
14          Employees an additional hour of premium pay for rest period violations in  
15          violation of Labor Code §§ 226.7 and 512.
- 16          e. Failing to timely pay Plaintiff and the Aggrieved Employees all wages owed  
17          during employment in violation of Labor Code § 204.
- 18          f. Failing to furnish Plaintiff and the Aggrieved Employees with complete, accurate,  
19          itemized wage statements in violation of Labor Code § 226.
- 20          g. Failing to maintain accurate records relating to Plaintiff and the Aggrieved  
21          Employees' work periods, meal periods, total daily hours, hours per pay period,  
22          total wages and compensation, and applicable pay rates in violation of Labor Code  
23          § 1174(d) and the applicable IWC Wage Order.
- 24          h. Failing to reimburse Plaintiff and the Aggrieved Employees for necessary  
25          business-related expenses in violation of Labor Code §§ 2800 and 2802.

26           107. Pursuant to California Labor Code sections 2699 and 2699.5, Plaintiff,  
27 individually and on behalf of the Aggrieved Employees and the State of California, requests and  
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1 is entitled to recover penalties against Defendants for the Labor Code violations described above,  
2 including but not limited to penalties under California Code of Regulations Title 8 section 11160,  
3 penalties under California Labor Code sections 2699, 210, 226, 226.3, 558, 1174.5, and 1197.1,  
4 and any and all additional penalties and sums as provided by the California Labor Code and/or  
5 other statutes. The exact amount of the applicable penalties, in all, is an amount to be shown  
6 according to proof at trial.

7 108. Plaintiff has exhausted his administrative remedies pursuant to Labor Code §  
8 2699.3. On April 1, 2025, Plaintiff, through his counsel of record, by online filing with the Labor  
9 and Workforce Development Agency (“LWDA”) and by certified mail to the Defendants, notified  
10 Defendants and the LWDA of the specific provisions of the Labor Code and IWC Wage Orders  
11 that Defendants have violated, including the facts and theories to support the violations, and of  
12 Plaintiff’s intent to bring a claim for civil penalties under PAGA. Plaintiff also paid the filing fee  
13 required under Labor Code § 2699.3. As of the filing of this Complaint, more than sixty-five (65)  
14 days have elapsed since the mailing of Plaintiff’s April 1, 2025 notice, and the LWDA has not  
15 indicated that it intends to investigate the violations discussed in the notice. Accordingly, Plaintiff  
16 may commence a civil action to recover penalties for himself and other Aggrieved Employees  
17 pursuant to Labor Code § 2699.3.

18 109. Plaintiff was compelled to retain the services of counsel to file this court action to  
19 protect his interests and the Aggrieved Employees, and to assess and collect the civil penalties  
20 owed by Defendants. Plaintiff therefore seeks an award of reasonable attorneys’ fees and costs  
21 pursuant to Labor Code § 2699(g)(1), and any other applicable statute.

22 110. Plaintiff may amend this complaint as a matter of right pursuant to California  
23 Labor Code § 2699.3 as this complaint has been filed within sixty days of the time periods  
24 specified in Labor Code § 2699.3.

### 25 **PRAYER FOR RELIEF**

26 WHEREFORE, Plaintiff, individually and on behalf of all other members of the general  
27 public similarly situated, and as a private attorney general, prays for relief and judgment against  
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Defendants, jointly and severally, as follows:

**Class Certification**

1. That this Action be certified as a class action;
2. That Plaintiff be appointed as the representative of the Class;
3. That counsel for Plaintiff be appointed as Class Counsel; and
4. That Defendants provide to Class Counsel immediately the names and most current/last known contact information (address, e-mail, and telephone numbers) of all Class Members.

**As to the First Cause of Action**

5. That the Court declare, adjudge, and decree that Defendants violated California Labor Code sections 510 and 1198 and applicable IWC Wage Orders by willfully failing to pay all overtime wages due to Plaintiff and other Class Members;
6. For general unpaid wages at overtime wage rates and such general and special damages as may be appropriate;
7. For pre-judgment interest on any unpaid overtime compensation commencing from the date such amounts were due;
8. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California Labor Code section 1194; and
9. For such other and further relief as the Court may deem just and proper.

**As to the Second Cause of Action**

10. That the Court declare, adjudge, and decree that Defendants violated California Labor Code sections 226.7 and 512 and applicable IWC Wage Orders by willfully failing to provide all meal periods (including second meal periods) to Plaintiff and the Class;
11. That the Court make an award to Plaintiff and the Class of one (1) hour of pay at each employee's regular rate of compensation for each workday that a meal period was not provided;
12. For all actual, consequential, and incidental losses and damages, according to

1 proof;

2 13. For premium wages pursuant to California Labor Code section 226.7;

3 14. For pre-judgment interest on any unpaid wages from the date such amounts were  
4 due;

5 15. For reasonable attorneys' fees and costs of suit incurred herein; and

6 16. For such other and further relief as the Court may deem just and proper.

7 **As to the Third Cause of Action**

8 17. That the Court declare, adjudge, and decree that Defendants violated California  
9 Labor Code section 226.7 and applicable IWC Wage Orders by willfully failing to provide all rest  
10 periods to Plaintiff and the Class;

11 18. That the Court make an award to Plaintiff and the Class of one (1) hour of pay at  
12 each employee's regular rate of compensation for each workday that a rest period was not  
13 provided;

14 19. For all actual, consequential, and incidental losses and damages, according to  
15 proof;

16 20. For premium wages pursuant to California Labor Code section 226.7;

17 21. For pre-judgment interest on any unpaid wages from the date such amounts were  
18 due; and

19 22. For such other and further relief as the Court may deem just and proper.

20 **As to the Fourth Cause of Action**

21 23. That the Court declare, adjudge, and decree that Defendants violated California  
22 Labor Code sections 1194, 1197, and 1197.1 by willfully failing to pay minimum wages to  
23 Plaintiff and the Class;

24 24. For general unpaid wages and such general and special damages as may be  
25 appropriate;

26 25. For statutory wage penalties pursuant to California Labor Code section 1197.1 for  
27 Plaintiff and the Class in the amount as may be established according to proof at trial;  
28

26. For pre-judgment interest on any unpaid compensation from the date such amounts were due;

27. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California Labor Code section 1194(a);

28. For liquidated damages pursuant to California Labor Code section 1194.2; and

29. For such other and further relief as the Court may deem just and proper.

**As to the Fifth Cause of Action**

30. That the Court declare, adjudge, and decree that Defendants violated California Labor Code section 204 by willfully failing to pay all compensation owed at the time required by California Labor Code section 204 to Plaintiff and the Class;

31. For statutory penalties pursuant to California Labor Code section 210; and

32. For such other and further relief as the Court deems just and proper.

**As to the Sixth Cause of Action**

33. That the Court declare, adjudge, and decree that Defendants violated the record keeping provisions of California Labor Code section 226(a) and applicable IWC Wage Orders as to Plaintiff and the Class, and willfully failed to provide accurate itemized wage statements thereto;

34. For actual, consequential and incidental losses and damages, according to proof;

35. For statutory penalties pursuant to California Labor Code section 226(e); and

36. For such other and further relief as the Court may deem just and proper.

**As to the Seventh Cause of Action**

37. That the Court declare, adjudge, and decree that Defendants violated California Labor Code sections 2800 and 2802 by willfully failing to reimburse Plaintiff and the Class for all necessary business-related expenses as required by California Labor Code sections 2800 and 2802;

38. For actual, consequential and incidental losses and damages, according to proof;

39. For the imposition of civil penalties and/or statutory penalties;

40. For reasonable attorneys' fees and costs of suit incurred herein; and

41. For such other and further relief as the Court may deem just and proper.

**As to the Eighth Cause of Action**

42. That the Court declare, adjudge, and decree that Defendants violated California Business and Professions Code sections 17200, *et seq.* by failing to provide Plaintiff and the Class all overtime compensation due to them, failing to provide all meal and rest periods to Plaintiff and the Class, failing to pay at least minimum wages to Plaintiff and the Class, failing to pay Plaintiff's and other Class Members' wages timely as required by California Labor Code section 201, 202, and 204 and by violating California Labor Code sections 226(a), 1174(d), 2800, and 2802;

43. For restitution of unpaid wages to Plaintiff and the Class and all pre-judgment interest from the day such amounts were due and payable;

44. For the appointment of a receiver to receive, manage and distribute any and all funds disgorged from Defendants and determined to have been wrongfully acquired by Defendants as a result of violation of California Business and Professions Code sections 17200, *et seq.*;

45. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California Code of Civil Procedure section 1021.5;

46. For injunctive relief to ensure compliance with this section, pursuant to California Business and Professions Code sections 17200, *et seq.*; and

47. For such other and further relief as the Court may deem just and proper.

**As to the Ninth Cause of Action**

48. For statutory attorneys' fees and costs pursuant to section 2699(g)(1) of the California Labor Code;

49. For the imposition of civil penalties pursuant to California Labor Code §§ 2699, 210, 558, 226, 226.3, 1174.5, 1197.1, and all other penalties allowed by the California Labor Code and/or other applicable statutes; and

1           50.       For such other relief as the Court deems just and proper.

2  
3  
4 Dated: June 6, 2025

**PROTECTION LAW GROUP, LLP**

5  
6 By: 

\_\_\_\_\_  
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