

April 1, 2025

Filed via the LWDA's PAGA Claim Notice Online Form

Copies Sent via Certified U.S. Mail to:

Environments Plus
c/o Regina Marie Cordell
8934 Eton Ave,
Canoga Park, CA 91304

Apple Inc.
One Apple Park Way,
Cupertino, CA 95014

Environments Plus
PO Box 607,
Pflugervill, TX 78691

Apple Inc.
c/o CT Corporation System
330 N. Brand Blvd, Suite 700,
Glendale, CA 91203

Environments Plus
401 Parker Drive, Bldg C,
Austin, TX 78728

Re: *Jesus Ramos Rios v. Environments Plus, et al.*
Notice of Intent to File Suit Pursuant to California Labor Code
Section 2699

To Whom It May Concern:

This office represents Jesus Ramos Rios ("Plaintiff") and a group of the putative class members in a forthcoming lawsuit against Environments Plus and Apple Inc. (collectively "Defendants"). The action, entitled *Jesus Ramos Rios v. Environments Plus, et al.*, is to be filed in the Superior Court of the State of California for the County of Los Angeles (the "Action"). A copy of the complaint as currently drafted, and as is intended to be filed in the Action, is enclosed as **Exhibit A**. This letter incorporates by reference the facts, law, and allegations of Exhibit A.

This letter serves as notice pursuant to the California Labor Code Private Attorneys General Act of 2004 ("PAGA"), codified at California Labor Code sections 2698 through 2699.6, that we intend to include representative claims in the Action for civil penalties under PAGA on behalf of a group of aggrieved employees. For the purposes of this letter, "Aggrieved Employees" is defined as: *All individuals who are or were employed by Defendant(s) as non-exempt employees in California, from one year prior to the mailing of this notice through the date of trial.*

As set forth in more detail in Exhibit A, Defendants violated their obligations to Plaintiff and the Aggrieved Employees under California law by: failing to pay minimum wages for all hours worked, failing to pay all overtime wages earned, failing to pay all accrued vacation time, failing to provide lawful rest periods and pay missed rest period premiums, failing to provide lawful meal periods and pay missed meal period premiums, failing to maintain accurate records, failing to

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reimburse all necessary business expenses, failing to provide accurate and complete wage statements, failing to pay all wages in full and on time during employment, failing to pay all wages due upon termination, and failing to pay all sick pay wages due and owing.

Because of these systemic violations, Defendants violated: Labor Code sections 201, 202, 203, 204, 210, 226, 226.3, 226.7, 227.3, 246, 510, 512, 1174, 1174.5, 1185, 1194, 1194.2, 1197, 1197.1, 1198, 1198.5, 1199, 2802, 2084, and California Industrial Welfare Commission Wage Orders Wage Orders 4-2001 and/or 5-2001, and others that may be applicable. (Cal. Code of Regs., tit. 8, §§ 11040, 11050.) The enclosed Complaint further details: **(1)** the alleged violations; **(2)** the facts and theories supporting these violations; **(3)** the people and entities, dates, classifications, violations, events, and actions at issue; and **(4)** the illegal practices instituted by Defendants.

Together with this correspondence, the enclosed complaint provides notice that we intend to proceed with a claim for civil penalties in the Action pursuant to PAGA. (See Lab. Code, §§ 2698–2699.6.) We intend to fully prosecute the representative claims alleged in the complaint, including by obtaining civil penalties under PAGA.

Please do not hesitate to contact me if you have any questions.

Sincerely,



LYNSEY D. JOHNSON

Enclosure

EXHIBIT A

(Anticipated Class Action Complaint in *Jesus
Ramos Rios v. Environments Plus, et al.*)

MELMED LAW GROUP P.C.
Jonathan Melmed (SBN 290218)
jm@melmedlaw.com
Lynsey D. Johnson (SBN 314287)
lj@melmedlaw.com
1801 Century Park East, Suite 850
Los Angeles, California 90067
Phone: (310) 824-3828
Fax: (310) 862-6851

Attorneys for Plaintiff and the Putative Class

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES**

JESUS RAMOS RIOS, an individual, on behalf
of himself and all others similarly situated,

Plaintiff,

v.

ENVIRONMENTS PLUS, a Business of
Unknown Formation; APPLE INC., a California
Corporation; and DOES 1 TO 50,

Defendants.

Case Number: _____

Class Action Complaint For:

1. Failure to Pay All Minimum Wages,
2. Failure to Pay All Overtime Wages,
3. Failure to Pay Accrued Vacation Wages,
4. Failure to Provide Rest Periods and Pay Missed Rest Period Premiums,
5. Failure to Provide Meal Periods and Pay Missed Meal Period Premiums,
6. Failure to Maintain Accurate Employment Records,
7. Failure to Pay Wages Timely during Employment,
8. Failure to Pay All Wages Earned and Unpaid at Separation,
9. Failure to Indemnify All Necessary Business Expenditures,
10. Failure to Furnish Accurate Itemized Wage Statements,
11. Failure to Pay Sick Leave, and

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12. Violations of California’s Unfair
Competition Law (Bus. & Prof. Code, §§
17200–17210).

Demand for Jury Trial

Plaintiff Jesus Ramos Rios (“Plaintiff”), on behalf of himself and all other similarly situated employees within the State of California, complains and alleges of defendants Environments Plus, Apple Inc., and Does 1 to 50 (collectively, “Defendants”), and each of them, as follows:

I. INTRODUCTION

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

2. The “Class Period” as used herein, is defined as the period from four years prior to the filing of this action and continuing into the present and ongoing. Defendants’ violations of California’s laws as described more fully below have been ongoing throughout the Class Period and are still ongoing.

3. Plaintiff brings this class action on behalf of himself and the following class: *All individuals who are or were employed by Defendants as non-exempt employees in California during the Class Period* (the “Class Members”). (Code Civ. Proc., § 382.)

4. Plaintiff brings this action on behalf of himself and the Class Members, as a class action, against Defendants for:

- A. Failure to pay all minimum wages,
- B. Failure to pay all overtime wages,
- C. Failure to pay accrued vacation wages,
- D. Failure to provide rest periods and pay missed rest period premiums,
- E. Failure to provide meal periods and pay missed meal period premiums,
- F. Failure to maintain accurate employment records,
- G. Failure to pay wages timely during employment,
- H. Failure to pay all wages earned and unpaid at separation,
- I. Failure to indemnify all necessary business expenditures,
- J. Failure to furnish accurate itemized wage statements,
- K. Failure to fully pay all sick leave wages, and
- L. Violations of California’s Unfair Competition Law (“UCL”) (Bus. & Prof. Code, §§ 17200–17210).

1 5. Plaintiff is informed and believes and thereon alleges that the California Industrial
2 Welfare Commission (“IWC”) Wage Orders applicable to the facts of this case are IWC Wage Orders
3 4-2001 and/or 5-2001 (the “Applicable Wage Orders”) and possibly others that may be applicable.
4 (Cal. Code of Regs., tit. 8, §§ 11040, 11050.) Plaintiff reserves the right to amend or modify the
5 definition of “Applicable Wage Orders” with greater specificity or add additional IWC Wage Orders
6 if additional applicable wage orders are discovered in litigation.

7 **II. JURISDICTION & VENUE**

8 6. This Court has subject matter jurisdiction over all causes of action asserted herein
9 pursuant to Article VI, section 10, of the California Constitution and Code of Civil Procedure section
10 410.10 because this is a civil action in which the matter in controversy, exclusive of interest, exceeds
11 \$25,000, and because each cause of action asserted arises under the laws of the State of California or
12 is subject to adjudication in the courts of the State of California.

13 7. This Court has personal jurisdiction over Defendants because Defendants have caused
14 injuries in the County of Los Angeles and the State of California through their acts, and by their
15 violation of the California Labor Code and California state common law. Defendants transact millions
16 of dollars of business within the State of California. Defendants own, maintain offices, transact
17 business, have an agent or agents within the County of Los Angeles, and/or otherwise are found within
18 the County of Los Angeles, and Defendants are within the jurisdiction of this Court for purposes of
19 service of process.

20 8. Venue as to Defendants is proper in this judicial district, pursuant to section 395 of the
21 Code of Civil Procedure. Defendants operate within California and do business within Los Angeles
22 County, California. The unlawful acts alleged herein have a direct effect on Plaintiff and all of
23 Defendants’ employees identified above within Los Angeles County and surrounding counties where
24 Defendants may remotely operate.

25 9. This matter is not appropriate for removal under the Class Action Fairness Act (28
26 U.S.C. § 1332) as the amount in controversy for Plaintiff’s and the Class Members’ claims, in
27 aggregate, is less than \$5 million. Additionally, all the allegations herein occurred in the State of
28 California. As such, even if the amount in controversy did exceed \$5 million this matter would still not

1 be appropriate for removal under the “local controversy” exception to the Class Action Fairness Act.
2 (28 U.S.C. § 1332, subd. (d)(4)(A).)

3 **III. THE PARTIES**

4 **A. PLAINTIFF**

5 10. At all relevant times, Plaintiff, who is over the age of 18, was and currently is a citizen
6 of California residing in the State of California. Defendants employed Plaintiff as a non-exempt hourly
7 employee in the County of Los Angeles.

8 11. Plaintiff brings this action on behalf of himself and the following class pursuant to
9 section 382 of the Code of Civil Procedure as follows: *All individuals who are or were employed by*
10 *Defendants as non-exempt employees in California during the Class Period* (the “Class Members”).

11 12. The Class Members, at all times pertinent hereto, are or were employees of Defendants
12 during the relevant statutory period.

13 **B. DEFENDANTS**

14 13. Plaintiff is informed and believes and thereon alleges that Defendants were authorized
15 to and doing business in Los Angeles County and is and/or was the legal employer of Plaintiff and the
16 other Class Members during the applicable statutory periods. Plaintiff and the other Class Members
17 were, and are, subject to Defendants’ policies and/or practices complained of herein and have been
18 deprived of the rights guaranteed to them by: California Labor Code sections 201, 202, 203, 204, 210,
19 226, 226.3, 226.7, 227.3, 246, 510, 512, 1174, 1185, 1194, 1194.2, 1197, 1197.1, 1198, 1198.5, 1199,
20 2802, 2804, and others that may be applicable; California Business and Professions Code sections
21 17200 through 17210 (“UCL”); and the Applicable Wage Orders (Cal. Code of Regs., tit. 8, §§ 11040,
22 11050).

23 14. Plaintiff is informed and believes, and based thereon alleges, that during the Class
24 Period, Defendants did (and continue to do) business in the State of California, County of Los Angeles.

25 15. Plaintiff does not know the true names or capacities, whether individual, partner, or
26 corporate, of the defendants sued herein as Does 1 to 50, inclusive, and for that reason, said defendants
27 are sued under such fictitious names, and Plaintiff will seek leave from this Court to amend this
28 complaint when such true names and capacities are discovered. Plaintiff is informed, and believes, and

1 thereon alleges, that each of said fictitious defendants, whether individual, partners, or corporate, were
2 responsible in some manner for the acts and omissions alleged herein, and proximately caused Plaintiff
3 and the other Class Members to be subject to the unlawful employment practices, wrongs, injuries, and
4 damages complained of herein.

5 16. Plaintiff is informed, and believes, and thereon alleges, that at all times mentioned
6 herein, Defendants were and/or are the employers of Plaintiff and the other Class Members. At all times
7 herein mentioned, each of said Defendants participated in the doing of the acts hereinafter alleged to
8 have been done by the named Defendants. Furthermore, the Defendants, and each of them, were the
9 agents, representatives, and employees of each and every one of the other Defendants, and at all times
10 herein mentioned were acting within the course and scope of said agency, representation, and
11 employment. Defendants, and each of them, approved of, condoned, or otherwise ratified every one of
12 the acts or omissions complained of herein.

13 17. Plaintiff is further informed, and believes, and thereon alleges, that at all times
14 mentioned herein, that Defendants, and each of them, are the alter egos of one another and that there
15 existed and now exists a unity of interest and ownership between them such that the individuality and
16 separateness of each of them has ceased. Plaintiff is further informed, and believes, and thereon alleges,
17 that at all times mentioned herein, that Defendants, and each of them, have been and now are mere
18 shells and naked frameworks that their principal uses for the conduct of that Defendant's own business,
19 property, and affairs, for which Defendants, and each of them, have concealed and misrepresented their
20 identities as the entities responsible for their ownership, management, and financial interests.

21 18. Plaintiff is further informed, and believes, and thereon alleges, that at all times
22 mentioned herein, Defendants, and each of them, were members of and engaged in a joint venture,
23 partnership, and common enterprise, and acting within the course and scope of and in pursuance of said
24 joint venture, partnership, and common enterprise. Further, Plaintiff is informed, and believes, and
25 thereon alleges, that all Defendants were joint employers for all purposes of Plaintiff and the other
26 Class Members.

1 **IV. COMMON FACTS & ALLEGATIONS**

2 19. Plaintiff and the other Class Members (collectively, the “Class Members”) are, and were
3 at all relevant times, employed by the Defendants within the State of California.

4 20. The Class Members are, and were, at all relevant times, non-exempt employees for the
5 purposes of minimum wages, overtime, rest breaks, meal periods, and the other claims alleged in this
6 complaint.

7 21. Specifically, Plaintiff was employed by Defendants within the statutory Class Period,
8 working as an hourly, non-exempt Installer/Driver for Defendants. Plaintiff’s duties included
9 transporting equipment and materials to various Apple event locations in Los Angeles County,
10 including Culver City, Santa Monica and Marina Del Rey, assisting in packing and unpacking
11 equipment for transportation to and from Apple event sites located in Los Angeles, building and
12 assembling stages for Apple events, installing projectors, televisions, and other audio-visual equipment
13 for promotional Apple events, including for Apple TV and Apple Music, troubleshooting and resolving
14 issues with equipment during setup and event operations, collaborating with event coordinators to
15 ensure all installations meet specifications and timelines.

16 **A. MINIMUM WAGE VIOLATIONS**

17 22. Labor Code section 1197 requires employees to be paid at least the minimum wage fixed
18 by the IWC, and any payment of less than the minimum wage is unlawful. Similarly, Labor Code
19 section 1194 entitles “any employee receiving less than the legal minimum wage . . . to recover in a
20 civil action the unpaid balance of the full amount of this minimum wage.” Likewise, the Applicable
21 Wage Orders also obligate employers to pay each employee minimum wages for all hours worked.
22 (Cal. Code of Regs., tit. 8, §§ 11040, 11050.) Labor Code section 1198 makes unlawful the employment
23 of an employee under conditions that the IWC Wage Orders prohibit.

24 23. These minimum wage standards apply to each hour that employees work. Therefore, an
25 employer’s failure to pay for any particular time worked by an employee is unlawful, even if averaging
26 an employee’s total pay over all hours worked, paid or not, results in an average hourly wage above
27 minimum wage. (*Armenta v. Osmose, Inc.* (2005) 135 Cal.App.4th 314, 324.)
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1 24. Here, Defendants failed to fully conform their pay practices to the requirements of the
2 law during the relevant statutory periods. The Class Members were not compensated for all hours
3 worked including, but not limited to, all hours they were subject to the control of Defendants and/or
4 suffered or permitted to work under the California Labor Code and the Applicable Wage Orders.
5 Among other violations, the Class Members were subject to the control of Defendants while off-the-
6 clock and did not receive minimum wage for each hour worked.

7 25. Additionally, the Class Members were not paid all wages for all hours worked due to
8 Defendants' uniform payroll policies and practices that unfairly rounded employees' wages to the
9 detriment of the Class Members. This rounding policy routinely failed to capture the entirety of the
10 hours the Class Members worked and was structured in a way that in favored underpayment. (See *See's*
11 *Candy Shops, Inc. v. Superior Court* (2012) 210 Cal.App.4th 889, 907.) As a result, the Class Members
12 suffered periodic shortages in the hours for which they were compensated. This uncompensated time
13 violated California's requirement that employees be compensated for all hours worked. As a result of
14 this practice, the Class Members were not compensated their minimum wages for all hours worked.

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

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

24 28. Labor Code section 1197.1 authorizes employees who are paid less than the minimum
25 wage fixed by an applicable state or local law, or by an order of the IWC, a civil penalty, among other
26 damages, as follows:
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(1) “For any initial violation that is intentionally committed, one hundred dollars (\$100) for each underpaid employee for each pay period for which the employee is underpaid.”

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

29. As set forth above, Defendants failed to fully compensate the Class Members for all minimum wages. Accordingly, the Class Members are entitled to recover liquidated damages for violations of Labor Code section 1197.1.

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

B. OVERTIME VIOLATIONS

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

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

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

1 34. Defendants also had a policy and practice of denying the Class Members meal breaks,
2 but nevertheless deducting meal break time from the Class Members' pay. As a result, the Class
3 Members' on-the-clock hours were unlawfully reduced below what was actually worked and, by
4 extension, overtime hours were also reduced below what was actually worked. The Class Members
5 were thus periodically shorted the full amount of overtime pay lawfully owed.

6 35. These actions were and are in clear violation of California's overtime laws as set forth
7 in Labor Code sections 510, 1194, 1199, and the Applicable Wage Orders. (Cal. Code of Regs., tit. 8,
8 §§ 11040, 11050.) As a result of Defendants' faulty policies and practices, the Class Members were
9 not compensated for all hours worked or paid accurate overtime compensation.

10 **C. UNPAID ACCRUED VACATION TIME**

11 36. California Labor Code section 227.3 states that:

12 “[W]henever a contract of employment or employer policy provides for paid
13 vacations, and an employee is terminated without having taken off his vested
14 vacation time, all vested vacation shall be paid to him as wages at his final rate
15 in accordance with such contract of employment or employer policy respecting
16 eligibility or time served; provided, however, that an employment contract or
17 employer policy shall not provide for forfeiture of vested vacation time upon
18 termination.”

19 37. Thus, when an employer has a vacation policy, it must pay out all accrued but unused
20 vacation time upon termination. An employer may not adopt policies that require forfeiture of vested
21 vacation time without compensation. (*Rhea v. General Atomics* (2014) 227 Cal.App.4th 1560, 1571
22 [“California law prohibits an employer from requiring the forfeiture of vacation time”].)

23 38. Here, Defendants had a vacation policy, and the Class Members had completed all
24 prerequisites and/or necessary limitations of service required by Defendants' vacation policy to
25 accumulate vested vacation pay. Despite that fact, many of the Class Members were denied all accrued
26 but unused vacation time at termination in violation of California law.

27 39. By failing to pay accrued vacation time at termination of employment, Defendants have
28 violated California Labor Code provisions including, but not limited to, sections 201, 202, and 227.3.

1 **D. REST BREAK VIOLATIONS**

2 40. Pursuant to Labor Code section 226.7 and the Applicable Wage Orders, Defendants
3 were and are required to provide the Class Members with compensated, duty-free rest periods of not
4 less than ten minutes for every major fraction of four hours worked. Under the Applicable Wage
5 Orders, an employer must authorize and permit all employees to take ten minute duty free rest periods
6 for every major fraction of four hours worked. (Cal. Code of Regs., tit. 8, §§ 11040, 11050.)

7 41. Likewise, Labor Code section 226.7 provides that “[a]n employer shall not require an
8 employee to work during a meal or rest or recovery period mandated pursuant to an applicable statute,
9 or applicable regulation, standard, or order of the Industrial Welfare Commission” (Lab. Code, §
10 226.7, subd. (b).) Labor Code section 226.7 also provides that employers must pay their employees one
11 additional hour of pay at the employee’s regular rate for each workday that a “meal or rest or recovery
12 period is not provided.” (Lab. Code, § 226.7, subd. (c).) The “regular rate” for these purposes must
13 factor in all nondiscretionary payments for work performed by the employee, including non-
14 discretionary bonuses, commissions, and other forms of wage payments exceeding the employees’ base
15 hourly rate. (*Ferra v. Loews Hollywood Hotel, LLC* (2021) 11 Cal.5th 858, 878.) Thus, the Wage
16 Orders set when and for how long the rest period must take place and the Labor Code establishes that
17 violations of the IWC Wage Orders are unlawful and sets forth the premium pay employer must pay
18 their employees when employers fail to provide rest periods.

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

26 “An employer is required to authorize and permit the amount of rest break time
27 called for under the wage order for its industry. If it does not—if, for example,
28 it adopts a uniform policy authorizing and permitting only one rest break for

1 employees working a seven-hour shift when two are required—it has violated
2 the wage order and is liable.” (*Brinker Rest. Corp. v. Superior Court* (2012) 53
3 Cal.4th 1004, 1033.)

4 43. Here, Defendants periodically did not permit the Class Members to take compliant duty-
5 free rest breaks, free from Defendants’ control as required by Labor Code section 226.7, the Applicable
6 Wage Orders, and applicable precedent. (See *Augustus v. ABM Security Services, Inc.* (2016) 2 Cal.5th
7 257, 269 [concluding that “during rest periods employers must relieve employees of all duties and
8 relinquish control over how employees spend their time.”].) At all relevant times, the Class Members
9 were periodically not provided with legally-compliant and timely rest periods of at least ten minutes
10 for each four hour work period, or major fraction thereof due to Defendants’ unlawful rest period
11 policies/practices. The Class Members were often expected and required to continue working through
12 rest periods to meet the expectations Defendants and finish the workday. In some cases when the Class
13 Members worked more than ten hours in a shift, Defendants failed to authorize and/or permit a third
14 mandated rest period. As a result, the Class Members were periodically unable to take compliant rest
15 periods.

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

23 45. In addition to failing to authorize and permit compliant rest periods, the Class Members
24 were not compensated with one hour’s worth of pay at their regular rate of compensation when they
25 were not provided with a compliant rest period in accordance with Labor Code section 226.7,
26 subdivision (c). Thus, Defendants have violated Labor Code section 226.7 and the Applicable Wage
27 Orders.
28

1 46. Based on the foregoing, Plaintiff seeks to recover, on behalf of himself and other non-
2 exempt employees, rest period premiums and penalties.

3 **E. MEAL BREAK VIOLATIONS**

4 47. Labor Code section 512 and the Applicable Wage Orders require employers to provide
5 employees with a thirty-minute uninterrupted and duty-free meal period within the first five hours of
6 work. (Lab. Code, § 512, subd. (a) [“An employer shall not employ an employee for a work period of
7 more than five hours per day without providing the employee with a meal period of not less than 30
8 minutes”]; Cal. Code of Regs., tit. 8, §§ 11040, 11050 [“No employer shall employ any person
9 for a work period of more than five (5) hours without a meal period of not less than 30 minutes”].)
10 Additionally, an employee who works more than ten hours per day is entitled to receive a second thirty-
11 minute uninterrupted and duty-free meal period. (Lab. Code, § 512, subd. (a) [“An employer shall not
12 employ an employee for a work period of more than 10 hours per day without providing the employee
13 with a second meal period of not less than 30 minutes”].)

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

26 49. Here, the Class Members were never asked to sign any enforceable document agreeing
27 to an on-duty meal period. Moreover, nothing in the nature of their work involved the kind of “external
28 force” that might justify on-duty meal breaks. (*Lubin v. The Wackenhut Corp.*, *supra*, 5 Cal.App.5th at

1 p. 945.) Nevertheless, Defendants periodically did not provide compliant off-duty meal periods within
2 the first five hours of work for the Class Members.

3 50. As with rest breaks, meal breaks must be duty-free. (*Brinker Restaurant Corp. v.*
4 *Superior Court* (2012) 53 Cal.4th 1004, 1035 [“The IWC’s wage orders have long made a meal period’s
5 duty-free nature its defining characteristic.”].) Relinquishing control over employees during meal
6 periods requires that employees be “free to leave the employer’s premises” and be “permitted to attend
7 to personal business.” (*Augustus v. ABM Security Services, Inc.*, *supra*, 2 Cal.5th at p. 275.) Under
8 Labor Code section 512, if an employer maintains a uniform policy that does not authorize and permit
9 the amount of meal time called for under the law (as specified in the Labor Code and/or applicable
10 IWC Wage Order), “it has violated the wage order and is liable.” (*Brinker Restaurant Corp. v. Superior*
11 *Court*, *supra*, 53 Cal.4th at p. 1033.)

12 51. During the applicable statutory periods here, the Class Members were periodically
13 denied legally-compliant and timely off-duty meal periods of at least thirty minutes due to Defendants’
14 unlawful meal period policy and practices. As a result of Defendants’ uniform meal period policies and
15 practices, the Class Members were often not permitted to take compliant first meal periods before the
16 end of the fifth hour of work. The Class Members were also periodically not permitted to take second
17 meal periods for shifts in excess of ten hours. Defendants thus violated Labor Code section 512 and
18 the Applicable Wage Orders by failing to advise, authorize, or permit the Class Members to receive
19 thirty-minute, off-duty meal periods within the first five hours of their shifts.

20 52. Labor Code section 226.7 provides that “[a]n employer shall not require an employee
21 to work during a meal or rest or recovery period mandated pursuant to an applicable statute, or
22 applicable regulation, standard, or order of the Industrial Welfare Commission.” (Lab. Code, § 226.7,
23 subd. (b).) Labor Code section 226.7, subdivision (c), and the Applicable Wage Orders further obligate
24 employers to pay employees one additional hour of pay at the employee’s regular rate of compensation
25 for each workday that the meal period is not provided. (Lab. Code, § 226.7, subd. (c); Cal. Code of
26 Regs., tit. 8, §§ 11040, 11050 [“If an employer fails to provide an employee a meal period in accordance
27 with the applicable provisions of this order, the employer shall pay the employee one (1) hour of pay
28 at the employee’s regular rate of compensation for each workday that the meal period is not

provided.”].) The “regular rate” for these purposes must factor in all nondiscretionary payments for work performed by the employee, including non-discretionary bonuses, commissions, and other forms of wage payments exceeding the employees’ base hourly rate. (*Ferra v. Loews Hollywood Hotel, LLC* (2021) 11 Cal.5th 858, 878.)

53. Accordingly, for each day that the Class Members did not receive compliant meal periods, they were and are entitled to receive meal period premiums pursuant to Labor Code section 226.7 and the Applicable Wage Orders. Defendants, however, failed to pay the Class Members applicable meal period premiums for many workdays that the employees did not receive a compliant meal period. Thus, Defendants have violated Labor Code section 226.7 and the Applicable Wage Orders.

54. Based on the foregoing, Plaintiff seeks to recover, on behalf of himself and other non-exempt employees, meal period premiums and penalties.

F. UNTIMELY WAGES DURING EMPLOYMENT

55. Labor Code section 204 expressly requires employers who pay employees on a weekly, biweekly, or semimonthly basis to pay all wages “not more than seven calendar days following the close of the payroll period.” Labor Code section 210, subdivision (a), makes employers who violate Labor Code section 204 subject to a penalty of:

“(1) For any initial violation, one hundred dollars (\$100) for each failure to pay each employee.

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

56. Notably, the penalty provided by Labor Code section 210 is “[i]n addition to, and entirely independent and apart from, any other penalty provided in this article” (Lab. Code, § 210, subd. (a).)

57. Due to Defendants’ failure to pay the Class Members the wages described above, along with rest and meal break premiums, Defendants failed to timely pay the Class Members within seven

1 calendar days following the close of payroll in accordance with Labor Code section 204 on a regular
2 and consistent basis. (See *Parson v. Golden State FC, LLC* (N.D. Cal., May 2, 2016, No. 16-CV-00405-
3 JST) 2016 WL 1734010, at p. *3–5, 2016 U.S. Dist. LEXIS 58299 [finding that a failure to pay rest
4 period premiums can support claims under Labor Code sections 203 and 204].)

5 **G. UNTIMELY WAGES AT SEPARATION**

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

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

16 **H. FAILURE TO REIMBURSE BUSINESS EXPENSES**

17 60. At all relevant times herein, Defendants were subject to Labor Code section 2802, which
18 states that “an employer shall indemnify his or her employees for all necessary expenditures or losses
19 incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her
20 obedience to the directions of the employer.” The purpose of this section is to “prevent employers from
21 passing along their operating expenses onto their employees.” (*Gattuso v. Harte-Hanks Shoppers, Inc.*
22 (2007) 42 Cal.4th 554, 562.)

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

27 62. Thus, the Class Members were and are entitled to reimbursement for the expenses they
28 incurred during the course of their duties. The duty to reimburse even extends to the use of equipment

1 the employee may already own and would be required to pay for anyway. (*Cochran v. Schwan's Home*
2 *Serv., Inc.* (2014) 228 Cal.App.4th 1137, 1144 ["The threshold question in this case is this: Does an
3 employer always have to reimburse an employee for the reasonable expense of the mandatory use of a
4 personal cell phone, or is the reimbursement obligation limited to the situation in which the employee
5 incurred an extra expense that he or she would not have otherwise incurred absent the job? The answer
6 is that reimbursement is always required. Otherwise, the employer would receive a windfall because it
7 would be passing its operating expenses on to the employee."].)

8 63. Here, Defendants failed to fully reimburse the Class Members for necessary
9 expenditures incurred as a direct consequence and requirement of performing their job duties, including
10 the costs associated with the use of their personal vehicle required to perform their work. Consequently,
11 Defendants failed to comply with Labor Code section 2802.

12 **I. WAGE STATEMENT VIOLATIONS**

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

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

1 (9) All applicable hourly rates in effect during the pay period and the
2 corresponding number of hours worked at each hourly rate by the
3 employee.

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

9 66. Defendants also failed to include the accrued sick hours on the wage statements
10 provided to the Class Members as required by Labor Code section 246, subdivision (i).

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

20 **J. RECORDKEEPING VIOLATIONS**

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

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

1 required in subdivision (a) of Section 226. The civil penalties provided for in
2 this section are in addition to any other penalty provided by law.” (Lab. Code, §
3 226.3, emphasis added.)

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

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

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

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

25 **K. SICK PAY VIOLATIONS**

26 72. Labor Code section 246 provides that every employee who works in California for the
27 same employer for 30 or more days within a year from the commencement of employment is entitled
28 to paid sick days. (Lab. Code, § 246, subd. (a).) These paid sick days generally accrue at a rate of not

1 less than one hour per every 30 hours worked, and must be paid out using the employees' regular rate
2 of pay. (Lab. Code, § 246, subds. (b), (l).) The "regular rate of pay" for these purposes must factor in
3 all nondiscretionary payments for work performed by the employee, including non-discretionary
4 bonuses, commissions, and other forms of wage payments exceeding the employees' base hourly rate.
5 (Lab. Code, § 246, subds. (l)(1), (2); see, e.g., *Ferra v. Loews Hollywood Hotel, LLC* (2021) 11 Cal.5th
6 858, 878.)

7 73. Here, Defendants employed the Class Members for 30 or more days within a year from
8 the commencement of employment. Defendants nevertheless failed to fully pay the Class Members for
9 all sick pay that was lawfully earned and accrued.

10 74. By failing to fully pay accrued sick time, Defendants have underpaid the Class Members
11 and have violated California Labor Code provisions including, but not limited to, section 246.

12 **V. CLASS ACTION ALLEGATIONS**

13 75. As mentioned above, Plaintiff brings this action on behalf of himself and the Class
14 Members pursuant to section 382 of the Code of Civil Procedure.

15 76. **Numerosity/Ascertainability:** The Class Members are so numerous that joinder of all
16 members would be unfeasible and not practicable. The membership of the class is unknown to Plaintiff
17 at this time; however, it is estimated that the number of Class Members is greater than 100 individuals.
18 The identity of such membership is readily ascertainable via inspection of Defendants' employment
19 records.

20 77. **Common Questions of Law and Fact Predominate/Well Defined Community of**
21 **Interest:** There are common questions of law and fact as to Plaintiff and all other similarly situated
22 non-exempt employees, which predominate over questions affecting only individual members
23 including, without limitation to:

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

26 B. Whether Defendants' pay policies/practices resulted in a failure to pay the Class
27 Members for all required overtime wages at the Class Members' regular rate of pay;
28

1 C. Whether Defendants' pay policies/practices resulted in a failure to pay out all
2 accrued vacation time to the Class Members at termination of employment;

3 D. Whether Defendants' rest period policies and practices afforded legally
4 compliant rest periods or compensation in lieu thereof;

5 E. Whether Defendants' meal period policies and practices afforded legally
6 compliant meal periods or compensation in lieu thereof;

7 F. Whether Defendants maintained accurate employment records;

8 G. Whether Defendants timely paid all wages during employment;

9 H. Whether Defendants timely paid all wages earned and unpaid at separation;

10 I. Whether Defendants indemnified their employees for all necessary business
11 expenditures;

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

14 K. Whether Defendants fully paid all sick pay wages as required by Labor Code
15 section 246; and

16 L. Whether Defendants' violations of the Labor Code and the Applicable Wage
17 Orders amounted to a violation of California's UCL.

18 78. **Predominance of Common Questions:** Common questions of law and fact
19 predominate over questions that affect only individual Class Members. The common questions of law
20 set forth above are numerous and substantial and stem from Defendants' uniform policies and practices
21 applicable to each individual class member, such as Defendants' uniform policy and practice of failing
22 to pay for all hours worked, Defendants' uniform policies and practices which failed to provide
23 compliant rest periods, Defendants' uniform policies and practices which failed to provide compliant
24 meal periods, Defendants' failure to provide accurate itemized wage statements, Defendants' uniform
25 policies and practices which failed to provide complete and accurate sick pay, and others. As such, the
26 common questions predominate over individual questions concerning each individual class member's
27 showing as to his or her eligibility for recovery or as to the amount of his or her damages.
28

1 79. **Typicality:** The claims of Plaintiff are typical of the claims of the Class Members
2 because Plaintiff was employed by Defendants as a non-exempt employee in California during the
3 statute(s) of limitation applicable to each cause of action pleaded in this complaint. As alleged herein,
4 Plaintiff, like the other Class Members, was deprived of minimum, regular, and overtime wages
5 because of Defendants' unlawful timekeeping policies and practices, was deprived of rest periods and
6 premium wages in lieu thereof, was deprived of meal periods and premium wages in lieu thereof, was
7 subject to Defendants' uniform rest period policies and practices, was subject to Defendants' uniform
8 meal period policies and practices, was not provided accurate itemized wage statements, was not paid
9 all wages in full and on time, was not paid all sick pay wages as required by law, and was subject to
10 other similar policies and practices to which the Class Members were subject.

11 80. **Adequacy of Representation:** Plaintiff is fully prepared to take all necessary steps to
12 represent fairly and adequately the interests of the Class Members. Moreover, Plaintiff's attorneys are
13 ready, willing, and able to fully and adequately represent the Class Members and Plaintiff. Plaintiff's
14 attorneys have prosecuted numerous wage-and-hour class actions in state and federal court in the past
15 and are committed to vigorously prosecuting this action on behalf of the Class Members.

16 81. **Superiority:** The California Labor Code is broadly remedial in nature and serves an
17 important public interest in establishing minimum working conditions and standards in California.
18 These laws and labor standards protect the average working employee from exploitation by employers
19 who have the responsibility to follow the laws and who may seek to take advantage of superior
20 economic and bargaining power in setting onerous terms and conditions of employment. The nature of
21 this action and the format of laws available to Plaintiff and the Class Members make the class action
22 format a particularly efficient and appropriate procedure to redress the violations alleged herein. If each
23 employee were required to file an individual lawsuit, Defendants would necessarily gain an
24 unconscionable advantage since they would be able to exploit and overwhelm the limited resources of
25 each individual plaintiff with their vastly superior financial and legal resources.

26 82. Moreover, requiring each Class Member to pursue an individual remedy would also
27 discourage the assertion of lawful claims by employees who would be disinclined to file an action
28 against their former or current employer for real and justifiable fear of retaliation and permanent

1 damages to their careers at subsequent employment. Further, the prosecution of separate actions by the
2 individual Class Members, even if possible, would create a substantial risk of inconsistent or varying
3 verdicts or adjudications with respect to the individual Class Members against Defendants herein, and
4 which would establish potentially incompatible standards of conduct for Defendants or legal
5 determinations with respect to individual Class Members which would, as a practical matter, be
6 dispositive of the interest of the other Class Members not parties to adjudications or which would
7 substantially impair or impede the ability of the Class Members to protect their interests.

8 83. Further, the claims of the individual Class Members are not sufficiently large to warrant
9 vigorous individual prosecution considering the concomitant costs and expenses attending thereto. As
10 such, the Class Members identified above are maintainable as a class under section 382 of the Code of
11 Civil Procedure.

12 **VI. CAUSES OF ACTION**

13 **First Cause of Action**

14 *Failure to Pay All Minimum Wages*

15 *(Against All Defendants)*

16 84. Plaintiff realleges and incorporates by reference all previous paragraphs.

17 85. Section 4 of the Applicable Wage Orders and Labor Code section 1197 establish the
18 right of employees to be paid minimum wages for all hours worked, in amounts set by state law. (Lab.
19 Code, § 1197; Cal. Code of Regs., tit. 8, §§ 11040, 11050.) Labor Code sections 1194, subdivision (a),
20 and 1194.2, subdivision (a), provide that an employee who has not been paid the legal minimum wage
21 as required by Labor Code section 1197 may recover the unpaid balance, together with attorneys' fees
22 and costs of suit, as well as liquidated damages in an amount equal to the unpaid wages and interest
23 accrued thereon.

24 86. Here, Defendants failed to fully conform their pay practices to the requirements of the
25 law during the relevant statutory periods. Plaintiff and the other Class Members were not compensated
26 for all hours worked including, but not limited to, all hours they were subject to the control of
27 Defendants and/or suffered or permitted to work under the Labor Code and the Applicable Wage
28 Orders.

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

88. As a direct and proximate result of Defendants' unlawful conduct as alleged herein, Plaintiff and the other Class Members have sustained economic damages, including but not limited to unpaid wages and lost interest, in an amount to be established at trial, and they are entitled to recover economic and statutory damages and penalties and other appropriate relief because of Defendants' violations of the Labor Code and Applicable Wage Orders.

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

Second Cause of Action

Failure to Pay All Overtime Wages

(Against All Defendants)

90. Plaintiff realleges and incorporates by reference all previous paragraphs.

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

1 Class Members to work double-time hours but did not compensate them at twice their regular rate of
2 pay for such hours in accordance with California law.

3 92. Defendants failed to fully conform their pay practices to the requirements of California
4 law. This unlawful conduct includes but is not limited to Defendants' uniform and unlawful pay
5 policies and practices of failing to accurately record all the time that non-exempt employees were under
6 the supervision and control of Defendants. The foregoing policies and practices are unlawful and allow
7 Plaintiff and the other Class Members to recover in a civil action the unpaid amount of overtime
8 premiums owing, including interest thereon, statutory penalties, attorneys' fees, and costs of suit
9 according to Labor Code section 204, 510, 1194, and 1198, the Applicable Wage Orders, and Code of
10 Civil Procedure section 1021.5.

11 **Third Cause of Action**

12 *Failure to Pay Accrued Vacation Wages*

13 *(Against All Defendants)*

14 93. Plaintiff realleges and incorporates by reference all previous paragraphs.

15 94. Under California law, accrued vacation and/or paid time off are considered earned
16 wages and cannot be forfeited if unused. (Lab. Code, § 227.3.) A vacation policy and/or paid time off
17 policy that provides for forfeiture of vested vacation pay if not used within a designated time, such as
18 before termination, is impermissible. (*Boothby v. Atlas Mechanical, Inc.* (1992) 6 Cal.App.4th 1595,
19 1602.)

20 95. As explained above, Plaintiff and other Class Members accrued vested vacation pay
21 under a "contract of employment," for purposes of Labor Code section 227.3. When they ended their
22 employment with Defendants, Defendants failed to pay their vested vacation pay in violation of Labor
23 Code sections 201, 202, and 227.3. Accordingly, pursuant to section 227.3 of the California Labor
24 Code, Plaintiff and other Class Members are entitled to recover their accrued, vested, and unpaid
25 vacation time.

26 96. Pursuant to sections 218.5 and 227.3 of the Labor Code, Plaintiff and the other Class
27 Members are also entitled to recover interest, costs, and attorneys' fees associated with this cause of
28 action.

1 **Fourth Cause of Action**

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

3 *(Against All Defendants)*

4 97. Plaintiff realleges and incorporates by reference all previous paragraphs.

5 98. Section 12 of the Applicable Wage Orders, and Labor Code section 226.7 establish the
6 right of employees to be provided with a rest period of at least ten minutes for each four hour period
7 worked, or major fraction thereof. (See Cal. Code of Regs., tit. 8, §§ 11040, 11050.)

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

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

17 **Fifth Cause of Action**

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

19 *(Against All Defendants)*

20 101. Plaintiff realleges and incorporates by reference all previous paragraphs.

21 102. Plaintiff is informed and believes and thereon alleges, that Defendants failed in their
22 affirmative obligation to provide their hourly non-exempt employees, including Plaintiff and the other
23 Class Members, with all required meal periods in accordance with the mandates of the Labor Code and
24 the Applicable Wage Orders, for the reasons set forth herein above. Despite Defendants' violations,
25 Defendants have not paid an additional hour of pay to Plaintiff and the other Class Members at their
26 respective regular rates of pay for each violation, in accordance with California Labor Code section
27 226.7.
28

103. As a result, Defendants are responsible for paying premium compensation for meal period violations, including interest thereon, statutory penalties, and costs of suit pursuant to the Applicable Wage Orders and Labor Code sections 226.7 and 512, and Civil Code sections 3287, subdivision (b), and 3289. (See Cal. Code of Regs., tit. 8, §§ 11040, 11050.)

Sixth Cause of Action

Failure to Maintain Accurate Employment Records

(Against All Defendants)

104. Plaintiff realleges and incorporates by reference all previous paragraphs.

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

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

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

Seventh Cause of Action

Failure to Pay Wages Timely during Employment

(Against All Defendants)

108. Plaintiff realleges and incorporates by reference all previous paragraphs.

109. Labor Code section 200 provides that “wages” include all amounts for labor performed by employees of every description, whether the amount is fixed or ascertained by the standard of time, task, pieces, commission basis, or other method of calculation. Labor Code section 204 states that all

1 wages earned by any person in any employment are payable twice during the calendar month and must
2 be paid not more than seven days following the close of the period when the wages were earned. Labor
3 Code section 210, subdivision (a), makes employers who violate Labor Code section 204 subject to a
4 penalty of \$100 for any initial failure to timely pay each employee's full wages and \$200 for each
5 subsequent violation, plus 25% of the amount unlawfully withheld.

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

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

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

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

24 **Eighth Cause of Action**

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

26 *(Against All Defendants)*

27 114. Plaintiff realleges and incorporates by reference all previous paragraphs.
28

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

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

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

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

Ninth Cause of Action

Failure to Indemnify All Necessary Business Expenditures

(Against All Defendants)

119. Plaintiff realleges and incorporates by reference all previous paragraphs.

120. California Labor Code Section 2802 states that employers must “indemnify” an employee for “all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer.” Likewise, Labor Code section 2804 states that “any contract or agreement, express or implied, made by any employee to waive the benefits of this article or any part thereof, is null and void, and this article shall

1 not deprive any employee or his personal representative of any right or remedy to which he is entitled
2 under the laws of this State.”

3 121. Here, Plaintiff and the other Class Members paid out of pocket for necessary business
4 expenditures incurred as a direct consequence and requirement of performing their job duties, including
5 the costs associated with the use of their personal vehicle required to perform their work. Despite
6 knowing that Plaintiff and the other Class Members incurred these necessary business expenses, and
7 requiring Plaintiff and the other Class Members to use such items, Defendants did not reimburse them.

8 122. Thus, Plaintiff and the other Class Members are entitled to recover the cost of such
9 necessary business expenses, plus interest from the date each incurred such business expenses, plus
10 fees and costs. (Lab. Code, § 2802, subds. (b), (c).)

11 **Tenth Cause of Action**

12 *Failure to Furnish Accurate Itemized Wage Statements*

13 *(Against All Defendants)*

14 123. Plaintiff realleges and incorporates by reference all previous paragraphs.

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

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

1 (9) All applicable hourly rates in effect during the pay period and the
2 corresponding number of hours worked at each hourly rate by the
3 employee.

4 125. As set forth above, Defendants issued and continues to issue wage statements to its non-
5 exempt employees including Plaintiff and the other Class Members that are inadequate under Labor
6 Code section 226, subdivision (a). By failing to pay Plaintiff and the other Class Members properly as
7 described above, Defendants failed to include required information on their wage statements, including,
8 but not limited to, the gross wages earned, the net wages earned in violation of Labor Code section
9 226, subdivision (a).

10 126. Defendants also failed to include the accrued sick hours on the wage statements
11 provided to Plaintiff and the other Class Members as required by Labor Code section 246, subdivision
12 (i).

13 127. Defendants' failure to comply with Labor Code section 226, subdivision (a), of the
14 Labor Code was knowing and intentional. (Lab. Code, § 226, subd. (e)).

15 128. As a result of Defendants' issuance of inaccurate itemized wage statements to Plaintiff
16 and the other Class Members in violation of Labor Code section 226, subdivision (a), Plaintiff and the
17 other Class Members are each entitled to recover an initial penalty of \$50, and subsequent penalties of
18 \$100, up to an amount not exceeding an aggregate penalty of \$4,000 per Plaintiff and per each Class
19 Member from Defendants pursuant to Labor Code section 226, subdivision (e), along with costs and
20 reasonable attorneys' fees.

21 **Eleventh Cause of Action**

22 *Failure to Pay Sick Leave*

23 *(Against All Defendants)*

24 129. Plaintiff realleges and incorporates by reference all previous paragraphs.

25 130. Labor Code section 246 provides that an employee who works for the same employer
26 for 30 or more days within a year from the commencement of employment is entitled to paid sick days.
27 (Lab. Code, § 246, subd. (a).) These paid sick days generally accrue at a rate of not less than one hour
28 per every 30 hours worked. (Lab. Code, § 246, subd. (b).)

131. The employer must calculate paid sick leave by using one of two calculations: **(1)** “Paid sick time for nonexempt employees shall be calculated in the same manner as the regular rate of pay for the workweek in which the employee uses paid sick time, whether or not the employee actually works overtime in that workweek,” or **(2)** “Paid sick time for nonexempt employees shall be calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment.” (Lab. Code, § 246, subds. (1)(1), (2).)

132. Here, Defendants employed Plaintiff and the other Class Members for 30 or more days within a year from the commencement of employment. Defendants nevertheless failed to fully pay Plaintiff and the other Class Members for all sick pay that was lawfully earned and accrued. This resulted in Plaintiff and the other Class Members being underpaid for their lawfully-accrued sick leave, and resulted in derivative violations including, among others, of Labor Code section 201, 202, and 203, because Defendants did not pay, or timely pay, Plaintiff and the other Class Members all owing and unpaid wages for work performed by them during their employment and at the end of their employment.

133. As a consequence for violating Labor Code section 246, Plaintiff and the other Class Members have sustained damages in an amount to be established at trial, are entitled to attorneys' fees and costs of suit, and Defendants are subject to all applicable penalties.

Twelfth Cause of Action

Violations of California's Unfair Competition Law

(Against All Defendants)

134. Plaintiff realleges and incorporates by reference all previous paragraphs.

135. Defendants have engaged and continue to engage in unfair and/or unlawful business practices in California in violation of California Business and Professions Code section 17200 through 17210, by committing the unlawful acts described above. Defendants' utilization of these unfair and unlawful business practices deprived and continue to deprive Plaintiff and the other Class Members of compensation to which they are legally entitled. These practices constitute unfair and unlawful competition and provide an unfair advantage over Defendants' competitors who have been and/or are

1 currently employing workers and attempting to do so in honest compliance with applicable wage and
2 hour laws.

3 136. Because Plaintiff is a victim of Defendants' unfair and unlawful conduct alleged herein,
4 Plaintiff for himself and on behalf of the Class Members, seeks full restitution of monies, as necessary
5 and according to proof, to restore any and all monies withheld, acquired and/or converted by
6 Defendants pursuant to Business and Professions Code sections 17203 and 17208.

7 137. The acts complained of herein occurred within the four years prior to the initiation of
8 this action and are continuing into the present and ongoing.

9 138. Plaintiff was compelled to retain the services of counsel to file this Court action to
10 protect his interests and those of the Class Members, to obtain restitution and injunctive relief on behalf
11 of Defendants' current non-exempt employees and to enforce important rights affecting the public
12 interest. Plaintiff has thereby incurred the financial burden of attorneys' fees and costs, which Plaintiff
13 is entitled to recover under Code of Civil Procedure section 1021.5.

14 **VII. DEMAND FOR JURY TRIAL**

15 139. Plaintiff hereby demands trial by jury of Plaintiff's and the Class Members' claims
16 against Defendants.

17 **VIII. PRAYER FOR RELIEF**

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

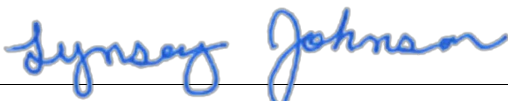
- 20 1. For an order certifying the proposed class;
- 21 2. For an order appointing Plaintiff as representative of the class;
- 22 3. For an order appointing Plaintiff's counsel as counsel for the class;
- 23 4. For the failure to pay all minimum wages, compensatory, consequential, general, and
24 special damages according to proof pursuant to Labor Code sections 1194, 1194.2,
25 1197, and others as may be applicable;
- 26 5. For the failure to pay all overtime wages, compensatory, consequential, general, and
27 special damages according to proof pursuant to Labor Code sections 204, 510, 1194,
28 1198, and others as may be applicable;

- 1 **6.** For the failure to pay all accrued vacation, compensatory damages in the amount of the
2 unpaid vacation accrued and owed, as may be proven;
- 3 **7.** For the failure to provide rest periods and pay missed rest period premiums,
4 compensatory, consequential, general, and special damages according to proof pursuant
5 to Labor Code section 226.7;
- 6 **8.** For the failure to provide meal periods and pay missed meal period premiums,
7 compensatory, consequential, general, and special damages according to proof pursuant
8 to Labor Code sections 226.7 and 512;
- 9 **9.** For the failure to maintain accurate employment records, penalties pursuant to Labor
10 Code sections 226.3, 1174.5, and others that may be applicable;
- 11 **10.** For the failure to pay wages timely during employment, the unpaid balance of the
12 compensation owed to Plaintiff and the other Class Members and any applicable
13 penalties owed to them pursuant to Labor Code section 210;
- 14 **11.** For the failure to pay all wages earned and unpaid at separation, statutory waiting time
15 penalties pursuant to Labor Code sections 201 through 203, for the Class Members who
16 quit or were fired in an amount equal to their daily wage multiplied by thirty days, as
17 may be proven;
- 18 **12.** For the failure to indemnify all necessary business expenditures, all unreimbursed
19 business expenses, and interest thereon, that are owed, pursuant to Labor Code section
20 2802, and attorney fees, pursuant to Labor Code section 2802, subdivision (c);
- 21 **13.** For the failure to pay all sick time wages due and owed, compensatory, consequential,
22 general, and special damages according to proof pursuant to Labor Code section 246,
23 and others as may be applicable;
- 24 **14.** For the violations of California's Unfair Competition Law, restitution to Plaintiff and
25 the other Class Members of all money and/or property unlawfully acquired by
26 Defendants by means of any acts or practices declared by this Court to be in violation
27 of Business and Professions Code sections 17200 through 17210;
- 28

- 1 **15.** Prejudgment interest on all due and unpaid wages pursuant to Labor Code section 218.6
2 and Civil Code sections 3287 and 3289;
- 3 **16.** On all causes of action for which attorneys' fees may be available, for attorneys' fees
4 and costs as provided by Labor Code sections 218.5, 226, Code of Civil Procedure
5 section 1021.5, and others as may be applicable;
- 6 **17.** For an order enjoining Defendants, and each of them, and their agents, servants, and
7 employees, and all persons acting under, in concert with, or for them, from acting in
8 derogation of any rights or duties adumbrated in this complaint; and
- 9 **18.** For such other and further relief, this Court may deem just and proper.

10 Dated: April 1, 2025

MELMED LAW GROUP P.C.



LYNSEY D. JOHNSON

Attorneys for Plaintiff and the Putative Class