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5 Attorney for ANTHONY GARDNER

6 Individually and on behalf of all other similarly situated

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

10 ANTHONY GARDNER, an individual, on
behalf of himself, and on behalf of all persons
similarly situated,

11 Plaintiff,

12 v.

13 ALTERNATIVE ADULT DAY SERVICES,
14 INC., a California Non-Profit Corporation; and
DOES 1 through 50, Inclusive;

15 Defendants.

Case No.

CLASS ACTION COMPLAINT FOR:

1. UNFAIR COMPETITION IN VIOLATION OF CAL. BUS. & PROF. CODE §§ 17200, *et seq.*;
2. FAILURE TO PAY OVERTIME WAGES IN VIOLATION OF CAL. LAB. CODE §§ 510, *et seq.*
3. FAILURE TO PAY MINIMUM WAGES IN VIOLATION OF CAL. LAB. CODE §§ 1194, 1197 & 1197.1;
4. FAILURE TO PROVIDE REQUIRED MEAL PERIODS IN VIOLATION OF CAL. LAB. CODE §§ 226.7 & 512 AND THE APPLICABLE IWC WAGE ORDER;
5. FAILURE TO PROVIDE REQUIRED REST PERIODS IN VIOLATION OF CAL. LAB. CODE §§ 226.7 & 512 AND THE APPLICABLE IWC WAGE ORDER;
6. FAILURE TO REIMBURSE PLAINTIFF FOR REQUIRED EXPENSES IN VIOLATION OF CAL. LAB. CODE § 2802;
7. FAILURE TO PROVIDE ACCURATE ITEMIZED STATEMENTS IN VIOLATION OF CAL. LAB. CODE §§ 226 and 226.2; and
8. FAILURE TO PAY WAGES WHEN DUE IN VIOLATION OF CAL. LABOR CODE §§ 201, 202 AND 203;

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9. FAILURE TO PROVIDE
PERSONNEL FILES IN VIOLATION
OF CAL. LAB. CODE §1198; and
10. VIOLATIONS OF THE PRIVATE
ATTORNEY GENERAL ACT
PURSUANT TO LABOR CODE
SECTIONS 2698, et seq.

DEMAND FOR JURY TRIAL

Plaintiff ANTHONY GARDNER (“PLAINTIFF”) an individual, on behalf of himself and all other similarly situated current and former employees alleges on information and belief, except for his own acts and knowledge which are based on personal knowledge, the following:

THE PARTIES

1. Defendant ALTERNATIVE ADULT DAY SERVICES, INC. (“DEFENDANT”) is a California Non-Profit Corporation that at all relevant times mentioned herein conducted and continues to conduct substantial business in the state of California, County of Los Angeles. Defendant provides mental health and supportive services to adults and families affected by disabilities.

2. The true names and capacities, whether individual, corporate, subsidiary, partnership, associate or otherwise of Defendants DOES 1 through 50, inclusive, are presently unknown to PLAINTIFF who therefore sues these defendants by such fictitious names pursuant to Cal. Civ. Proc. Code § 474. PLAINTIFF will seek leave to amend this Complaint to allege the true names and capacities of Does 1 through 50, inclusive, when they are ascertained. PLAINTIFF is informed and believes, and based upon that information and belief allege, that the Defendants named in this Complaint, including DOES 1 through 50, inclusive (hereinafter collectively with “DEFENDANTS”), are responsible in some manner for one or more of the events and happenings that proximately caused the injuries and damages hereinafter alleged.

3. The agents, servants and/or employees of the DEFENDANT and each of them acting on behalf of the DEFENDANT acted within the course and scope of his/her, or its authority

1 as the agent, servant and/or employee of the DEFENDANTS, and personally participated in the
2 conduct alleged herein on behalf of the DEFENDANTS with respect to the conduct alleged
3 herein. Consequently, the acts of each of the DEFENDANTS are legally attributable to the other
4 and all DEFENDANTS are jointly and severally liable to PLAINTIFF and those similarly
5 situated, for the loss sustained as a proximate result of the conduct of the DEFENDANTS' agents,
6 servants and/or employees.

7 4. DEFENDANTS were PLAINTIFF's employers or persons acting on behalf of
8 PLAINTIFF's employer, within the meaning of California Labor Code § 558, who violated or
9 caused to be violated, a section of Part 2, Chapter 1 of the California Labor Code or any provision
10 regulating hours and days of work in any order of the Industrial Welfare Commission and, as
11 such, are subject to civil penalties for each underpaid employee, as set forth in Labor Code § 558,
12 at all relevant times.

13 5. DEFENDANTS were PLAINTIFF's employers or persons acting on behalf of
14 PLAINTIFF's employer either individually or as an officer, agent, or employee of another person,
15 within the meaning of California Labor Code § 1197.1, who paid or caused to be paid to any
16 employee a wage less than the minimum fixed by California state law, and as such, are subject
17 to civil penalties for each underpaid employee.

18 6. PLAINTIFF was employed by DEFENDANTS as a non-exempt employee, paid on
19 an hourly basis and entitled to minimum wages, overtime pay, and legally compliant meal and
20 rest periods from September 4, 2024 to November 25, 2024.

21 7. PLAINTIFF brings this Class Action under California Code of Civil Procedure §
22 382 on behalf of himself and on behalf of all of DEFENDANTS current and former non-exempt
23 California employees (the "CALIFORNIA CLASS") at any time during the period beginning
24 four years from the date of the filing of this Complaint and ending on a date determined by the
25 Court (the "CLASS PERIOD").

26 8. The amount in controversy for the aggregate claim of CALIFORNIA CLASS
27 members is under five million dollars (\$5,000,000.00). PLAINTIFF reserves the right to amend
28

1 the following class definitions before the Court determines whether class certification is
2 appropriate, or thereafter upon leave of Court.

3 9. PLAINTIFF brings this Class Action on behalf of himself and on behalf of the
4 CALIFORNIA CLASS in order to fully compensate the CALIFORNIA CLASS for their losses
5 incurred during the CLASS PERIOD caused by DEFENDANTS' uniform policy and practice
6 which (1) failed to provide PLAINTIFF and the CALIFORNIA CLASS with legally compliant
7 meal and rest periods or an additional hour of pay at the regular rate of compensation in *lieu*
8 thereof in violation of California Labor Code Sections 226.7(c), 512(a) and the applicable
9 Industrial Welfare Commission Wage Order, (2) failed to pay PLAINTIFF and the
10 CALIFORNIA CLASS for all hours worked in violation of, *inter alia*, California Labor Code
11 Sections 510, 1194, 1197, and 1197.1, failed to reimburse PLAINTIFF and the CALIFORNIA
12 CLASS for required expenses in violation for California Labor Code Section 2802, and (3) failed
13 to provide accurate itemized wage statements in violation of California Labor Code Sections 226
14 and 226.2.

15 10. Plaintiff brings this lawsuit seeking monetary relief against DEFENDANTS on
16 behalf of themselves and all others similarly situated in California to recover, among other things,
17 unpaid wages and benefits, interest, attorneys' fees, costs and expenses and penalties pursuant to
18 Labor Code §§ 201, 202, 203, 204 *et seq.*, 210, 226(a), 226(a)(8), 226.7, 226.3, 227.3, 246 *et seq.*,
19 510, 512, 558, 1174, 1174.5, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, 2800, 2802, and 2698,
20 *et seq.*

21 11. DEFENDANTS' uniform policies and practices alleged herein were unlawful,
22 unfair and deceptive business practices whereby DEFENDANTS retained and continues to retain
23 wages due PLAINTIFF and the other members of the CALIFORNIA CLASS.

24 12. PLAINTIFF and the other members of the CALIFORNIA CLASS seek an
25 injunction enjoining such conduct by DEFENDANTS in the future, relief for the named
26 PLAINTIFF and the other members of the CALIFORNIA CLASS who have been economically
27 injured by DEFENDANTS' past and current unlawful conduct, and all other appropriate legal
28 and equitable relief.

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1 16. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANTS were
2 required to pay PLAINTIFF and CALIFORNIA CLASS Members for all their time worked,
3 meaning the time during which an employee is subject to the control of an employer, including
4 all the time the employee is suffered or permitted to work. From time-to-time during the CLASS
5 PERIOD, DEFENDANTS required PLAINTIFF and CALIFORNIA CLASS members to work
6 without paying them for all the time they were under DEFENDANTS' control. Specifically, as
7 a result of, among other reasons, PLAINTIFF's demanding work requirements, and
8 DEFENDANTS' under staffing, from time-to-time, DEFENDANTS required PLAINTIFF to
9 work while clocked out during what was supposed to be PLAINTIFF's off-duty meal break.
10 Additionally, PLAINTIFF was from time-to-time interrupted by work assignments while clocked
11 out for what should have been PLAINTIFF's off-duty meal break. As a result, the PLAINTIFF
12 and other CALIFORNIA CLASS members forfeited minimum wage and overtime wages by
13 regularly working without their time being accurately recorded and without compensation at the
14 applicable minimum wage and overtime rates. DEFENDANTS' uniform policy and practice not
15 to pay PLAINTIFF and other CALIFORNIA CLASS members for all time worked is evidenced
16 by DEFENDANTS' business records.

17 17. From time-to-time during the CLASS PERIOD, as a result of their rigorous work
18 schedules, and DEFENDANTS' inadequate staffing practices, PLAINTIFF and other
19 CALIFORNIA CLASS members were from time-to-time unable to take thirty (30) minute off
20 duty meal breaks and were not fully relieved of duty for their meal periods. PLAINTIFF and
21 other members of the CALIFORNIA CLASS were required from time-to-time to perform work
22 as ordered by DEFENDANTS for more than five (5) hours during some shifts without receiving
23 a meal break. Further, DEFENDANTS from time-to-time failed to provide PLAINTIFF and
24 CALIFORNIA CLASS members with a second off-duty meal period for some workdays in which
25 these employees were required by DEFENDANTS to work ten (10) hours of work from time-to-
26 time. The nature of the work performed by the PLAINTIFF and the members of the
27 CALIFORNIA CLASS does not qualify for limited and narrowly construed "on-duty" meal
28 period exception. When they were provided with meal periods, PLAINTIFF and other

1 CALIFORNIA CLASS Members were, from time to time, required to remain on the premises,
2 on duty and/or on call. PLAINTIFF and other members of the CALIFORNIA CLASS therefore
3 forfeited meal breaks without additional compensation and in accordance with DEFENDANTS'
4 strict corporate policy and practice.

5 **B. Rest Period Violations**

6 18. From time-to-time during the CLASS PERIOD, PLAINTIFF and other
7 CALIFORNIA CLASS members were also required from time-to-time to work in excess of four
8 (4) hours without being provided ten (10) minute rest periods as a result of, among other reasons,
9 their rigorous work schedules, and DEFENDANTS' inadequate staffing. Further, for the same
10 reasons these employees were denied their first rest periods of at least ten (10) minutes for some
11 shifts worked of at least two (2) to four (4) hours from time-to-time, a first and second rest period
12 of at least ten (10) minutes for some shifts worked of between six (6) and eight (8) hours from
13 time-to-time, and a first, second, and third rest period of at least ten (10) minutes for some shifts
14 worked of ten (10) hours or more from time-to-time. PLAINTIFF and other CALIFORNIA
15 CLASS members were also not provided with one-hour wages in lieu thereof. When they were
16 provided with rest periods, PLAINTIFF and other CALIFORNIA CLASS Members were, from
17 time to time, required to remain on the premises, on duty and/or on call. As a result of their
18 rigorous work schedules and DEFENDANTS' inadequate staffing, PLAINTIFF and other
19 CALIFORNIA CLASS members were from time-to-time denied their proper rest periods by
20 DEFENDANTS and DEFENDANTS' managers.

21 **C. Unreimbursed Business Expenses**

22 19. DEFENDANTS as a matter of corporate policy, practice and procedure,
23 intentionally, knowingly and systematically failed to reimburse and indemnify PLAINTIFF and
24 the members of the CALIFORNIA CLASS for required business expenses they incurred in direct
25 consequence of discharging their duties on behalf of DEFENDANTS. Under California Labor
26 Code Section 2802, employers are required to indemnify employees for all expenses incurred in
27 the course and scope of their employment. Cal. Lab. Code § 2802 expressly states that "an
28 employer shall indemnify his or her employee for all necessary expenditures or losses incurred

1 by the employee in direct consequence of the discharge of his or her duties, or of his or her
2 obedience to the directions of the employer, even though unlawful, unless the employee, at the
3 time of obeying the directions, believed them to be unlawful."

4 20. From time-to-time during the CLASS PERIOD, PLAINTIFF and members of the
5 CALIFORNIA CLASS were required by DEFENDANTS to use their own personal cellular
6 phones, as a result of and in furtherance of their job duties as employees for DEFENDANTS.
7 Specifically, Plaintiff and members of the CALIFORNIA CLASS, used their personal cellular
8 phones to execute their job duties. But for the use of their personal cell phones, PLAINTIFF and
9 the members of the CALIFORNIA CLASS could not complete their essential job duties.
10 Notwithstanding, DEFENDANTS did not reimburse or indemnify PLAINTIFF or the members
11 of the CALIFORNIA CLASS for the cost associated with the use of their personal cellular phones
12 for DEFENDANTS' benefit. As a result, in the course of their employment with
13 DEFENDANTS, PLAINTIFF and the members of the CALIFORNIA CLASS incurred
14 unreimbursed business expenses which included, but were not limited to, costs related to the use
15 of their personal cellular, all on behalf of and for the benefit of DEFENDANTS.

16 **D. Off-the-Clock Work Resulting in Minimum Wage and Overtime Violations**

17 9. During the CLASS PERIOD, from time-to-time, DEFENDANTS failed and
18 continue to fail to accurately pay PLAINTIFF and the other members of the CALIFORNIA CLASS
19 for all hours worked. Specifically, DEFENDANT from time-to-time required PLAINTIFF and the
20 other members of the CALIFORNIA CLASS to perform off-the-clock work. Notwithstanding,
21 from time-to-time DEFENDANTS failed to pay PLAINTIFF and other members of the
22 CALIFORNIA CLASS necessary wages for performing work at DEFENDANTS' direction,
23 request and benefit, while off-the clock pre-shift, post-shift, and during meal periods. Further,
24 during the CALIFORNIA CLASS PERIOD, DEFENDANT required PLAINTIFF and other
25 CALIFORNIA CLASS Members to wait in line and submit to mandatory temperature checks for
26 COVID-19 screening and also complete a COVID -19 questionnaire regarding whether these
27 employees had any symptoms prior to clocking into DEFENDANT's timekeeping systems for the
28 workday.

1 10. During the CLASS PERIOD, from time-to-time DEFENDANTS required
2 PLAINTIFF and other members of the CALIFORNIA CLASS to perform pre-shift work, including
3 but not limited to, preparing for the shift and putting away supplies to start his shift. Further, as
4 discussed *supra*, PLAINTIFF and other members of the CALIFORNIA CLASS were from time to
5 time interrupted with work assignments during their off-duty meal periods without additional
6 compensation from DEFENDANTS.

7 11. DEFENDANTS directed and directly benefited from the uncompensated off-the-
8 clock work performed by PLAINTIFF and the other members of the CALIFORNIA CLASS.

9 12. DEFENDANTS controlled the work schedules, duties, protocols, applications,
10 assignments and employment conditions of PLAINTIFF and the other members of the
11 CALIFORNIA CLASS.

12 13. DEFENDANTS were able to track the amount of time PLAINTIFF and the other
13 members of the CALIFORNIA CLASS spent working; however, DEFENDANTS failed to
14 document, track, or pay PLAINTIFF and the other members of the CALIFORNIA CLASS all
15 wages earned and owed for all the work they performed, including off-the-clock work.

16 14. PLAINTIFF and the other members of the CALIFORNIA CLASS were non-exempt
17 employees, subject to the requirements of the California Labor Code.

18 15. DEFENDANTS' policies and practices deprived PLAINTIFF and the other members
19 of the CALIFORNIA CLASS of all minimum, regular and overtime wages owed for the off-the-
20 clock work activities and their required meal periods. Because PLAINTIFF and the other members
21 of the CALIFORNIA CLASS typically worked over 40 hours in a workweek, and more than eight
22 (8) hours per day, DEFENDANTS' policies and practices also deprived them of overtime pay.

23 16. DEFENDANTS knew or should have known that PLAINTIFF and the other
24 members of the CALIFORNIA CLASS off-the-clock work was compensable under the law.

25 17. As a result, PLAINTIFF and the other members of the CALIFORNIA CLASS
26 forfeited wages due them for all hours worked at DEFENDANTS' direction, control and benefit
27 for the time spent working off-the-clock pre-shift, and during meal periods. DEFENDANTS'
28 uniform policy and practice to not pay PLAINTIFF and the members of the CALIFORNIA CLASS

1 wages for all hours worked in accordance with applicable law is evidenced by DEFENDANTS'
2 business records.

3 **E. Wage Statement Violations**

4 18. California Labor Code Section 226 requires an employer to furnish its employees
5 an accurate itemized statement in writing showing (1) gross wages earned, (2) total hours worked,
6 (3) the number of piece-rate units earned and any applicable piece-rate, (4) all deductions, (5) net
7 wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name
8 of the employee and only the last four digits of the employee's social security number or an
9 employee identification number other than a social security number, (8) the name and address of
10 the legal entity that is the employer and, (9) all applicable hourly rates in effect during the pay
11 period and the corresponding number of hours worked at each hourly rate by the employee.

12 19. From time-to-time during the CLASS PERIOD, when PLAINTIFF and other
13 CALIFORNIA CLASS members missed meal and rest breaks, were paid inaccurate missed meal
14 and rest period premiums, or were not paid for all hours worked, DEFENDANTS also failed to
15 provide PLAINTIFF and the other members of the CALIFORNIA CLASS with complete and
16 accurate wage statements which failed to show, among other things, all applicable hourly rates in
17 effect during the pay period and the corresponding amount of time worked at each hourly rate,
18 correct rates of pay for penalty payments or missed meal and rest periods.

19 20. In addition to the violations described above, DEFENDANTS, from time-to-time,
20 failed to provide PLAINTIFF and the CALIFORNIA CLASS members with wage statements that
21 comply with Cal. Lab. Code § 226. As a result, DEFENDANTS issued PLAINTIFF and the other
22 members of the CALIFORNIA CLASS with wage statements that violate Cal. Lab. Code § 226.
23 Further, DEFENDANTS' violations are knowing and intentional, were not isolated or due to an
24 unintentional payroll error due to clerical or inadvertent mistake.

25 21. DEFENDANTS also failed to timely pay PLAINTIFF and the CALIFORNIA
26 CLASS members in compliance of Cal. Lab. Code §204. DEFENDANTS' violations are knowing
27 and intentional, were not isolated or due to an unintentional payroll error due to clerical or
28 inadvertent mistake.

1 **F. Unlawful Rounding Violations**

2 22. During the CALIFORNIA CLASS PERIOD, DEFENDANTS did not have in place
3 an immutable timekeeping system to accurately record and pay PLAINTIFF and other
4 CALIFORNIA CLASS Members for the actual time these employees worked each day,
5 including overtime hours. Specifically, DEFENDANTS had in place an unlawful rounding
6 policy and practice that resulted in PLAINTIFF and CALIFORNIA CLASS Members being
7 undercompensated for all of their time worked. As a result, DEFENDANTS was able to and did
8 in fact unlawfully, and unilaterally round the time recorded in DEFENDANTS' timekeeping
9 system for PLAINTIFF and the members of the CALIFORNIA CLASS in order to avoid paying
10 these employees for all their time worked, including the applicable overtime compensation for
11 overtime worked. As a result, PLAINTIFF, and other CALIFORNIA CLASS Members, from
12 time to time, forfeited compensation for their time worked by working without their time being
13 accurately recorded and without compensation at the applicable overtime rates.

14 23. Further, the mutability of DEFENDANT'S timekeeping system and unlawful
15 rounding policy and practice resulted in PLAINTIFF and CALIFORNIA CLASS Members' time
16 being inaccurately recorded. As a result, from time to time, DEFENDANT'S unlawful rounding
17 policy and practice caused PLAINTIFF and CALIFORNIA CLASS Members to perform work
18 as ordered by DEFENDANT for more than five (5) hours during a shift without receiving an off-
19 duty meal break. Additionally, DEFENDANT'S unlawful rounding policy and practice caused
20 PLAINTIFF and CALIFORNIA CLASS Members to perform work as ordered by
21 DEFENDANT for more than ten (10) hours during a shift without receiving a second off-duty
22 meal break.

23 **CLASS ACTION ALLEGATIONS**

24 24. PLAINTIFF brings the First through Nine Causes of Action as a class action
25 pursuant to California Code of Civil Procedure § 382 on behalf the CALIFORNIA CLASS,
26 defined *supra*, that worked for DEFENDANT in California at any time beginning four (4) years
27 prior to the filing of this Complaint and ending on the date as determined by the Court ("CLASS
28 PERIOD").

1 25. PLAINTIFF and the other CALIFORNIA CLASS members have uniformly been
2 deprived of wages and penalties from unpaid wages earned and due, including but not limited to
3 unpaid minimum wages, unpaid overtime compensation, unpaid meal and rest period premiums,
4 illegal meal and rest period policies, failure to separately compensate rest periods, failure to
5 separately compensate, failure to provide accurate itemized wage statements, failure to maintain
6 required records, and interest, statutory and civil penalties, attorney's fees, costs, and expenses.

7 26. The members of the class are so numerous that joinder of all class members is
8 impractical.

9 27. Common questions of law and fact regarding DEFENDANT'S conduct, including
10 but not limited to, the off-the-clock work, unpaid meal and rest period premiums, failing to provide
11 legally compliant meal and rest periods, failing to reimburse business expenses, failure to provide
12 accurate itemized wage statements accurate, and failure ensure they are paid at least minimum
13 wage and split shift premiums and overtime, exist as to all members of the class and predominate
14 over any questions affecting solely any individual members of the class. Among the questions of
15 law and fact common to the class are:

16 a. Whether DEFENDANTS maintained legally compliant meal
17 period policies and practices;

18 b. Whether DEFENDANTS maintained legally compliant rest
19 period policies and practices;

20 c. Whether DEFENDANTS failed to pay PLAINTIFF and the
21 CALIFORNIA CLASS members accurate premium payments for
22 missed meal and rest periods;

23 d. Whether DEFENDANTS failed to pay PLAINTIFF and the
24 CALIFORNIA CLASS members accurate overtime wages and sick
25 pay;

26 e. Whether DEFENDANTS failed to pay PLAINTIFF and the
27 CALIFORNIA CLASS members at least minimum wage for all hours
28 worked;

1 f. Whether DEFENDANTS reimbursed PLAINTIFF and the
2 CALIFORNIA CLASS members for required business expenses;

3 g. Whether DEFENDANTS issued legally compliant wage
4 statements;

5 h. Whether DEFENDANTS committed an act of unfair
6 competition by systematically failing to record and pay PLAINTIFF
7 and the other members of the CALIFORNIA CLASS for all time
8 worked;

9 i. Whether DEFENDANTS committed an act of unfair
10 competition by systematically failing to record all meal and rest
11 breaks missed by PLAINTIFF and other CALIFORNIA CLASS
12 members, even though DEFENDANTS enjoyed the benefit of this
13 work, required employees to perform this work and permits or suffers
14 to permit this work;

15 j. Whether DEFENDANTS committed an act of unfair
16 competition in violation of the UCL, by failing to provide the
17 PLAINTIFF and the other members of the CALIFORNIA CLASS
18 with the legally required meal and rest periods.

19 k. Whether DEFENDANTS failed to pay PLAINTIFF and other
20 CALIFORNIA CLASS members their gratuities.

21 28. PLAINTIFF is a member of the CALIFORNIA CLASS and suffered damages as a
22 result of DEFENDANTS' conduct and actions alleged herein.

23 29. PLAINTIFF's claims are typical of the claims of the class, and PLAINTIFF has the
24 same interests as the other members of the class.

25 30. PLAINTIFF will fairly and adequately represent and protect the interests of the
26 CALIFORNIA CLASS members.

27 31. PLAINTIFF retained able class counsel with extensive experience in class action
28 litigation.

1 32. Further, PLAINTIFF's interests are coincident with, and not antagonistic to, the
2 interests of the other CALIFORNIA CLASS members.

3 33. There is a strong community of interest among PLAINTIFF and the members of the
4 CALIFORNIA CLASS to, *inter alia*, ensure that the combined assets of DEFENDANTS are
5 sufficient to adequately compensate the members of the CALIFORNIA CLASS for the injuries
6 sustained;

7 34. The questions of law and fact common to the CALIFORNIA CLASS members
8 predominate over any questions affecting only individual members, including legal and factual
9 issues relating to liability and damages.

10 35. A class action is superior to other available methods for the fair and efficient
11 adjudication of this controversy because joinder of all class members is impractical. Moreover,
12 since the damages suffered by individual members of the class may be relatively small, the
13 expense and burden of individual litigation makes it practically impossible for the members of the
14 class individually to redress the wrongs done to them. Without class certification and
15 determination of declaratory, injunctive, statutory and other legal questions within the class
16 format, prosecution of separate actions by individual members of the CALIFORNIA CLASS will
17 create the risk of:

18 a. Inconsistent or varying adjudications with respect to individual members of
19 the CALIFORNIA CLASS which would establish incompatible standards of
20 conduct for the parties opposing the CALIFORNIA CLASS; and/or,

21 b. Adjudication with respect to individual members of the CALIFORNIA
22 CLASS which would as a practical matter be dispositive of the interests of the other
23 members not party to the adjudication or substantially impair or impeded their
24 ability to protect their interests.

25 36. Class treatment provides manageable judicial treatment calculated to bring an
26 efficient and rapid conclusion to all litigation of all wage and hour related claims arising out of
27 the conduct of DEFENDANTS.

1 **FIRST CAUSE OF ACTION**

2 **For Unlawful Business Practices**

3 **[Cal. Bus. And Prof. Code §§ 17200, *et seq.*]**

4 **(By PLAINTIFF and the CALIFORNIA CLASS and Against All DEFENDANTS)**

5 37. PLAINTIFF, and the other members of the CALIFORNIA CLASS, reallege and
6 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this
7 Complaint.

8 38. DEFENDANTS are “person[s]” as that term is defined under Cal. Bus. and Prof.
9 Code § 17021.

10 39. California Business & Professions Code §§ 17200, *et seq.* (the “UCL”) defines
11 unfair competition as any unlawful, unfair, or fraudulent business act or practice. Section 17203
12 authorizes injunctive, declaratory, and/or other equitable relief with respect to unfair competition
13 as follows:

14 Any person who engages, has engaged, or proposes to engage in
15 unfair competition may be enjoined in any court of competent
16 jurisdiction. The court may make such orders or judgments,
17 including the appointment of a receiver, as may be necessary to
18 prevent the use or employment by any person of any practice which
19 constitutes unfair competition, as defined in this chapter, or as may
20 be necessary to restore to any person in interest any money or
21 property, real or personal, which may have been acquired by means
22 of such unfair competition.

23 Cal. Bus. & Prof. Code § 17203.

24 40. By reason of this uniform conduct applicable to PLAINTIFF and all CALIFORNIA
25 CLASS members, during the CLASS PERIOD, DEFENDANTS commit acts of unfair
26 competition in violation of the California Unfair Competition Law, Cal. Bus. & Prof. Code §§
27 17200, *et seq.* (the “UCL”), by engaging and continuing to engage in business practices which
28 violates California law, including but not limited to, the applicable Industrial Wage Order(s), the

1 California Code of Regulations and the California Labor Code including Sections 201, 202, 203,
2 204 *et seq.* 210, 226(a), 226(a)(8), 226.3, 226.7, 227.3, 246 *et seq.*, 510, 512, 558, 1174, 1174.5,
3 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, 2800, 2802 for which this Court should issue
4 declaratory and other equitable relief pursuant to Cal. Bus. & Prof. Code § 17203 as may be
5 necessary to prevent and remedy the conduct held to constitute unfair competition, including
6 restitution of wages wrongfully withheld.

7 41. By the conduct alleged herein, DEFENDANTS' practices were unlawful and unfair
8 in that these practices violated public policy, were immoral, unethical, oppressive, unscrupulous
9 or substantially injurious to employees, and were without valid justification or utility for which
10 this Court should issue equitable and injunctive relief pursuant to Section 17203 of the California
11 Business & Professions Code, including restitution of wages wrongfully withheld.

12 42. By the conduct alleged herein, DEFENDANTS' practices were deceptive and
13 fraudulent in that DEFENDANTS' uniform policy and practice failed to, *inter alia*, provide the
14 legally mandated meal and rest periods, the required accurate amount of compensation for missed
15 meal and rest periods, split shift premiums, overtime and minimum wages owed, provide accurate
16 itemized wage statements, due to a systematic business practice that cannot be justified, pursuant
17 to the applicable Cal. Lab. Code, and Industrial Welfare Commission requirements in violation of
18 Cal. Bus. Code §§ 17200, *et seq.*, and for which this Court should issue injunctive and equitable
19 relief, pursuant to Cal. Bus. & Prof. Code § 17203, including restitution of wages wrongfully
20 withheld.

21 43. By the conduct alleged herein, DEFENDANTS' practices were also unlawful,
22 unfair and deceptive in that DEFENDANTS' employment practices caused PLAINTIFF and the
23 other members of the CALIFORNIA CLASS to be underpaid during their employment with
24 DEFENDANTS.

25 44. By the conduct alleged herein, DEFENDANTS' practices were also unlawful,
26 unfair and deceptive in that DEFENDANTS' uniform policies, practices and procedures failed to,
27 *inter alia*, provide the legally mandated meal and rest periods, the required accurate amount of
28 compensation for missed meal and rest periods, overtime and minimum wages owed, provide

1 accurate itemized wage statements, to PLAINTIFF and the other members of the CALIFORNIA
2 CLASS as required by Cal. Labor Code.

3 45. Therefore, PLAINTIFF demands on behalf of himself and on behalf of each
4 CALIFORNIA CLASS member, one (1) hour of pay for each workday in which an off-duty meal
5 period was not timely provided for each five (5) hours of work, and/or one (1) hour of pay for
6 each workday in which a second off-duty meal period was not timely provided for each ten (10)
7 hours of work.

8 46. PLAINTIFF further demands on behalf of himself and on behalf of each
9 CALIFORNIA CLASS member, one (1) hour of pay for each workday in which an off duty paid
10 rest period was not timely provided as required by law.

11 47. PLAINTIFF further demands on all wages due to PLAINTIFF and the members of
12 the CALIFORNIA CLASS as a result of working while off the clock on meal periods, inaccurately
13 calculated overtime and missed meal and rest periods premiums.

14 48. By and through the unlawful and unfair business practices described herein,
15 DEFENDANTS has obtained valuable property, money and services from PLAINTIFF and the
16 other members of the CALIFORNIA CLASS, including earned wages for all overtime worked,
17 and has deprived them of valuable rights and benefits guaranteed by law and contract, all to the
18 detriment of these employees and to the benefit of DEFENDANTS so as to allow DEFENDANTS
19 to unfairly compete against competitors who comply with the law.

20 49. All the acts described herein as violations of, among other things, the Industrial
21 Welfare Commission Wage Orders, the California Code of Regulations, and the California Labor
22 Code, were unlawful and in violation of public policy, were immoral, unethical, oppressive and
23 unscrupulous, were deceptive, and thereby constitute unlawful, unfair and deceptive business
24 practices in violation of Cal. Bus. & Prof. Code §§ 17200, *et seq.*

25 50. PLAINTIFF and the other members of the CALIFORNIA CLASS are entitled to,
26 and do, seek such relief as may be necessary to restore to them the money and property which
27 DEFENDANTS has acquired, or of which PLAINTIFF and the other members of the
28 CALIFORNIA CLASS have been deprived, by means of the above described unlawful and unfair

1 business practices, including earned but unpaid wages for all overtime worked.

2 51. PLAINTIFF and the other members of the CALIFORNIA CLASS are further
3 entitled to, and do, seek a declaration that the described business practices are unlawful, unfair
4 and deceptive, and that injunctive relief should be issued restraining DEFENDANTS from
5 engaging in any unlawful and unfair business practices in the future.

6 52. PLAINTIFF and the other members of the CALIFORNIA CLASS have no plain,
7 speedy and/or adequate remedy at law that will end the unlawful and unfair business practices of
8 DEFENDANTS. Further, the practices herein alleged presently continue to occur unabated. As
9 a result of the unlawful and unfair business practices described herein, PLAINTIFF and the other
10 members of the CALIFORNIA CLASS have suffered and will continue to suffer irreparable legal
11 and economic harm unless DEFENDANTS is restrained from continuing to engage in these
12 unlawful and unfair business practices.

13 **SECOND CAUSE OF ACTION**

14 **For Failure to Pay Overtime Compensation**

15 **[Cal. Lab. Code §§ 510, *et seq.*]**

16 **(By PLAINTIFF and the CALIFORNIA CLASS and Against All DEFENDANTS)**

17 53. PLAINTIFF, and the other members of the CALIFORNIA CLASS, reallege and
18 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this
19 Complaint.

20 54. PLAINTIFF and the other members of the CALIFORNIA CLASS for the period
21 beginning four years prior to the filing of the Complaint and the present (“CLASS PERIOD”)
22 bring a claim for DEFENDANTS’ willful and intentional violations of the California Labor Code
23 and the Industrial Welfare Commission requirements for DEFENDANTS’ failure to pay these
24 employees for all overtime worked, including, work performed in excess of eight (8) hours in a
25 workday, and/or twelve (12) hours in a workday, and/or forty (40) hours in any workweek.

26 55. Pursuant to Cal. Lab. Code § 204, other applicable laws and regulations, and public
27 policy, an employer must timely pay its employees for all hours worked.

28 56. Cal. Lab. Code § 510 further provides that employees in California shall not be

1 employed more than eight (8) hours per workday and/or more than forty (40) hours per workweek
2 unless they receive additional compensation beyond their regular wages in amounts specified by
3 law.

4 57. Cal. Lab. Code § 1194 establishes an employee's right to recover unpaid wages,
5 including overtime compensation and interest thereon, together with the costs of suit. Cal. Lab.
6 Code § 1198 further states that the employment of an employee for longer hours than those fixed
7 by the Industrial Welfare Commission is unlawful.

8 58. During the CLASS PERIOD, PLAINTIFF and CALIFORNIA CLASS members
9 were required by DEFENDANTS to work for DEFENDANTS and were not paid for all the time
10 they worked or were not accurately compensated for all overtime hours worked.

11 59. DEFENDANTS' uniform pattern of unlawful wage and hour practices manifested,
12 without limitation, applicable to the CALIFORNIA CLASS as a whole, as a result of
13 implementing a uniform policy and practice that failed to accurately record overtime worked by
14 PLAINTIFF and other CALIFORNIA CLASS members and denied accurate compensation to
15 PLAINTIFF and the other members of the CALIFORNIA CLASS for overtime worked,
16 including, the overtime work performed in excess of eight (8) hours in a workday, and/or twelve
17 (12) hours in a workday, and/or forty (40) hours in any workweek.

18 60. In committing these violations of the California Labor Code, DEFENDANTS
19 inaccurately calculated the amount of overtime worked and the applicable overtime rates and
20 consequently underpaid the actual time worked by PLAINTIFF and other members of the
21 CALIFORNIA CLASS. DEFENDANTS acted in an illegal attempt to avoid the payment of all
22 earned wages, and other benefits in violation of the California Labor Code, the Industrial Welfare
23 Commission requirements and other applicable laws and regulations.

24 61. As a direct result of DEFENDANTS' unlawful wage practices as alleged herein,
25 PLAINTIFF and the other members of the CALIFORNIA CLASS did not receive full
26 compensation for all overtime worked.

27 62. Cal. Lab. Code § 515 sets out various categories of employees who are exempt from
28 the overtime requirements of the law. None of these exemptions are applicable to PLAINTIFF

1 and the other members of the CALIFORNIA CLASS. Further, PLAINTIFF and the other
2 members of the CALIFORNIA CLASS are not subject to a valid collective bargaining agreement
3 that would preclude the causes of action contained herein this Complaint. Rather, the PLAINTIFF
4 brings this Action on behalf of himself and the CALIFORNIA CLASS based on DEFENDANTS'
5 violations of non-negotiable, non-waivable rights provided by the State of California.

6 63. During the CLASS PERIOD, PLAINTIFF and the other members of the
7 CALIFORNIA CLASS were paid less for time worked that they were entitled to, constituting a
8 failure to pay all earned wages.

9 64. DEFENDANTS failed to accurately pay PLAINTIFF and the other members of the
10 CALIFORNIA CLASS overtime wages for the time they worked which was in excess of the
11 maximum hours permissible by law as required by Cal. Lab. Code §§ 510, 1194 & 1198, even
12 though PLAINTIFF and the other members of the CALIFORNIA CLASS were required to work,
13 and did in fact work, overtime as to which DEFENDANTS failed to accurately record and pay
14 using the applicable overtime rate as evidenced by DEFENDANTS' business records and
15 witnessed by employees.

16 65. By virtue of DEFENDANTS' unlawful failure to accurately pay all earned
17 compensation to PLAINTIFF and the other members of the CALIFORNIA CLASS for the true
18 time they worked, PLAINTIFF and the other members of the CALIFORNIA CLASS have
19 suffered and will continue to suffer an economic injury in amounts which are presently unknown
20 to them and which will be ascertained according to proof at trial.

21 66. DEFENDANTS knew or should have known that PLAINTIFF and the other
22 members of the CALIFORNIA CLASS were under compensated for all overtime worked.
23 DEFENDANTS systematically elected, either through intentional malfeasance or gross
24 nonfeasance, to not pay employees for their labor as a matter of uniform company policy, practice
25 and procedure, and DEFENDANTS perpetrated this systematic scheme by refusing to pay
26 PLAINTIFF and the other members of the CALIFORNIA CLASS for overtime worked.

27 67. In performing the acts and practices herein alleged in violation of California labor
28 laws, and refusing to compensate the members of the CALIFORNIA CLASS for all time worked

1 and provide them with the requisite overtime compensation, DEFENDANTS acted and continues
2 to act intentionally, oppressively, and maliciously toward PLAINTIFF and the other members of
3 the CALIFORNIA CLASS with a conscious of and utter disregard for their legal rights, or the
4 consequences to them, and with the despicable intent of depriving them of their property and legal
5 rights, and otherwise causing them injury in order to increase company profits at the expense of
6 these employees.

7 68. PLAINTIFF and the other members of the CALIFORNIA CLASS therefore request
8 recovery of all unpaid wages, including overtime wages, according to proof, interest, statutory
9 costs, as well as the assessment of any statutory penalties against DEFENDANTS, in a sum as
10 provided by the California Labor Code and/or other applicable statutes. To the extent overtime
11 compensation is determined to be owed to the CALIFORNIA CLASS Members who have
12 terminated their employment, DEFENDANTS' conduct also violates Labor Code §§ 201 and/or
13 202, and therefore these individuals are also be entitled to waiting time penalties under Cal. Lab.
14 Code § 203, which penalties are sought herein on behalf of these CALIFORNIA CLASS members.
15 DEFENDANTS' conduct as alleged herein was willful, intentional and not in good faith. Further,
16 PLAINTIFF and other CALIFORNIA CLASS Members are entitled to seek and recover statutory
17 costs.

18 **THIRD CAUSE OF ACTION**

19 **For Failure to Pay Minimum Wages**

20 **[Cal. Lab. Code §§ 1194, 1194.2, 1197 and 1197.1]**

21 **(By PLAINTIFF and the CALIFORNIA CLASS and Against All DEFENDANTS)**

22 69. PLAINTIFF, and the other members of the CALIFORNIA CLASS, reallege and
23 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this
24 Complaint.

25 70. PLAINTIFF and the other members of the CALIFORNIA CLASS bring a claim for
26 DEFENDANTS' willful and intentional violations of the California Labor Code and the Industrial
27 Welfare Commission requirements for DEFENDANTS' failure to accurately record, calculate and
28 pay minimum and reporting time wages to PLAINTIFF and CALIFORNIA CLASS members

1 during the CLASS PERIOD.

2 71. Pursuant to Cal. Lab. Code § 204, other applicable laws and regulations, and public
3 policy, an employer must timely pay its employees for all hours worked.

4 72. Cal. Lab. Code § 1197 provides the minimum wage for employees fixed by the
5 commission is the minimum wage to be paid to employees, and the payment of a less wage than
6 the minimum so fixed is unlawful.

7 73. Cal. Lab. Code § 1194 establishes an employee's right to recover unpaid wages,
8 including minimum wage compensation and interest thereon, together with the costs of suit.

9 74. DEFENDANTS maintain a uniform wage practice of paying PLAINTIFF and the
10 other members of the CALIFORNIA CLASS without regard to the correct amount of time they
11 work. For instance, as set forth herein, DEFENDANTS maintained a uniform policy that required
12 PLAINTIFF to work while clocked out during what was supposed to be PLAINTIFF's off-duty
13 meal break without compensation. Further, as set forth herein, DEFENDANTS' uniform policy
14 and practice was to unlawfully and intentionally deny timely payment of wages due to
15 PLAINTIFF and the other members of the CALIFORNIA CLASS.

16 75. DEFENDANTS' uniform pattern of unlawful wage and hour practices manifested,
17 without limitation, applicable to the CALIFORNIA CLASS as a whole, as a result of
18 implementing a uniform policy and practice that denies accurate compensation to PLAINTIFF
19 and the other members of the CALIFORNIA CLASS in regard to minimum wage pay.

20 76. In committing these violations of the California Labor Code, DEFENDANTS
21 inaccurately calculated the correct time worked and consequently underpaid the actual time
22 worked by PLAINTIFF and other members of the CALIFORNIA CLASS. DEFENDANTS acted
23 in an illegal attempt to avoid the payment of all earned wages, and other benefits in violation of
24 the California Labor Code, the Industrial Welfare Commission requirements and other applicable
25 laws and regulations.

26 77. As a direct result of DEFENDANTS' unlawful wage practices as alleged herein,
27 PLAINTIFF and the other members of the CALIFORNIA CLASS did not receive the correct
28 minimum wage compensation for their time worked for DEFENDANTS.

1 78. During the CLASS PERIOD, PLAINTIFF and the other members of the
2 CALIFORNIA CLASS were paid less for time worked that they were entitled to, constituting a
3 failure to pay all earned wages.

4 79. By virtue of DEFENDANTS' unlawful failure to accurately pay all earned
5 compensation to PLAINTIFF and the other members of the CALIFORNIA CLASS for the true
6 time they worked, PLAINTIFF and the other members of the CALIFORNIA CLASS have
7 suffered and will continue to suffer an economic injury in amounts which are presently unknown
8 to them and which will be ascertained according to proof at trial.

9 80. DEFENDANTS knew or should have known that PLAINTIFF and the other
10 members of the CALIFORNIA CLASS were under compensated for their time worked.
11 DEFENDANTS systematically elected, either through intentional malfeasance or gross
12 nonfeasance, to not pay employees for their labor as a matter of uniform company policy, practice
13 and procedure, and DEFENDANTS perpetrated this systematic scheme by refusing to pay
14 PLAINTIFF and the other members of the CALIFORNIA CLASS the correct minimum wages
15 for their time worked.

16 81. In performing the acts and practices herein alleged in violation of California labor
17 laws, and refusing to compensate the members of the CALIFORNIA CLASS for all time worked
18 and provide them with the requisite compensation, DEFENDANTS acted and continues to act
19 intentionally, oppressively, and maliciously toward PLAINTIFF and the other members of the
20 CALIFORNIA CLASS with a conscious and utter disregard for their legal rights, or the
21 consequences to them, and with the despicable intent of depriving them of their property and legal
22 rights, and otherwise causing them injury in order to increase company profits at the expense of
23 these employees.

24 82. PLAINTIFF and the other members of the CALIFORNIA CLASS therefore request
25 recovery of all unpaid wages, according to proof, interest, statutory costs, as well as the assessment
26 of any statutory penalties against DEFENDANTS, in a sum as provided by the California Labor
27 Code and/or other applicable statutes. To the extent minimum wage compensation is determined
28 to be owed to the CALIFORNIA CLASS members who have terminated their employment,

1 DEFENDANTS' conduct also violates Labor Code §§ 201 and/or 202, and therefore these
2 individuals are also be entitled to waiting time penalties under Cal. Lab. Code § 203, which
3 penalties are sought herein on behalf of these CALIFORNIA CLASS members. DEFENDANTS'
4 conduct as alleged herein was willful, intentional and not in good faith. Further, PLAINTIFF and
5 other CALIFORNIA CLASS members are entitled to seek and recover statutory costs.

6 83. Pursuant to Labor Code § 1194.2, Plaintiff and CALIFORNIA CLASS are entitled
7 to recover liquidated damages in an amount equal to the wages unlawfully unpaid and interest
8 thereon.

9 **FOURTH CAUSE OF ACTION**

10 **For Failure to Provide Required Meal Periods**

11 **[Cal. Lab. Code §§ 226.7 & 512]**

12 **(By PLAINTIFF and the CALIFORNIA CLASS and Against All DEFENDANTS)**

13 84. PLAINTIFF, and the other members of the CALIFORNIA CLASS, reallege and
14 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this
15 Complaint.

16 85. During the CLASS PERIOD, from time-to-time, DEFENDANTS failed to provide
17 all the legally required off-duty meal breaks to PLAINTIFF and the other CALIFORNIA CLASS
18 members as required by the applicable Wage Order and Labor Code. The nature of the work
19 performed by PLAINTIFF and CALIFORNIA CLASS members did not prevent these employees
20 from being relieved of all of their duties for the legally required off-duty meal periods. As a result
21 of their rigorous work schedules, PLAINTIFF and other CALIFORNIA CLASS members were
22 from time-to-time not fully relieved of duty by DEFENDANTS for their meal periods.
23 Additionally, DEFENDANTS' failure to provide PLAINTIFF and the CALIFORNIA CLASS
24 members with legally required meal breaks prior to their fifth (5th) hour of work is evidenced by
25 DEFENDANTS' business records from time-to-time. Further, DEFENDANTS failed to provide
26 PLAINTIFF and CALIFORNIA CLASS members with a second off-duty meal period in some
27 workdays in which these employees were required by DEFENDANTS to work ten (10) hours of
28 work. As a result, PLAINTIFF and other members of the CALIFORNIA CLASS therefore

1 forfeited meal breaks without additional compensation and in accordance with DEFENDANTS'
2 strict corporate policy and practice.

3 86. DEFENDANTS further violates California Labor Code §§ 226.7 and the applicable
4 IWC Wage Order by failing to compensate PLAINTIFF and CALIFORNIA CLASS members
5 who were not provided a meal period, in accordance with the applicable Wage Order, one
6 additional hour of compensation at each employee's regular rate of compensation for each
7 workday that a meal period was not provided.

8 87. As a proximate result of the aforementioned violations, PLAINTIFF and
9 CALIFORNIA CLASS members have been damaged in an amount according to proof at trial, and
10 seek all wages earned and due, interest, penalties, expenses and costs of suit.

11 **FIFTH CAUSE OF ACTION**

12 **For Failure to Provide Required Rest Periods**

13 **[Cal. Lab. Code §§ 226.7 & 512]**

14 **(By PLAINTIFF and the CALIFORNIA CLASS and Against All DEFENDANTS)**

15 88. PLAINTIFF, and other members of the CALIFORNIA CLASS, reallege and
16 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this
17 Complaint.

18 89. During the CLASS PERIOD, PLAINTIFF and other members of the CALIFORNIA
19 CLASS were from time-to-time required to work in excess of four (4) hours without being
20 provided ten (10) minute rest periods. Further, these employees were denied their first rest periods
21 of at least ten (10) minutes for some shifts worked of at least two (2) to four (4) hours, a first and
22 second rest period of at least ten (10) minutes for some shifts worked of between six (6) and eight
23 (8) hours, and a first, second and third rest period of at least ten (10) minutes for some shifts
24 worked of ten (10) hours or more from time-to-time. PLAINTIFF and other members of the
25 CALIFORNIA CLASS were also not provided with one-hour wages in lieu thereof. As a result
26 of their rigorous work schedules, PLAINTIFF and other members of the CALIFORNIA CLASS
27 were periodically denied their proper rest periods by DEFENDANTS and DEFENDANTS'
28 managers.

1 90. DEFENDANTS further violated California Labor Code §§ 226.7 and the applicable
2 IWC Wage Order by failing to compensate PLAINTIFF and other members of the CALIFORNIA
3 CLASS who were not provided a rest period, in accordance with the applicable Wage Order, one
4 additional hour of compensation at each employee's regular rate of compensation for each
5 workday that rest period was not provided.

6 91. As a proximate result of the aforementioned violations, PLAINTIFF and other
7 members of the CALIFORNIA CLASS have been damaged in an amount according to proof at
8 trial, and seek all wages earned and due, interest, penalties, expenses and costs of suit.

9 **SIXTH CAUSE OF ACTION**

10 **For Failure to Reimburse Employees for Required Expenses**

11 **[Cal. Lab. Code §§ 2800 and 2802, and the Applicable IWC Wage Order § 9]**

12 **(By PLAINTIFF and the CALIFORNIA CLASS and Against All Defendants)**

13 92. PLAINTIFF, and the other members of the CALIFORNIA CLASS, reallege and
14 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this
15 Complaint.

16 93. Cal. Labor Code §2800 provides, in pertinent part, "[a]n employer shall in all cases
17 indemnify his employee for losses caused by the employer's want of ordinary care."

18 94. Cal. Lab. Code § 2802 provides, in relevant part, that:

19 An employer shall indemnify his or her employee for all necessary expenditures or losses
20 incurred by the employee in direct consequence of the discharge of his or her duties, or of his or
21 her obedience to the directions of the employer, even though unlawful, unless the employee, at the
22 time of obeying the directions, believed them to be unlawful.

23 95. Further, Cal. Labor Code §2902 additionally provides, in pertinent part: "(c) ... the
24 term 'necessary expenditures or losses' shall include all reasonable costs, including but not limited
25 to, attorney's fees incurred by the employee enforcing the rights granted by this section."

26 96. California Labor Code section 2804 mandates that this statutory right cannot be
27 waived.

28 97. From time-to-time during the CLASS PERIOD, DEFENDANTS violated Cal. Lab.

1 Code § 2802, by failing to indemnify and reimburse PLAINTIFF and the members of the
2 CALIFORNIA CLASS for required expenses incurred in the discharge of their job duties for
3 DEFENDANTS' benefit. DEFENDANTS failed to reimburse PLAINTIFF and the members of
4 the CALIFORNIA CLASS for expenses which included, but were not limited to, costs related to
5 using their personal cellular phone all on behalf of and for the benefit of DEFENDANTS.
6 Specifically, PLAINTIFF and the members of the CALIFORNIA CLASS were required by
7 DEFENDANTS to use their personal cell phones to execute their essential job duties on behalf of
8 DEFENDANTS. DEFENDANTS' uniform policy, practice and procedure was to not reimburse
9 PLAINTIFF and the members of the CALIFORNIA CLASS for expenses resulting from using
10 their personal cellular phones for DEFENDANTS within the course and scope of their employment
11 for DEFENDANTS. These expenses were necessary to complete their principal job duties,
12 including clock in and clock out. DEFENDANTS are estopped by DEFENDANTS' conduct to
13 assert any waiver of their expectation. Although these expenses were necessary expenses incurred
14 by PLAINTIFF and the members of the CALIFORNIA CLASS, DEFENDANTS failed to
15 indemnify and reimburse PLAINTIFF and the members of the CALIFORNIA CLASS for these
16 expenses as an employer is required to do under the laws and regulations of California.

17 98. PLAINTIFF therefore demands reimbursement on behalf of the members of the
18 CALIFORNIA CLASS for expenditures or losses incurred in the discharge their job duties and on
19 behalf of DEFENDANTS, or his/her obedience to the directions of DEFENDANT, with interest at
20 the statutory rate and costs under Cal. Lab. Code § 2802.

21 SEVENTH CAUSE OF ACTION

22 **For Failure to Provide Accurate Itemized Statements**

23 **[Cal. Lab. Code §§ 226 and 226.2]**

24 **(By PLAINTIFF and the CALIFORNIA CLASS and Against All DEFENDANTS)**

25 99. PLAINTIFF, and the other members of the CALIFORNIA CLASS, reallege and
26 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this
27 Complaint.

28 100. Cal. Labor Code § 226 provides that an employer must furnish employees with an

1 “accurate itemized” statement in writing showing:

- 2 1. Gross wages earned;
- 3 2. Total hours worked by the employee, except for any employee
4 whose compensation is solely based on a salary and who is exempt
5 from payment of overtime under subdivision (a) of Section 515 or any
6 applicable order of the Industrial Welfare Commission;
- 7 3. The number of piece-rate units earned and any applicable
8 piece rate if the employee is paid on a piece-rate basis;
- 9 4. All deductions, provided that all deductions made on written
10 orders of the employee may be aggregated and shown as one item;
- 11 5. Net wages earned;
- 12 6. The inclusive dates of the period for which the employee is
13 paid;
- 14 7. The name of the employee and his or her social security
15 number, except that by January 1, 2008, only the last four digits of his
16 or her social security number or an employee identification number
17 other than a social security number may be shown on the itemized
18 statement;
- 19 8. The name and address of the legal entity that is the employer;
20 and
- 21 9. All applicable hourly rates in effect during the pay period and
22 the corresponding number of hours worked at each hourly rate by the
23 employee.

24 101. During the CLASS PERIOD, DEFENDANTS also failed to provide PLAINTIFF
25 and the other members of the CALIFORNIA CLASS with complete and accurate wage
26 statements which failed to accurately show, among other things, (1) total number of hours
27 worked, (2) net wages earned, (3) gross wages earned and (4) all applicable hourly rates in effect
28

1 during the pay period and the corresponding number of hours worked at each hourly rate by the
2 employee in violation of California Labor Code Section 226.

3 102. DEFENDANTS knowingly and intentionally failed to comply with Cal. Labor Code
4 § 226, causing injury and damages to the PLAINTIFF and the other members of the
5 CALIFORNIA CLASS. PLAINTIFF and the other members of the CALIFORNIA CLASS may
6 elect to recover liquidated damages of fifty dollars (\$50.00) for the initial pay period in which the
7 violation occurred, and one hundred dollars (\$100.00) for each violation in a subsequent pay
8 period pursuant to Cal. Lab. Code § 226, and all other damages and penalties available pursuant
9 to Labor Code § 226.2(a)(6), all in an amount according to proof at the time of trial (but in no
10 event more than four thousand dollars (\$4,000.00) for PLAINTIFF and each respective member
11 of the CALIFORNIA CLASS herein.

12 **EIGHTH CAUSE OF ACTION**

13 **FAILURE TO PAY WAGES WHEN DUE**

14 **(Cal Lab. Code §§ 201, 202, 203, and 204)**

15 **(By PLAINTIFF and the CALIFORNIA CLASS and Against All DEFENDANTS)**

16 103. PLAINTIFF, and the other members of the CALIFORNIA CLASS, reallege and
17 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this
18 Complaint.

19 104. Cal. Lab. Code § 200 provides that:

20 As used in this article: (a) "Wages" includes all amounts for
21 labor performed by employees of every description, whether
22 the amount is fixed or ascertained by the standard of time,
23 task, piece, Commission basis, or other method of calculation.

24 (b) "Labor" includes labor, work, or service whether rendered
25 or performed under contract, subcontract, partnership, station
26 plan, or other agreement if the labor to be paid for is
27 performed personally by the person demanding payment.
28

1 105. Cal. Lab. Code § 201 provides, in relevant part, that “If an employer discharges an
2 employee, the wages earned and unpaid at the time of discharge are due and payable
3 immediately.”

4 106. Cal. Lab. Code § 202 provides, in relevant part, that:

5 If an employee not having a written contract for a definite
6 period quits his or her employment, his or her wages shall
7 become due and payable not later than 72 hours thereafter,
8 unless the employee has given 72 hours previous notice of his
9 or her intention to quit, in which case the employee is entitled
10 to his or her wages at the time of quitting. Notwithstanding
11 any other provision of law, an employee who quits without
12 providing a 72-hour notice shall be entitled to receive payment
13 by mail if he or she so requests and designates a mailing
14 address. The date of the mailing shall constitute the date of
15 payment for purposes of the requirement to provide payment
16 within 72 hours of the notice of quitting.

17 107. There was no definite term in PLAINTIFF’s or any CALIFORNIA CLASS
18 Members’ employment contract.

19 108. Cal. Lab. Code § 203 provides:

20 If an employer willfully fails to pay, without abatement or
21 reduction, in accordance with Sections 201, 201.5, 202, and
22 205.5, any wages of an employee who is discharged or who
23 quits, the wages of the employee shall continue as a penalty
24 from the due date thereof at the same rate until paid or until an
25 action therefor is commenced; but the wages shall not
26 continue for more than 30 days.

1 109. The employment of PLAINTIFF and many CALIFORNIA CLASS Members
2 terminated, and DEFENDANTS has not tendered payment of wages, to these employees who
3 missed meal and rest breaks, as required by law.

4 110. Cal. Lab. Code § 204 provides in part:

5 All wages, ...earned by any person in any employment are due and payable
6 twice during each calendar month, on days designated in advance by the
7 employer as the regular paydays.

8 111. Therefore, as provided by Cal Lab. Code § 203, on behalf of themselves and the
9 members of the CALIFORNIA CLASS whose employment has, PLAINTIFF demands up to
10 thirty days of pay as penalty for not paying all wages due at time of termination for all employees
11 who terminated employment during the CLASS PERIOD, and demands an accounting and
12 payment of all wages due, plus interest and statutory costs as allowed by law.

13 **NINTH CAUSE OF ACTION**

14 **FOR FAILURE TO PROVIDE PERSONNEL FILES**
15 **[CAL. LAB. CODE §1198.5]**
16 **(BY PLAINTIFF AND AGAINST ALL DEFENDANTS)**

17 112. Plaintiff hereby re-alleges and incorporates by reference the previous paragraphs
18 as though fully set forth herein.

19 113. On January 29, 2025, Plaintiff's counsel of record, as Plaintiff's legal
20 representative, caused a written request via certified mail to be delivered to DEFENDANTS for
21 Plaintiff's personnel and employment records, including but not limited to (1) payroll records, (2)
22 employment contracts; (3) itemized pay stubs, and (4) Plaintiff's complete employment file, true
23 and correct copies of which are attached hereto as Exhibit 2.

24 114. On _____, Plaintiff's counsel of record, as Plaintiff's legal
25 representative, caused a second written request via certified mail to be delivered to
26 DEFENDANTS for Plaintiff's personnel and employment records, including but not limited to
27 (1) payroll records, (2) employment contracts; (3) itemized pay stubs, and (4) Plaintiff's complete
28 employment file, true and correct copies of which are attached hereto as Exhibit 2.

1 115. DEFENDANTS failed to provide and/or make available to PLAINTIFF his
2 personnel records, payroll records, employment contracts, and entire employment file within thirty
3 (30) days of all her requests as stated above. In fact, as of the filing of this Complaint,
4 DEFENDANTS still has not provided PLAINTIFF his personnel records, pay stubs, and
5 employment file and DEFENDANTS has failed to pay Plaintiff the statutory penalty in the amount
6 of \$750.00.

7 116. DEFENDANTS have violated Cal. Lab. Code Section 1198.5 by failing to respond
8 and provide PLAINTIFF with his employment file. Section 1198.5 states that employees (and
9 former employees) have the right to inspect personnel records maintained by the employer “related
10 to the employee’s performance or to any grievance concerning the employee.” Employers must
11 allow inspection or copying within thirty (30) days of the request. PLAINTIFF requested his
12 employment file via certified mail—twice—and DEFENDANTS failed to respond. As a result,
13 PLAINTIFF is now entitled to and requests injunctive relief to obtain compliance with Cal. Lab.
14 Code Section 1198.5, a statutory penalty of \$750, and an award of attorneys’ fees and costs for
15 bringing this action.

16 **TENTH CAUSE OF ACTION**

17 **FOR VIOLATION OF THE PRIVATE ATTORNEYS GENERAL ACT**

18 **[Cal. Lab. Code §§ 2698 ET SEQ. (“PAGA”)]**

19 **(By PLAINTIFF and Against All DEFENDANTS)**

20 117. Plaintiff hereby re-alleges and incorporates by reference the previous paragraphs
21 as though fully set forth herein.

22 118. PAGA is a mechanism by which the State of California itself can enforce state
23 labor laws through the employee suing under the PAGA who do so as the proxy or agent of the
24 state’s labor law enforcement agencies. An action to recover civil penalties under PAGA is
25 fundamentally a law enforcement action designed to protect the public and not to benefit private
26 parties. The purpose of the PAGA is not to recover damages or restitution, but to create a means
27 of “deputizing” citizens as private attorney generals to enforce the Labor Code. In enacting
28 PAGA, the California Legislature specified that “it was ... in the public interest to allow

1 aggrieved employees, acting as private attorneys general to recover civil penalties for Labor
2 Code violations...“Stats. 2003, ch. 906, § 1. Accordingly, PAGA claims cannot be subject to
3 arbitration.

4 119. Pursuant to Labor Code § 2699(a), any provision of the Labor Code that provides
5 for a civil penalty to be assessed and collected by the Labor and Workforce Development Agency
6 (“LWDA”) or any of its departments, divisions, commissions, boards, agencies, or employees
7 for violation of the Labor Code may, as an alternative, be recovered through civil action brought
8 by an aggrieved employee on behalf of himself or herself and other current or former employees
9 pursuant to the procedures specified in Labor Code § 2699.3.

10 120. For all provisions of the Labor Code except those for which a civil penalty is
11 specifically provided, Labor Code § 2699(f) imposes upon Defendants a penalty of one hundred
12 dollars (\$100) for each aggrieved employee per pay period for the initial violation and two
13 hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent pay
14 period in which Defendants violated these provisions of the Labor Code.

15 121. DEFENDANTS’ conduct violates numerous Wage Orders and Labor Code
16 sections including, but not limited to, the following:

- 17 a. Violation of Labor Code §§ 201, 202, 203, 204 *et seq.* 210, 218.5, 218, 221, 226,
18 226(a), 226(a)(8), 226.3, 226.7, 227.3, 246 *et seq.*, 510, 512, 558, 1174, 1174.5,
19 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, 1198.5, 2800, 2802, 2698 for failure
20 to timely pay all earned wages (including minimum wage and overtime wages)
21 owed to Plaintiff and other aggrieved employees during employment and upon
22 separation of employment as herein alleged;
- 23 b. Violation of Labor Code §§ 226.7 and 512 for failure to provide meal periods to
24 Plaintiff and other aggrieved employees failure to pay premium wages for missed
25 meal periods and herein alleged;
- 26 c. Violation of Labor Code § 226.7 for failure to permit rest breaks to Plaintiff and
27 other aggrieved employees and failure to pay premium wages for missed rest
28 periods as herein alleged;

- d. Violation of Labor Code § 226 for failure to provide accurate itemized wage statements to Plaintiff and other aggrieved employees as herein alleged;
- e. Violation of Labor Code § 1174 and 1174.5 for failure to maintain accurate and complete records showing, among other things, the hours worked daily by and the wages paid to aggrieved employees; and
- f. Violation of Labor Code § 2800 and 2802 for failure to reimburse Plaintiff and other aggrieved employees as herein alleged.

122. Plaintiff is an “AGGRIEVED EMPLOYEE” because he was employed by the alleged violator and had one or more of the violations committed against him, and therefore is properly suited to represent the interest of all the other AGGRIEVED EMPLOYEES.

123. Plaintiff has exhausted the procedural requirements under Labor Code § 2699.3 as to Defendants and is therefore able to pursue a claim for penalties on behalf of himself and all other aggrieved employees under PAGA.

124. Pursuant to Labor Code §§ 2699(a), 2699.3 and 2699.5, Plaintiff is entitled to recover civil penalties, in addition to other remedies, for violations of the Labor Code sections cited above.

125. For bringing this action, Plaintiff is entitled to attorney’s fees and costs incurred herein.

PRAYER FOR RELIEF

WHEREFORE, PLAINTIFF prays for a judgment against each DEFENDANTS, jointly and severally, as follows:

1. On behalf of the CALIFORNIA CLASS:

- a. That the Court certify the First Cause of Action asserted by the CALIFORNIA CLASS as a class action pursuant to Cal. Code of Civ. Proc. § 382;
- b. An order temporarily, preliminarily and permanently enjoining and restraining DEFENDANTS from engaging in similar unlawful conduct as set forth herein;
- c. An order requiring DEFENDANTS to pay all overtime wages and all sums unlawfully withheld from compensation due to PLAINTIFF and the other members

1 of the CALIFORNIA CLASS; and

2 d. Restitutionary disgorgement of DEFENDANTS ill-gotten gains into a fluid fund for
3 restitution of the sums incidental to DEFENDANTS violations due to
4 PLAINTIFF and to the other members of the CALIFORNIA CLASS.

5 2. On behalf of the CALIFORNIA CLASS:

6 a. That the Court certify the Second, Third, Fourth, Fifth, Sixth, Seventh, and Eighth
7 Causes of Action asserted by the CALIFORNIA CLASS as a class action pursuant
8 to Cal. Code of Civ. Proc. § 382;

9 b. Compensatory damages, according to proof at trial, including compensatory
10 damages for overtime compensation due to PLAINTIFF and the other members of
11 the CALIFORNIA CLASS, during the applicable CLASS PERIOD plus interest
12 thereon at the statutory rate;

13 c. Meal and rest period compensation pursuant to Cal. Lab. Code §§ 226.7, 512 and
14 the applicable IWC Wage Order;

15 d. The greater of all actual damages or fifty dollars (\$50) for the initial pay period in
16 which a violation occurs and one hundred dollars (\$100) per each member of the
17 CALIFORNIA CLASS for each violation in a subsequent pay period, not exceeding
18 an aggregate penalty of four thousand dollars (\$4,000), and an award of costs for
19 violation of Cal. Lab. Code § 226

20 e. The wages of all terminated employees from the CALIFORNIA CLASS as a
21 penalty from the due date thereof at the same rate until paid or until an action
22 therefore is commenced, in accordance with Cal. Lab. Code § 203.

23 f. The amount of the expenses PLAINTIFF and each member of the CALIFORNIA
24 CLASS incurred in the course of their job duties, plus interest, and costs of suit.

25 3. On Behalf of the State of California and with respect to all AGGRIEVED
26 EMPLOYEES:

27 a. Recovery of civil penalties as prescribed by the Labor Code private Attorneys
28 General Act of 2004; and

- 1 b. An Award of penalties, attorneys' fees, and costs of suit, as allowable under the law,
2 including, but not limited to, pursuant to Labor Code §226, §1194, and §2699(g);
3 and
4 c. For such other relief as the Court Deems just and proper.
5 4. On all claims:
6 a. An award of interest, including prejudgment interest at the legal rate;
7 b. Such other and further relief as the Court deems just and equitable; and
8 c. An award of penalties, attorneys' fees, and costs of suit, as allowable under the law,
9 including, but not limited to, pursuant to Labor Code § 218.5, § 226, and/or § 1194.

10 Dated: April 30, 2025

11 **BARVIÉ LAW, APC**

12
13 By _____

NICOLE BARVIÉ, Esq.
Attorneys for Plaintiff(s)

14
15
16 **DEMAND FOR JURY TRIAL**

17 Plaintiff hereby demand(s) trial by jury in this action.

18
19 Dated: April 30, 2025

20 **BARVIÉ LAW, APC**

21
22 By _____

NICOLE BARVIÉ, Esq.
Attorneys for Plaintiff(s)