

Kane Moon (SBN 249834)  
E-mail: kmoon@moonlawgroup.com  
Allen Feghali (SBN 301080)  
E-mail: afeghali@moonlawgroup.com  
Enzo Nabiev (SBN 332118)  
E-mail: enabiev@moonlawgroup.com  
Matthew Dial (SBN 341656)  
E-mail: mdial@moonlawgroup.com

**MOON LAW GROUP, PC**  
725 S. Figueroa Street, 31<sup>st</sup> Floor  
Los Angeles, California 90017  
Telephone: (213) 232-3128  
Facsimile: (213) 232-3125

Attorneys for Plaintiff Antonio Mena

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

ANTONIO MENA, individually, and on behalf  
of all others similarly situated,

Plaintiff,

vs.

CHEDRAUI USA, INC.; and DOES 1 through  
10, inclusive,

Defendants

Case No.: 25STCV15624

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

1. Failure to Pay Minimum Wages [Cal. Lab. Code §§ 204, 1194, 1194.2, and 1197];
2. Failure to Pay Overtime Compensation [Cal. Lab. Code §§ 1194 and 1198];
3. Failure to Provide Meal Periods [Cal. Lab. Code §§ 226.7, 512];
4. Failure to Authorize and Permit Rest Breaks [Cal. Lab. Code §§ 226.7];
5. Failure to Indemnify Necessary Business Expenses [Cal. Lab. Code § 2802];
6. Failure to Timely Pay Final Wages at Termination [Cal. Lab. Code §§ 201-203];
7. Failure to Provide Accurate Itemized Wage Statements [Cal. Lab. Code § 226];
8. Unfair Business Practices [Cal. Bus. & Prof. Code §§ 17200, et seq.]; and
9. Civil Penalties Under PAGA [Cal. Lab. Code § 2699, et seq.].

**DEMAND FOR JURY TRIAL**

**TABLE OF CONTENTS**

|                                                  |    |
|--------------------------------------------------|----|
| INTRODUCTION & PRELIMINARY STATEMENT.....        | 1  |
| THE PARTIES .....                                | 3  |
| A. Plaintiff.....                                | 3  |
| B. Defendants.....                               | 3  |
| ALLEGATIONS COMMON TO ALL CAUSES OF ACTION ..... | 4  |
| CLASS ACTION ALLEGATIONS.....                    | 8  |
| FIRST CAUSE OF ACTION.....                       | 12 |
| SECOND CAUSE OF ACTION.....                      | 13 |
| THIRD CAUSE OF ACTION .....                      | 14 |
| FOURTH CAUSE OF ACTION.....                      | 15 |
| FIFTH CAUSE OF ACTION.....                       | 16 |
| SIXTH CAUSE OF ACTION.....                       | 16 |
| SEVENTH CAUSE OF ACTION.....                     | 18 |
| EIGHTH CAUSE OF ACTION.....                      | 19 |
| NINTH CAUSE OF ACTION.....                       | 22 |
| PRAYER FOR RELIEF.....                           | 24 |
| DEMAND FOR JURY TRIAL.....                       | 28 |

1 Plaintiff Antonio Mena (“Plaintiff”), based upon facts that either have evidentiary support  
2 or are likely to have evidentiary support after a reasonable opportunity for further investigation  
3 and discovery, alleges as follows:

4 **INTRODUCTION & PRELIMINARY STATEMENT**

5 1. Plaintiff brings this action against Defendants Chedraui USA, Inc., and Does 1  
6 through 10 (collectively referred to as “Defendants”) for California Labor Code violations and  
7 unfair business practices stemming from Defendants’ failure to pay minimum wages, failure to  
8 pay overtime wages, failure to provide meal periods, failure to authorize and permit rest periods,  
9 failure to maintain accurate records of hours worked and meal periods, failure to timely pay all  
10 wages to terminated employees, failure to indemnify necessary business expenses, and failure to  
11 furnish accurate wage statements.

12 2. Plaintiff brings the First through Eighth Causes of Action individually and as a  
13 class action on behalf of himself and certain current and former employees of Defendants  
14 (hereinafter collectively referred to as the “Class” or “Class Members” and defined more fully  
15 below). The Class consists of Plaintiff and all other persons who have been employed by any  
16 Defendants in California as an hourly-paid, non-exempt employee during the statute of  
17 limitations period applicable to the claims pleaded here.

18 3. Plaintiff brings the Ninth Cause of Action as a representative action under the  
19 California Private Attorney General Act (“PAGA”) to recover civil penalties that are owed to  
20 Plaintiff, the State of California, and past and present non-exempt, hourly-paid employees of  
21 Defendants who worked in California during the applicable statute of limitations period  
22 (hereinafter referred to as the “Aggrieved Employees”)

23 4. Defendants own/owned and operate/operated an industry, business, and  
24 establishment within the State of California, including Los Angeles County. As such, and based  
25 upon all the facts and circumstances incident to Defendants’ business in California, Defendants  
26 are subject to the California Labor Code, Wage Orders issued by the Industrial Welfare  
27 Commission (“IWC”), and the California Business & Professions Code.

1           5.       Despite these requirements, throughout the statutory period Defendants  
2 maintained a systematic, company-wide policy and practice of:

- 3           (a)       Failing to pay employees for all hours worked, including all minimum  
4 wages, and overtime wages in compliance with the California Labor Code  
5 and IWC Wage Orders;
- 6           (b)       Failing to provide employees with timely and duty-free meal periods in  
7 compliance with the California Labor Code and IWC Wage Orders, failing  
8 to maintain accurate records of all meal periods taken or missed, and  
9 failing to pay an additional hour's pay for each workday a meal period  
10 violation occurred;
- 11          (c)       Failing to authorize and permit employees to take timely and duty-free rest  
12 periods in compliance with the California Labor Code and IWC Wage  
13 Orders, and failing to pay an additional hour's pay for each workday a rest  
14 period violation occurred;
- 15          (d)       Failing to indemnify employees for necessary business expenses incurred;
- 16          (e)       Willfully failing to pay employees all minimum wages, overtime wages,  
17 meal period premium wages, and rest period premium wages due within  
18 the time period specified by California law when employment terminates;  
19 and
- 20          (f)       Failing to maintain accurate records of the hours that employees worked.
- 21          (g)       Failing to provide employees with accurate, itemized wage statements  
22 containing all the information required by the California Labor Code and  
23 IWC Wage Orders.

24           6.       On information and belief, Defendants, and each of them were on actual and  
25 constructive notice of the improprieties alleged herein and intentionally refused to rectify their  
26 unlawful policies. Defendants' violations, as alleged above, during all relevant times herein were  
27 willful and deliberate.

28

7. At all relevant times, Defendants were and are legally responsible for all of the unlawful conduct, policies, practices, acts and omissions as described in each and all of the foregoing paragraphs as the employer of Plaintiff, the Class, and the Aggrieved Employees. Further, Defendants are responsible for each of the unlawful acts or omissions complained of herein under the doctrine of “respondeat superior”.

## **THE PARTIES**

### **A. Plaintiff**

8. Plaintiff is a California resident that worked for Defendants in the County of Los Angeles, State of California as a meat cutter from 2007 and within the statutory period.

9. Plaintiff reserves the right to seek leave to amend this complaint to add new plaintiffs, if necessary, in order to establish suitable representative(s) pursuant to *La Sala v. American Savings and Loan Association* (1971) 5 Cal.3d 864, 872, and other applicable law.

### **B. Defendants**

10. Plaintiff is informed and believes, and based upon that information and belief alleges, that Defendants are:

- (a) Business entities with their principal places of business in Los Angeles, California.
- (b) Business entities conducting business in numerous counties throughout the State of California, including in Los Angeles County; and

11. The former employers of Plaintiff, and the current and/or former employers of the putative Class. Defendants suffered and permitted Plaintiff, the Class, and the Aggrieved Employees to work, and/or controlled their wages, hours, or working conditions; and

12. At all times mentioned herein, Defendants are and were the joint employers of Plaintiff, the Class, and the Aggrieved Employees.

13. Plaintiff does not currently know the true names or capacities of the persons or entities sued herein as Does 1-10, inclusive, and therefore sues said Defendants by such fictitious names. Each of the Doe Defendants was in some manner legally responsible for the damages suffered by Plaintiff, the Class, and the Aggrieved Employees as alleged herein. Plaintiff will

1 amend this complaint to set forth the true names and capacities of these Defendants when they  
2 have been ascertained, together with appropriate charging allegations, as may be necessary.

3 14. At all times mentioned herein, the Defendants named as Does 1-10, inclusive, and  
4 each of them, were residents of, doing business in, availed themselves of the jurisdiction of,  
5 and/or injured a significant number of the Plaintiff, the Class, and the Aggrieved Employees in  
6 the State of California.

7 15. Plaintiff is informed and believes and thereon alleges that at all relevant times  
8 each Defendant, directly or indirectly, or through agents or other persons, employed Plaintiff and  
9 the other employees described in the class definitions below, and exercised control over their  
10 wages, hours, and working conditions. Plaintiff is informed and believes and thereon alleges  
11 that, at all relevant times, each Defendant was the principal, agent, partner, joint venturer, officer,  
12 director, controlling shareholder, subsidiary, affiliate, parent corporation, successor in interest  
13 and/or predecessor in interest of some or all of the other Defendants, and was engaged with some  
14 or all of the other Defendants in a joint enterprise for profit, and bore such other relationships to  
15 some or all of the other Defendants so as to be liable for their conduct with respect to the matters  
16 alleged below. Plaintiff is informed and believes and thereon alleges that each Defendant acted  
17 pursuant to and within the scope of the relationships alleged above, that each Defendant knew or  
18 should have known about, and authorized, ratified, adopted, approved, controlled, aided and  
19 abetted the conduct of all other Defendants.

20 **ALLEGATIONS COMMON TO ALL CAUSES OF ACTION**

21 16. Plaintiff is a California resident who worked for Defendants in the County of Los  
22 Angeles, State of California during the statutory period. During the statutory time period,  
23 Defendants classified Plaintiff as a non-exempt employee. Plaintiff was typically scheduled to  
24 work at least 5 days in a workweek, and typically in excess of 8 hours in a single workday.

25 17. Throughout the statutory period, Defendants failed to pay Plaintiff for all hours  
26 worked (including minimum wages and overtime wages), failed to provide Plaintiff with  
27 uninterrupted meal periods, failed to authorize and permit Plaintiff to take uninterrupted rest  
28 periods, failed to indemnify Plaintiff for necessary business expenses, failed to timely pay all

1 final wages to Plaintiff when Defendants terminated Plaintiff's employment, and failed to furnish  
2 accurate wage statements to Plaintiff. As discussed below, Plaintiff's experience working for  
3 Defendants was typical and illustrative.

4 18. Throughout the statutory period, Defendants maintained a policy and practice of  
5 not paying Plaintiff, the Class, and the Aggrieved Employees for all hours worked, including all  
6 overtime wages. Throughout the statutory period, Plaintiff, the Class, and the Aggrieved  
7 Employees were required to work off-the-clock, and uncompensated. For example, Plaintiff, the  
8 Class, and the Aggrieved Employees were required to wait in line in order to clock into work, off  
9 the clock and uncompensated. Also, Plaintiff, the Class, and the Aggrieved Employees were  
10 often interrupted during meal breaks without compensation. Also throughout the statutory period,  
11 Plaintiff, the Class, and the Aggrieved Employees received nondiscretionary bonuses and other  
12 remuneration. However, Defendants failed to incorporate all remuneration when calculating the  
13 correct overtime rate of pay, meal break premium rate of pay, and sick day rate of pay, leading to  
14 underpayment.

15 19. Throughout the statutory period, Defendants have wrongfully failed to provide  
16 Plaintiff, the Class, and the Aggrieved Employees with legally compliant meal periods.  
17 Defendants sometimes, but not always, required Plaintiff, the Class, and the Aggrieved  
18 Employees to work in excess of five consecutive hours a day without providing 30-minute,  
19 continuous and uninterrupted, duty-free meal period for every five hours of work, or without  
20 compensating Plaintiff, the Class, and the Aggrieved Employees for meal periods that were not  
21 provided by the end of the fifth hour of work or tenth hour of work. Defendants also did not  
22 adequately inform Plaintiff, the Class, and the Aggrieved Employees of their right to take a meal  
23 period by the end of the fifth hour of work, or, for shifts greater than 10 hours, by the end of the  
24 tenth hour of work. Accordingly, Defendants' policy and practice was to not provide meal  
25 periods to Plaintiff, the Class, and the Aggrieved Employees in compliance with California law.

26 20. Throughout the statutory period, Defendants have wrongfully failed to authorize  
27 and permit Plaintiff, the Class, and the Aggrieved Employees to take timely and duty-free rest  
28 periods. Defendants sometimes, but not always, required Plaintiff, the Class, and the Aggrieved

1 Employees to work in excess of four consecutive hours a day without Defendants authorizing and  
2 permitting them to take a 10-minute, continuous and uninterrupted, rest period for every four  
3 hours of work (or major fraction of four hours), or without compensating Plaintiff, the Class, and  
4 the Aggrieved Employees for rest periods that were not authorized or permitted. Defendants also  
5 did not adequately inform Plaintiff, the Class, and the Aggrieved Employees of their right to take  
6 a rest period. Moreover, Defendants did not have adequate policies or practices permitting or  
7 authorizing rest periods for Plaintiff, the Class, and the Aggrieved Employees, nor did  
8 Defendants have adequate policies or practices regarding the timing of rest periods. Defendants  
9 also did not have adequate policies or practices to verify whether Plaintiff, the Class, and the  
10 Aggrieved Employees were taking their required rest periods. Further, Defendants did not  
11 maintain accurate records of employee work periods, and therefore Defendants cannot  
12 demonstrate that Plaintiff, the Class, and the Aggrieved Employees took rest periods during the  
13 middle of each work period. Accordingly, Defendants' policy and practice was to not authorize  
14 and permit Plaintiff, the Class, and the Aggrieved Employees to take rest periods in compliance  
15 with California law.

16 21. Throughout the statutory period, Defendants wrongfully required Plaintiff, the  
17 Class, and the Aggrieved Employees to pay expenses that they incurred in direct discharge of  
18 their duties for Defendants without reimbursement, such as the occasional use of personal  
19 cellular telephones for work purposes, the use of personal vehicles for work purposes, and the  
20 purchase of items such as gloves, knives, pressure gun and other items for work.

21 22. Throughout the statutory period, Defendants willfully failed and refused to timely  
22 pay Plaintiff, the Class, and the Aggrieved Employees at the conclusion of their employment all  
23 wages for all minimum wages, overtime wages, meal period premium wages, and rest period  
24 premium wages. Further, Defendants did not pay Plaintiff, the Class, and the Aggrieved  
25 Employees their final paychecks immediately upon termination.

26 23. Throughout the statutory period, Defendants failed to furnish Plaintiff, the Class,  
27 and the Aggrieved Employees with accurate, itemized wage statements showing all applicable  
28 hourly rates, and all gross and net wages earned (including correct hours worked, correct wages

1 earned for hours worked, correct overtime hours worked, correct wages for meal periods that  
2 were not provided in accordance with California law, correct wages for rest periods that were not  
3 authorized and permitted to take in accordance with California law, and Defendant's address).  
4 Further, the wage statements do not show Defendant's address as required by California law. As  
5 a result of these violations of California Labor Code § 226(a), the Plaintiff, the Class, and the  
6 Aggrieved Employees suffered injury because, among other things:

- 7 (a) the violations led them to believe that they were not entitled to be paid  
8 minimum wages, overtime wages, meal period premium wages, and rest  
9 period premium wages to which they were entitled, even though they were  
10 entitled;
- 11 (b) the violations led them to believe that they had been paid the minimum,  
12 overtime, meal period premium, and rest period premium wages, even  
13 though they had not been;
- 14 (c) the violations led them to believe they were not entitled to be paid  
15 minimum, overtime, meal period premium, and rest period premium wages  
16 at the correct California rate even though they were;
- 17 (d) the violations led them to believe they had been paid minimum, overtime,  
18 meal period premium, and rest period premium wages at the correct  
19 California rate even though they had not been;
- 20 (e) the violations hindered them from determining the amounts of minimum,  
21 overtime, meal period premium, and rest period premium owed to them;
- 22 (f) in connection with their employment before and during this action, and in  
23 connection with prosecuting this action, the violations caused them to have  
24 to perform mathematical computations to determine the amounts of wages  
25 owed to them, computations they would not have to make if the wage  
26 statements contained the required accurate information;

(g) by understating the wages truly due them, the violations caused them to lose entitlement and/or accrual of the full amount of Social Security, disability, unemployment, and other governmental benefits;

24. the wage statements inaccurately understated the wages, hours, and wages rates to which Plaintiff, the Class, and the Aggrieved Employees were entitled, and Plaintiff, the Class, and the Aggrieved Employees were paid less than the wages and wage rates to which they were entitled.

Thus, Plaintiff, the Class, and the Aggrieved Employees are owed the amounts provided for in California Labor Code § 226(e), including actual damages.

### **CLASS ACTION ALLEGATIONS**

25. Plaintiff brings certain claims individually, as well as on behalf of each and all other persons similarly situated, and thus, seek class certification under California Code of Civil Procedure § 382.

26. All claims alleged herein arise under California law for which Plaintiff seeks relief authorized by California law.

27. The proposed Class consists of and is defined as:

All persons who worked for any Defendant in California as an hourly, non-exempt employee at any time during the period beginning four years before the filing of the initial complaint in this action and ending when notice to the Class is sent.

28. At all material times, Plaintiff was a member of the Class.

29. Plaintiff undertakes this concerted activity to improve the wages and working conditions of all Class Members.

30. There is a well-defined community of interest in the litigation and the Class is readily ascertainable:

(a) Numerosity: The members of the Class (and each subclass, if any) are so numerous that joinder of all members would be unfeasible and impractical. The membership of the entire Class is unknown to Plaintiff at this time,

1                   however, the Class is estimated to be greater than 100 individuals and the  
2                   identity of such membership is readily ascertainable by inspection of  
3                   Defendants' records.

4                   (b)   Typicality: Plaintiff is qualified to, and will, fairly and adequately protect  
5                   the interests of each Class Member with whom there is a shared, well-  
6                   defined community of interest, and Plaintiff's claims (or defenses, if any)  
7                   are typical of all Class Members' claims as demonstrated herein.

8                   (c)   Adequacy: Plaintiff is qualified to, and will, fairly and adequately protect  
9                   the interests of each Class Member with whom there is a shared, well-  
10                  defined community of interest and typicality of claims, as demonstrated  
11                  herein. Plaintiff has no conflicts with or interests antagonistic to any Class  
12                  Member. Plaintiff's attorneys, the proposed class counsel, are versed in  
13                  the rules governing class action discovery, certification, and settlement.  
14                  Plaintiff has incurred, and throughout the duration of this action, will  
15                  continue to incur costs and attorneys' fees that have been, are, and will be  
16                  necessarily expended for the prosecution of this action for the substantial  
17                  benefit of each class member.

18                  (d)   Superiority: A Class Action is superior to other available methods for the  
19                  fair and efficient adjudication of the controversy, including consideration  
20                  of:

- 21                  1)    The interests of the members of the Class in individually
- 22                       controlling the prosecution or defense of separate actions;
- 23                  2)    The extent and nature of any litigation concerning the controversy
- 24                       already commenced by or against members of the Class;
- 25                  3)    The desirability or undesirability of concentrating the litigation of
- 26                       the claims in the particular forum; and
- 27                  4)    The difficulties likely to be encountered in the management of a
- 28                       class action.

1 (e) Public Policy Considerations: The public policy of the State of California  
2 is to resolve the California Labor Code claims of many employees through  
3 a class action. Indeed, current employees are often afraid to assert their  
4 rights out of fear of direct or indirect retaliation. Former employees are  
5 also fearful of bringing actions because they believe their former  
6 employers might damage their future endeavors through negative  
7 references and/or other means. Class actions provide the class members  
8 who are not named in the complaint with a type of anonymity that allows  
9 for the vindication of their rights at the same time as their privacy is  
10 protected.

11 31. There are common questions of law and fact as to the Class (and each subclass, if  
12 any) that predominate over questions affecting only individual members, including without  
13 limitation, whether, as alleged herein, Defendants have:

- 14 (a) Failed to pay Class Members for all hours worked, including minimum  
15 wages, and overtime wages;
- 16 (b) Failed to provide meal periods and pay meal period premium wages to  
17 Class Members;
- 18 (c) Failed to authorize and permit rest periods and pay rest period premium  
19 wages to Class Members;
- 20 (d) Failed to promptly pay all wages due to Class Members upon their  
21 discharge or resignation;
- 22 (e) Failed to maintain accurate records of all hours Class Members worked,  
23 and all meal periods Class Members took or missed;
- 24 (f) Failed to reimburse Class Members for all necessary business expenses;  
25 and
- 26 (g) Violated California Business & Professions Code §§ 17200 *et. seq.* as a  
27 result of their illegal conduct as described above.

28 32. This Court should permit this action to be maintained as a class action pursuant to

1 California Code of Civil Procedure § 382 because:

- 2 (a) The questions of law and fact common to the Class predominate over any
- 3 question affecting only individual members;
- 4 (b) A class action is superior to any other available method for the fair and
- 5 efficient adjudication of the claims of the members of the Class;
- 6 (c) The members of the Class are so numerous that it is impractical to bring all
- 7 members of the class before the Court;
- 8 (d) Plaintiff, and the other members of the Class, will not be able to obtain
- 9 effective and economic legal redress unless the action is maintained as a
- 10 class action;
- 11 (e) There is a community of interest in obtaining appropriate legal and
- 12 equitable relief for the statutory violations, and in obtaining adequate
- 13 compensation for the damages and injuries for which Defendants are
- 14 responsible in an amount sufficient to adequately compensate the members
- 15 of the Class for the injuries sustained;
- 16 (f) Without class certification, the prosecution of separate actions by
- 17 individual members of the class would create a risk of:
  - 18 1) Inconsistent or varying adjudications with respect to individual
  - 19 members of the Class which would establish incompatible standards
  - 20 of conduct for Defendants; and/or
  - 21 2) Adjudications with respect to the individual members which would,
  - 22 as a practical matter, be dispositive of the interests of other
  - 23 members not parties to the adjudications, or would substantially
  - 24 impair or impede their ability to protect their interests, including but
  - 25 not limited to the potential for exhausting the funds available from
  - 26 those parties who are, or may be, responsible Defendants; and,
  - 27 (g) Defendants have acted or refused to act on grounds generally applicable to
  - 28 the Class, thereby making final injunctive relief appropriate with respect to

1 the class as a whole.

2 33. Plaintiff contemplates the eventual issuance of notice to the proposed members of  
3 the Class that would set forth the subject and nature of the instant action. The Defendants' own  
4 business records may be utilized for assistance in the preparation and issuance of the  
5 contemplated notices. To the extent that any further notices may be required, Plaintiff would  
6 contemplate the use of additional techniques and forms commonly used in class actions, such as  
7 published notice, e-mail notice, website notice, first-class mail, or combinations thereof, or by  
8 other methods suitable to the Class and deemed necessary and/or appropriate by the Court.

9 **FIRST CAUSE OF ACTION**

10 **(Against all Defendants for Failure to Pay Minimum Wages for All Hours Worked)**

11 34. Plaintiff incorporates by reference and re-alleges as if fully stated herein  
12 paragraphs 1 through 21 in this Complaint.

13 35. "Hours worked" is the time during which an employee is subject to the control of  
14 an employer, and includes all the time the employee is suffered or permitted to work, whether or  
15 not required to do so.

16 36. At all relevant times herein mentioned, Defendants knowingly failed to pay to  
17 Plaintiff and the Class compensation for all hours they worked. By their failure to pay  
18 compensation for each hour worked as alleged above, Defendants willfully violated the  
19 provisions of Section 1194 of the California Labor Code, and any additional applicable Wage  
20 Orders, which require such compensation to non-exempt employees.

21 37. Accordingly, Plaintiff and the Class are entitled to recover minimum wages for all  
22 non-overtime hours worked for Defendants.

23 38. By and through the conduct described above, Plaintiff and the Class have been  
24 deprived of their rights to be paid wages earned by virtue of their employment with Defendants.

25 39. By virtue of the Defendants' unlawful failure to pay additional compensation to  
26 Plaintiff and the Class for their non-overtime hours worked without pay, Plaintiff and the Class  
27 suffered, and will continue to suffer, damages in amounts which are presently unknown to  
28

1 Plaintiff and the Class, but which exceed the jurisdictional minimum of this Court, and which  
2 will be ascertained according to proof at trial.

3 40. By failing to keep adequate time records required by California Labor Code §  
4 1174(d), Defendants have made it difficult to calculate the full extent of minimum wage  
5 compensation due Plaintiff and the Class.

6 41. Pursuant to California Labor Code section 1194.2, Plaintiff and the Class are  
7 entitled to recover liquidated damages (double damages) for Defendants' failure to pay minimum  
8 wages.

9 42. California Labor Code section 204 requires employers to provide employees with  
10 all wages due and payable twice a month. Throughout the statute of limitations period applicable  
11 to this cause of action, Plaintiff and the Class were entitled to be paid twice a month at rates  
12 required by law, including minimum wages. However, during all such times, Defendants  
13 systematically failed and refused to pay Plaintiff and the Class all such wages due, and failed to  
14 pay those wages twice a month.

15 43. Plaintiff and the Class are also entitled to seek recovery of all unpaid minimum  
16 wages, interest, and reasonable attorneys' fees and costs pursuant to California Labor Code §§  
17 218.5, 218.6, and 1194(a).

## 18 **SECOND CAUSE OF ACTION**

### 19 **(Against all Defendants for Failure to Pay Overtime Wages)**

20 44. Plaintiff incorporates by reference and re-alleges as if fully stated herein  
21 paragraphs 1 through 21 in this Complaint.

22 45. California Labor Code § 510 provides that employees in California shall not be  
23 employed more than eight (8) hours in any workday or forty (40) hours in a workweek unless  
24 they receive additional compensation beyond their regular wages in amounts specified by law.

25 46. California Labor Code §§ 1194 and 1198 provide that employees in California  
26 shall not be employed more than eight hours in any workday unless they receive additional  
27 compensation beyond their regular wages in amounts specified by law. Additionally, California  
28 Labor Code § 1198 states that the employment of an employee for longer hours than those fixed

1 by the Industrial Welfare Commission is unlawful.

2 47. At all times relevant hereto, Plaintiff and the Class have worked more than eight  
3 hours in a workday, as employees of Defendants.

4 48. At all times relevant hereto, Defendants failed to pay Plaintiff and the Class  
5 overtime compensation for the hours they have worked in excess of the maximum hours  
6 permissible by law as required by California Labor Code § 510 and 1198. Plaintiff and the Class  
7 are regularly required to work overtime hours.

8 49. By virtue of Defendants' unlawful failure to pay additional premium rate  
9 compensation to the Plaintiff and the Class for their overtime hours worked, Plaintiff and the  
10 Class have suffered, and will continue to suffer, damages in amounts which are presently  
11 unknown to them but which exceed the jurisdictional minimum of this Court and which will be  
12 ascertained according to proof at trial.

13 50. By failing to keep adequate time records required by Labor Code § 1174(d),  
14 Defendants have made it difficult to calculate the full extent of overtime compensation due to  
15 Plaintiff and the Class.

16 51. Plaintiff and the Class also request recovery of overtime compensation according  
17 to proof, interest, attorneys' fees and costs pursuant to California Labor Code § 1194(a), as well  
18 as the assessment of any statutory penalties against Defendants, in a sum as provided by the  
19 California Labor Code and/or other statutes.

20 52. California Labor Code § 204 requires employers to provide employees with all  
21 wages due and payable twice a month. The Wage Orders also provide that every employer shall  
22 pay to each employee, on the established payday for the period involved, overtime wages for all  
23 overtime hours worked in the payroll period. Defendants failed to provide Plaintiff and the Class  
24 with all compensation due, in violation of California Labor Code § 204.

25 **THIRD CAUSE OF ACTION**

26 **(Against All Defendants for Failure to Provide Meal Periods)**

27 53. Plaintiff incorporates by reference and re-alleges as if fully stated herein  
28 paragraphs 1 through 21 in this Complaint.

54. Under California law, Defendants have an affirmative obligation to relieve the Plaintiff and the Class of all duty in order to take their first daily meal periods no later than the start of Plaintiff and the Class' sixth hour of work in a workday, and to take their second meal periods no later than the start of the eleventh hour of work in the workday. Section 512 of the California Labor Code, and Section 11 of the applicable Wage Orders require that an employer provide unpaid meal periods of at least 30 minutes for each five-hour period worked. It is a violation of Section 226.7 of the California Labor Code for an employer to require any employee to work during any meal period mandated under any Wage Order.

55. Despite these legal requirements, Defendants regularly failed to provide Plaintiff and the Class with both meal periods as required by California law. By their failure to permit and authorize Plaintiff and the Class to take all meal periods as alleged above (or due to the fact that Defendants made it impossible or impracticable to take these uninterrupted meal periods), Defendants willfully violated the provisions of Section 226.7 of the California Labor Code and the applicable Wage Orders.

56. Under California law, Plaintiff and the Class are entitled to be paid one hour of additional wages for each workday he or she was not provided with all required meal period(s), plus interest thereon.

#### **FOURTH CAUSE OF ACTION**

**(Against All Defendants for Failure to Authorize and Permit Rest Periods)**

57. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 21 in this Complaint.

58. Defendants are required by California law to authorize and permit breaks of 10 uninterrupted minutes for each four hours of work or major fraction of four hours (i.e. more than two hours). Section 512 of the California Labor Code, the applicable Wage Orders require that the employer permit and authorize all employees to take paid rest periods of 10 minutes each for each 4-hour period worked. Thus, for example, if an employee's work time is 6 hours and ten minutes, the employee is entitled to two rest breaks. Each failure to authorize rest breaks as so required is itself a violation of California's rest break laws. It is a violation of Section 226.7 of

1 the California Labor Code for an employer to require any employee to work during any rest  
2 period mandated under any Wage Order.

3 59. Despite these legal requirements, Defendants failed to authorize Plaintiff and the  
4 Class to take rest breaks, regardless of whether employees worked more than 4 hours in a  
5 workday. By their failure to permit and authorize Plaintiff and the Class to take rest periods as  
6 alleged above (or due to the fact that Defendants made it impossible or impracticable to take  
7 these uninterrupted rest periods), Defendants willfully violated the provisions of Section 226.7 of  
8 the California Labor Code and the applicable Wage Orders.

9 60. Under California law, Plaintiff and the Class are entitled to be paid one hour of  
10 premium wages rate for each workday he or she was not provided with all required rest break(s),  
11 plus interest thereon.

#### 12 **FIFTH CAUSE OF ACTION**

##### 13 **(Against All Defendants for Failure to Indemnify Necessary Business Expenses)**

14 61. Plaintiff incorporates by reference and re-alleges as if fully stated herein  
15 paragraphs 1 through 21 in this Complaint.

16 62. Defendants violated Labor Code section 2802 and the IWC Wage Orders, by  
17 failing to pay and indemnify the Plaintiff and the Class for their necessary expenditures and  
18 losses incurred in direct consequence of the discharge of their duties or of their obedience to  
19 directions of Defendants.

20 63. As a result, Plaintiff and the Class were damaged at least in the amounts of the  
21 expenses they paid, or which were deducted by Defendants from their wages.

22 64. Plaintiff and the class they represent are entitled to attorney's fees, expenses, and  
23 costs of suit pursuant to Labor Code section 2802(c) and interest pursuant to Labor Code section  
24 2802(b).

#### 25 **SIXTH CAUSE OF ACTION**

##### 26 **(Against all Defendants for Failure to Pay Wages of Discharged Employees – Waiting Time** 27 **Penalties)**

1           65. Plaintiff incorporates by reference and re-alleges as if fully stated herein  
2 paragraphs 1 through 21 in this Complaint.

3           66. At all times herein set forth, California Labor Code §§ 201 and 202 provide that if  
4 an employer discharges an employee, the wages earned and unpaid at the time of discharge are  
5 due and payable immediately, and that if an employee voluntarily leaves his or her employment,  
6 his or her wages shall become due and payable not later than seventy-two (72) hours thereafter,  
7 unless the employee has given seventy-two (72) hours previous notice of his or her intention to  
8 quit, in which case the employee is entitled to his or her wages at the time of quitting.

9           67. Within the applicable statute of limitations, the employment of Plaintiff and many  
10 other members of the Class ended, i.e. was terminated by quitting or discharge, and the  
11 employment of others will be. However, during the relevant time period, Defendants failed, and  
12 continue to fail to pay terminated Class Members, without abatement, all wages required to be  
13 paid by California Labor Code sections 201 and 202 either at the time of discharge, or within  
14 seventy-two (72) hours of their leaving Defendants' employ.

15           68. Defendants' failure to pay Plaintiff and those Class members who are no longer  
16 employed by Defendants their wages earned and unpaid at the time of discharge, or within  
17 seventy-two (72) hours of their leaving Defendants' employ, is in violation of California Labor  
18 Code §§ 201 and 202.

19           69. California Labor Code § 203 provides that if an employer willfully fails to pay  
20 wages owed, in accordance with sections 201 and 202, then the wages of the employee shall  
21 continue as a penalty wage from the due date, and at the same rate until paid or until an action is  
22 commenced; but the wages shall not continue for more than thirty (30) days.

23           70. Plaintiff and the Class are entitled to recover from Defendants their additionally  
24 accruing wages for each day they were not paid, at their regular hourly rate of pay, up to 30 days  
25 maximum pursuant to California Labor Code § 203.

26           71. Pursuant to California Labor Code §§ 218.5, 218.6 and 1194, Plaintiff and the  
27 Class are also entitled to an award of reasonable attorneys' fees, interest, expenses, and costs  
28 incurred in this action.

1  
2 **SEVENTH CAUSE OF ACTION**

3 **(Against all Defendants for Failure to Provide and Maintain Accurate and**  
4 **Compliant Wage Records)**

5 72. Plaintiff incorporates by reference and re-alleges as if fully stated herein  
6 paragraphs 1 through 21 in this Complaint.

7 73. At all material times set forth herein, California Labor Code § 226(a) provides that  
8 every employer shall furnish each of his or her employees an accurate itemized wage statement  
9 in writing showing nine pieces of information, including: (1) gross wages earned, (2) total hours  
10 worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate  
11 if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made  
12 on written orders of the employee may be aggregated and shown as one item, (5) net wages  
13 earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the  
14 employee and the last four digits of his or her social security number or an employee  
15 identification number other than a social security number, (8) the name and address of the legal  
16 entity that is the employer, and (9) all applicable hourly rates in effect during the pay period and  
17 the corresponding number of hours worked at each hourly rate by the employee.

18 74. Defendants have intentionally and willfully failed to provide employees with  
19 complete and accurate wage statements. The deficiencies include, among other things, the  
20 failure to correctly identify the gross wages earned by Plaintiff and the Class, the failure to list  
21 the true “total hours worked by the employee,” and the failure to list the true net wages earned.

22 75. As a result of Defendants’ violation of California Labor Code § 226(a), Plaintiff  
23 and the Class have suffered injury and damage to their statutorily-protected rights.

24 76. Specifically, Plaintiff and the members of the Class have been injured by  
25 Defendants’ intentional violation of California Labor Code § 226(a) because they were denied  
26 both their legal right to receive, and their protected interest in receiving, accurate, itemized wage  
27 statements under California Labor Code § 226(a).

28 77. Calculation of the true wage entitlement for Plaintiff and the Class is difficult and

1 time consuming. As a result of this unlawful burden, Plaintiff and the Class were also injured as  
2 a result of having to bring this action to attempt to obtain correct wage information following  
3 Defendants' refusal to comply with many of the mandates of California's Labor Code and related  
4 laws and regulations.

5 78. Plaintiff and the Class are entitled to recover from Defendants their actual  
6 damages caused by Defendants' failure to comply with California Labor Code § 226(a).

7 79. Plaintiff and the Class are also entitled to injunctive relief, as well as an award of  
8 attorney's fees and costs to ensure compliance with this section, pursuant to California Labor  
9 Code § 226(h).

#### 10 **EIGHTH CAUSE OF ACTION**

11 **(Against all Defendants for Violation of California Business & Professions Code §§ 17200,**  
12 **et seq.)**

13 80. Plaintiff incorporates by reference and re-alleges as if fully stated herein  
14 paragraphs 1 through 21 in this Complaint.

15 81. Defendants, and each of them, are "persons" as defined under California Business  
16 & Professions Code § 17201.

17 82. Defendants' conduct, as alleged herein, has been, and continues to be, unfair,  
18 unlawful, and harmful to Plaintiff, other Class members, and to the general public. Plaintiff  
19 seeks to enforce important rights affecting the public interest within the meaning of Code of Civil  
20 Procedure § 1021.5.

21 83. Defendants' activities, as alleged herein, are violations of California law, and  
22 constitute unlawful business acts and practices in violation of California Business & Professions  
23 Code §§ 17200, *et seq.*

24 84. A violation of California Business & Professions Code §§ 17200, *et seq.* may be  
25 predicated on the violation of any state or federal law. All of the acts described herein as  
26 violations of, among other things, the California Labor Code, are unlawful and in violation of  
27 public policy; and in addition are immoral, unethical, oppressive, fraudulent and unscrupulous,  
28 and thereby constitute unfair, unlawful and/or fraudulent business practices in violation of

1 California Business & Professions Code §§ 17200, *et seq.*

2 **Failure to Pay Minimum Wages**

3 85. Defendants' failure to pay minimum wages, and other benefits in violation of the  
4 California Labor Code constitutes unlawful and/or unfair activity prohibited by California  
5 Business & Professions Code §§ 17200, *et seq.*

6 **Failure to Pay Overtime Wages**

7 86. Defendants' failure to pay overtime compensation and other benefits in violation  
8 of California Labor Code §§ 510, 1194, and 1198 constitutes unlawful and/or unfair activity  
9 prohibited by California Business & Professions Code §§ 17200, *et seq.*

10 **Failure to Maintain Accurate Records of All Hours Worked**

11 87. Defendants' failure to maintain accurate records of all hours worked in accordance  
12 with California Labor Code § 1174.5 and the IWC Wage Orders constitutes unlawful and/or  
13 unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

14 **Failure to Provide Meal Periods**

15 88. Defendants' failure to provide meal periods in accordance with California Labor  
16 Code §§ 226.7 and 512, and the IWC Wage Orders, as alleged above, constitutes unlawful and/or  
17 unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

18 **Failure to Authorize and Permit Rest Periods**

19 89. Defendants' failure to authorize and permit rest periods in accordance with  
20 California Labor Code § 226.7 and the IWC Wage Orders, as alleged above, constitutes unlawful  
21 and/or unfair activity prohibited by Business and Professions Code §§ 17200, *et seq.*

22 **Failure to Indemnify Necessary Business Expenses**

23 90. Defendants' failure to indemnify employees for necessary business expenses in  
24 accordance with California Labor Code § 2802 and the IWC Wage Orders, as alleged above,  
25 constitutes unlawful and/or unfair activity prohibited by Business and Professions Code §§  
26 17200, *et seq.*

27 **Failure to Provide Accurate Itemized Wage Statements**

28 91. Defendants' failure to provide accurate itemized wage statements in accordance

1 with California Labor Code § 226, as alleged above, constitutes unlawful and/or unfair activity  
2 prohibited by California Business & Professions Code §§ 17200, *et seq.*

3 92. By and through their unfair, unlawful and/or fraudulent business practices  
4 described herein, the Defendants, have obtained valuable property, money and services from  
5 Plaintiff, and all persons similarly situated, and have deprived Plaintiff, and all persons similarly  
6 situated, of valuable rights and benefits guaranteed by law, all to their detriment.

7 93. Plaintiff and the Class Members suffered monetary injury as a direct result of  
8 Defendants' wrongful conduct.

9 94. Plaintiff, individually, and on behalf of members of the putative Class, is entitled  
10 to, and do, seek such relief as may be necessary to disgorge money and/or property which the  
11 Defendants have wrongfully acquired, or of which Plaintiff and the Class have been deprived, by  
12 means of the above-described unfair, unlawful and/or fraudulent business practices. Plaintiff and  
13 the Class are not obligated to establish individual knowledge of the wrongful practices of  
14 Defendants in order to recover restitution.

15 95. Plaintiff, individually, and on behalf of members of the putative class, are further  
16 entitled to and do seek a declaration that the above described business practices are unfair,  
17 unlawful and/or fraudulent, and injunctive relief restraining the Defendants, and each of them,  
18 from engaging in any of the above-described unfair, unlawful and/or fraudulent business  
19 practices in the future.

20 96. Plaintiff, individually, and on behalf of members of the putative class, have no  
21 plain, speedy, and/or adequate remedy at law to redress the injuries which the Class Members  
22 suffered as a consequence of the Defendants' unfair, unlawful and/or fraudulent business  
23 practices. As a result of the unfair, unlawful and/or fraudulent business practices described  
24 above, Plaintiff, individually, and on behalf of members of the putative Class, has suffered and  
25 will continue to suffer irreparable harm unless the Defendants, and each of them, are restrained  
26 from continuing to engage in said unfair, unlawful and/or fraudulent business practices.

27 97. Plaintiff also alleges that if Defendants are not enjoined from the conduct set forth  
28 herein above, they will continue to avoid paying the appropriate taxes, insurance and other

1 withholdings.

2 98. Pursuant to California Business & Professions Code §§ 17200, *et seq.*, Plaintiff  
3 and putative Class Members are entitled to restitution of the wages withheld and retained by  
4 Defendants during a period that commences four years prior to the filing of this complaint; a  
5 permanent injunction requiring Defendants to pay all outstanding wages due to Plaintiff and  
6 Class Members; an award of attorneys' fees pursuant to California Code of Civil Procedure §  
7 1021.5 and other applicable laws; and an award of costs.

## 8 **NINTH CAUSE OF ACTION**

### 9 **(Against all Defendants for Civil Penalties Under the Private Attorneys General Act of** 10 **2004, Cal. Lab. Code § 2698 et seq.)**

11 99. Plaintiff incorporates by reference and re-alleges as if fully stated herein  
12 paragraphs 1 through 21 in this Complaint.

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

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

23 102. Plaintiff has exhausted his administrative remedies pursuant to California Labor  
24 Code § 2699.3. On May 26, 2025, he gave written notice by online filing to the Labor and  
25 Workforce Development Agency and on May 27, 2025 by certified mail to Defendants of the  
26 specific provisions of the Labor Code that Defendants have violated against Plaintiff and certain  
27 current and former aggrieved employees, including the facts and theories to support the  
28

1 violations. Plaintiff also paid the filing fee. Plaintiff's PAGA case number is LWDA-CM-  
2 1101117-25.

3 103. More than 65 days has elapsed since Plaintiff provided notice, but the Labor and  
4 Workforce Development Agency has not indicated that it intends to investigate Defendants'  
5 Labor Code violations discussed in the notice. Accordingly, Plaintiff may commence a civil  
6 action to recover penalties under Labor Code § 2699 pursuant to § 2699.3 for the violations of  
7 the Labor Code described in this Complaint. These penalties include, but are not limited to,  
8 penalties under California Labor Code §§ 210, 226.3, 558, and 2699(f)(2).

9 104. In addition, Plaintiff seeks penalties for Defendants' violation of California Labor  
10 Code § 1174(d). Pursuant to California Labor Code § 1174.5, any person, including any entity,  
11 employing labor who willfully fails to maintain accurate and complete records required by  
12 California Labor Code § 1174 is subject to a penalty under § 1174.5. Pursuant to the applicable  
13 IWC Order § 7(A)(3), every employer shall keep time records showing when the employee  
14 begins and ends each work period. Meal periods, and total hours worked daily shall also be  
15 recorded. Additionally, pursuant to the applicable IWC Order § 7(A)(5), every employer shall  
16 keep total hours worked in the payroll period and applicable rates of pay.

17 105. During the time period of employment for Plaintiff and the Aggrieved Employees,  
18 Defendants failed to maintain records pursuant to the Labor Code and IWC Orders by failing to  
19 maintain accurate records showing meal periods. Defendants' failure to provide and maintain  
20 records required by the Labor Code IWC Wage Orders deprived Plaintiff and the Aggrieved  
21 Employees the ability to know, understand and question the accuracy and frequency of meal  
22 periods. Therefore, Plaintiff and the Aggrieved Employees had no way to dispute the resulting  
23 failure to pay wages, all of which resulted in an unjustified economic enrichment to Defendants.  
24 As a direct result, Plaintiff and the Aggrieved Employees have suffered and continue to suffer,  
25 substantial losses related to the use and enjoyment of such wages, lost interest on such wages and  
26 expenses and attorney's fees in seeking to compel Defendants to fully perform its obligation  
27 under state law, all to their respective damage in amounts according to proof at trial. Because of  
28 Defendants' knowing failure to comply with the Labor Code and applicable IWC Wage Orders,

1 Plaintiff and the Aggrieved Employees have also suffered an injury in that they were prevented  
2 from knowing, understanding, and disputing the wage payments paid to them.

3 106. Based on the conduct described in this Complaint, Plaintiff is entitled to an award  
4 of civil penalties on behalf of himself, the State of California, and similarly Aggrieved  
5 Employees of Defendants. The exact amount of the applicable penalties, in all, is in an amount  
6 to be shown according to proof at trial. These penalties are in addition to all other remedies  
7 permitted by law.

8 107. In addition, Plaintiff seeks an award of reasonable attorney's fees and costs  
9 pursuant to California Labor Code § 2699(g)(1), which states, "Any employee who prevails in  
10 any action shall be entitled to an award of reasonable attorney's fees and costs."

### 11 **PRAYER FOR RELIEF**

12 Plaintiff, individually, and on behalf of all others similarly situated only with respect to  
13 the class claims, prays for relief and judgment against Defendants, jointly and severally, as  
14 follows:

#### 15 **Class Certification**

- 16 1. That this action be certified as a class action with respect to the First, Second,  
17 Third, Fourth, Fifth, Sixth, Seventh, and Eighth Causes of Action;  
18 2. That Plaintiff be appointed as the representative of the Class; and  
19 3. That counsel for Plaintiff be appointed as Class Counsel.

#### 20 **As to the First Cause of Action**

- 21 4. That the Court declare, adjudge and decree that Defendants violated California  
22 Labor Code §§ 204 and 1194 and applicable IWC Wage Orders by willfully failing to pay all  
23 minimum wages due;  
24 5. For general unpaid wages as may be appropriate;  
25 6. For pre-judgment interest on any unpaid compensation commencing from the date  
26 such amounts were due;  
27 7. For liquidated damages;  
28 8. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to

1 California Labor Code § 1194(a); and,

2 9. For such other and further relief as the Court may deem equitable and appropriate.

3 As to the Second Cause of Action

4 10. That the Court declare, adjudge and decree that Defendants violated California  
5 Labor Code §§ 510 and 1198 and applicable IWC Wage Orders by willfully failing to pay all  
6 overtime wages due;

7 11. For general unpaid wages at overtime wage rates as may be appropriate;

8 12. For pre-judgment interest on any unpaid overtime compensation commencing  
9 from the date such amounts were due;

10 13. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to  
11 California Labor Code § 1194(a); and,

12 14. For such other and further relief as the Court may deem equitable and appropriate.

13 As to the Third Cause of Action

14 15. That the Court declare, adjudge and decree that Defendants violated California  
15 Labor Code §§ 226.7 and 512, and the IWC Wage Orders;

16 16. For unpaid meal period premium wages as may be appropriate;

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

19 18. For reasonable attorneys' fees under California Code of Civil Procedure § 1021.5,  
20 and for costs of suit incurred herein; and

21 19. For such other and further relief as the Court may deem equitable and appropriate.

22 As to the Fourth Cause of Action

23 20. That the Court declare, adjudge and decree that Defendants violated California  
24 Labor Code §§ 226.7 and 512, and the IWC Wage Orders;

25 21. For unpaid rest period premium wages as may be appropriate;

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

23. For reasonable attorneys' fees under California Code of Civil Procedure § 1021.5, and for costs of suit incurred herein; and

24. For such other and further relief as the Court may deem equitable and appropriate.

As to the Fifth Cause of Action

25. That the Court declare, adjudge and decree that Defendants violated Labor Code § 2802 and the IWC Wage Orders;

26. For general unpaid wages and reimbursement of business expenses as may be appropriate;

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

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

29. For such other and further relief as the Court may deem equitable and appropriate.

As to the Sixth Cause of Action

30. That the Court declare, adjudge and decree that Defendants violated California Labor Code §§ 201, 202, and 203 by willfully failing to pay all compensation owed at the time of termination of the employment;

31. For statutory wage penalties pursuant to California Labor Code § 203 for former employees who have left Defendants' employ;

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

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

34. For such other and further relief as the Court may deem equitable and appropriate.

As to the Seventh Cause of Action

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

36. For penalties and actual damages pursuant to California Labor Code § 226(e);

1           37.     For injunctive relief to ensure compliance with this section, pursuant to California  
2 Labor Code § 226(h);

3           38.     For reasonable attorneys' fees and for costs of suit incurred herein; and

4           39.     For such other and further relief as the Court may deem equitable and appropriate.

5                               As to the Eighth Cause of Action

6           40.     That the Court declare, adjudge and decree that Defendants violated California  
7 Business & Professions Code §§ 17200, *et seq.* by failing to pay wages for all hours worked  
8 (including minimum and overtime wages), failing to provide meal periods, failing to maintain  
9 accurate records of meal periods, failing to authorize and permit rest periods, and failing to  
10 maintain accurate records of all hours worked and meal periods, failing to furnish accurate wage  
11 statements, and failing to indemnify necessary business expenses;

12          41.     For restitution of unpaid wages to Plaintiff and all Class Members and  
13 prejudgment interest from the day such amounts were due and payable;

14          42.     For the appointment of a receiver to receive, manage and distribute any and all  
15 funds disgorged from Defendants and determined to have been wrongfully acquired by  
16 Defendants as a result of violations of California Business & Professions Code §§ 17200 *et seq.*;

17          43.     For reasonable attorneys' fees and costs of suit incurred herein pursuant to  
18 California Code of Civil Procedure § 1021.5;

19          44.     For injunctive relief to ensure compliance with this section, pursuant to California  
20 Business & Professions Code §§ 17200, *et seq.*; and,

21          45.     For such other and further relief as the Court may deem equitable and appropriate.

22                               As to the Ninth Cause of Action

23          46.     That the Court declare, adjudge and decree that Defendants violated the California  
24 Labor Code by failing to pay all wages owed, including overtime, failure to provide meal  
25 periods, failing to maintain accurate records of meal periods, failing to authorize and permit rest  
26 periods, failing to pay final wages at termination, and failing to furnish accurate wage statements;

27          47.     For all actual, consequential and incidental losses and damages, according to  
28 proof;

1           48.       For all civil penalties pursuant to California Labor Code § 2699, et seq., and all  
2 other applicable Labor Code provisions;

3           49.       For reasonable attorneys' fees and costs of suit incurred herein pursuant to  
4 California Labor Code § 2699; and,

5           50.       For such other and further relief as the Court may deem equitable and appropriate.

6                               As to all Causes of Action

7           51.       For any additional relief that the Court deems just and proper.

8  
9 Dated: August 5, 2025

Respectfully submitted,

10 MOON LAW GROUP, PC

11  
12 By: 

Kane Moon  
Allen Feghali  
Enzo Nabiev  
Matthew Dial  
Attorneys for Plaintiff

13  
14  
15                               **DEMAND FOR JURY TRIAL**

16 Plaintiff demands a trial by jury as to all causes of action triable by jury.

17  
18 Dated: August 5, 2025

MOON LAW GROUP, PC

19  
20 By: 

Kane Moon  
Allen Feghali  
Enzo Nabiev  
Matthew Dial  
Attorneys for Plaintiff

1 **PROOF OF SERVICE**

2 STATE OF CALIFORNIA )  
3 ) ss  
4 COUNTY OF LOS ANGELES )

5 I am employed in the county of Los Angeles, State of California. I am over the age of 18  
6 and not a party to the within action; my business address is 725 S. Figueroa St., 31<sup>st</sup> Floor, Los  
7 Angeles, California 90017. On **August 5, 2025**, I served the foregoing document described as:

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

9 X by placing \_\_\_ the original X a true copy thereof enclosed in sealed envelope(s)  
10 addressed as follows:

11 **LATHROP GPM LLP**  
12 Laura Reathafor (SBN 254751)  
13 2029 Century Park East  
14 Suite 1280N  
15 Los Angeles, California 90067-1623  
16 Telephone: 310.789.4600  
17 Facsimile: 310.789.4601  
18 laura.reathafor@lathropgpm.com  
19 kris.trecartin@lathropgpm.com

20 *Attorneys for Defendant CHEDRAUI USA, INC.*

21 [✓] **BY U.S. MAIL:** I deposited such envelope in the mail at Los Angeles, California. The  
22 envelope was mailed with postage thereon fully prepaid. I am “readily familiar” with the firm’s  
23 practice of collection and processing correspondence for mailing. Under that practice it would be  
24 deposited with U.S. postal service on that same day with postage thereon fully prepaid at Los  
25 Angeles, California in the ordinary course of business. I am aware that on motion of the party  
26 served, service is presumed invalid if postal cancellation date or postage meter date is more than  
27 one day after date of deposit for mailing in affidavit.

28 X (State) I declare under penalty of perjury under the laws of the State of California  
that the above is true and correct.

Executed on **August 5, 2025**, at Los Angeles, California.

29 Jessica Partida  
30 Name

31 /s/ Jessica Partida  
32 Signature