

May 16, 2025

VIA ON-LINE SUBMISSION ONLY TO:

<https://dir.tfaforms.net/128> (copy by certified mail to all Defendants)

Private Attorneys General Act
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**Re: Labor Code § 2698, *et seq.* Penalties – PAGA Notice Letter to the LWDA
*Connor Jerome O’Brien v. BlueStar Resort & Golf LLC, et al.***

Gentlepersons:

This office represents Plaintiff Anthony Albert Garcia (“Plaintiff”) and other similarly situated aggrieved non-exempt employees (collectively “Aggrieved Employees”) for violations of California Labor Code §§ 201, 202, 203, 204, 210, 226, 226.3, 226.7, 227.3, 245 *et seq.*, 246, 510, 512, 558, 558.1, 1174, 1174.5, 1182.12, 1185, 1194, 1194.2, 1197, 1198, 1199, 2698, 2699, *et seq.* and 2802; provisions of the Industrial Welfare Commission (IWC) Wage Order(s); and California Business & Professions Code § 17200 *et seq.*

The purpose of this letter is to comply with the Private Attorneys General Act of 2004, pursuant to California Labor Code § 2698 *et seq.* (“the Act”). Plaintiff would like to bring a representative action, pursuant to the Act, on behalf of himself and all other similarly situated Aggrieved Employees, and the State of California, against Defendants, BlueStar Resort & Golf LLC; The



Blue Star Resort & Golf; and DOES 1 through 50 inclusive (all defendants being referred to herein collectively as “Defendants”).

Additionally, this correspondence will serve to satisfy the notice requirements under the Act, along with a copy of Plaintiff’s Class Action Complaint, which is attached to this Notice letter. The Complaint is being concurrently filed in Los Angeles Superior Court and will be assigned a local case number. The Complaint allegations and claims are incorporated into this Notice Letter.

We also set forth herein the facts and theories and the California Labor Code violations which Defendants engaged in with respect to Plaintiff and all of their Aggrieved Employees in California. The attached Class Action Complaint provides the details of Plaintiff’s class-wide claims and claims under the Act, and the applicable California law governing them. It, along with this Notice Letter, addresses in detail numerous violations that subject Defendants to civil and statutory penalties under the Act.

Relevant Facts

Aggrieved Employees were employed by Defendants as non-exempt employees within the state of California within the statutory time period who suffer or suffered from the same wage and hour violations outlined below. Defendants had a common policy and/or practice of failing to pay Aggrieved Employees minimum wages for all hours worked.

Additionally, Aggrieved Employees were not paid for the time that they worked “pre-shift” and “post-shift” without compensation by washing dishes, cooking, and interfacing via telephone and text message with management. Thus, Aggrieved Employees were required to work hours, under the control of Defendants, without wages.

Plaintiff also contends that Defendants failed to pay Plaintiff and the Aggrieved Employees all wages due and owing, failed to provide meal and rest breaks, and failed to furnish accurate wage statements, all in violation of various provisions of the California Labor Code and applicable Wage Orders. Moreover, Defendants scheduled all employees and Aggrieved Employees on a split shift schedule whereby there was a two-hour gap between the two shifts where the Plaintiff and Aggrieved Employees were not paid and no split-shift premium was ever paid to the Plaintiff and Aggrieved Employees.

Because of the foregoing understatement of hours worked, Defendants also failed to pay Plaintiff and Aggrieved Employees proper overtime wages. Plaintiff and Aggrieved Employees consistently worked in excess of eight (8) hours a day, and/or forty (40) hours a week. However, Plaintiff and Aggrieved Employees were not paid overtime wages for hours worked in excess of 8 hours a day. Moreover, the uncompensated time, discussed above, was worked by Aggrieved Employees in excess of 8 hours a day and/or 40 hours a week, further entitling Aggrieved Employees overtime wages which they were consistently denied, all in violation of Labor Code and applicable Wage Orders.



Defendants had a common policy and/or practice of denying Plaintiff and Aggrieved Employees proper meal periods. Specifically, Plaintiff and Aggrieved Employees were required to work through their meal periods which they were consistently denied. Also, what meal periods Plaintiff and Aggrieved Employees did take, were consistently less than 30 minutes, taken well after their fifth consecutive hour of work, and were on-duty due to Defendants' policy and practice requiring Aggrieved Employees to take their "meal period" between the two shifts assigned to them by the Defendants, which was uncompensated split-shift premiums, all in violation of Labor Code and applicable Wage Orders. In addition, Defendants had a policy and practice of requiring Employees to record meal periods before the fifth hour of work regardless of when meal periods were taken or if they were taken at all to avoid paying meal period premiums. Similarly, Plaintiff and Aggrieved Employees were required to work in excess of ten (10) hours a day, without ever receiving a second meal compliant period, all in violation of Labor Code and applicable Wage Orders.

Defendants have consistently failed to provide Plaintiff and Aggrieved Employees with paid rest breaks of not less than 10 minutes for every work period of 4 or more consecutive hours, as required by Labor Code. Specifically, Plaintiff and Aggrieved Employees who often worked at least twelve (12) hours in a day were entitled to at least two breaks but were required to work through their rest breaks which they were continuously denied.

Defendants had a common policy and practice of failing to reimburse Plaintiff and Aggrieved Employees for necessary business expenditures incurred in execution of their duties under Defendants' employ. Defendants have failed to reimburse Plaintiff and Aggrieved Employees for expenses necessarily incurred in the performance of their job duties for Defendants including, the cost of cellphone usage for work-related activities such as the requirement of downloading the ADP app, text and calling coworkers and supervisors and watching training videos, which were necessary to perform their duties under Defendants' employ.

Defendants consistently failed to issue accurate itemized wage statements as required by Labor Code § 226(a). Defendant BlueStar is the company name listed on the plaintiff and Aggrieved Employees' wage statements. The Defendants name on the wage statements is "Blue Star Resort & Golf" and "Blue Star Resort" which is not the Defendant's name on the California Secretary of State website. The correct name, according to the California Secretary of State website is Bluestar Resort & Golf LLC. Furthermore, the address listed on the Plaintiff's wage statement of 8800 North Gainey Drive Suite 350, Scottsdale AZ 85258, is not associated with the Defendants and is a violation of Labor Code § 226. The address that is registered with the California Secretary of State is 655 Brea Canyon Rd, Walnut, CA 91789.

Specifically, Defendants failed to provide Employees with accurate itemized wage statements in writing, as required by the Labor Code. The wage statements provided to Aggrieved Employees were confusing and required Aggrieved Employees to refer to outside sources to verify whether their pay was correct, potentially resulting in a miscalculation by the Aggrieved Employees. Moreover, the wage statements given to Aggrieved Employees failed to accurately account for



unpaid wages, overtime, premium pay for deficiently provided meal periods and rest breaks, and total hours worked due to rounding as discussed above.

Moreover, Defendants failed to pay Plaintiff and Aggrieved Employees all wages owed at the time of their termination or within seventy-two (72) hours of their resignation as required by Labor Code §§ 201-203. Defendants also consistently failed to pay Aggrieved Employees all wages due on a semi-monthly basis.

PAGA Claim Details, Legal Bases for Violations and Penalties:

As addressed above and in further detail in the attached Class Action Complaint, Plaintiff and the Aggrieved Employees complain of the following violations committed by Defendants:

Failure to Pay Minimum Wages

Defendants violated the law by failing to pay Aggrieved Employees minimum wages for all hours worked. California Labor Code § 1197, entitled “Pay of Less Than Minimum Wage” states, “[t]he minimum wage for employees fixed by the commission is the minimum wage to be paid to employees, and the payment of a less wage than the minimum so fixed is unlawful.” The applicable minimum wages fixed by the commission for work during the relevant period is found in the Wage Orders.

In California, employees must be paid at least the then applicable state minimum wage for all hours worked, including under Labor Code § 1197, IWC Wage Order MW-2014, and paragraphs 2(K), 2(S), and 4(A)-4(C) of the applicable IWC Wage Orders. Paragraph 2(H) of the applicable IWC Wage Orders defines “Hours Worked” as “the time during which an employee is subject to the control of an employer, and includes all the time the employee is suffered or permitted to work, whether or not required to do so.” Additionally, pursuant to Labor Code § 204, other applicable laws and regulations, and public policy, an employer must timely pay its employees for all hours worked. Defendants failed to do so.

California Labor Code § 1197, entitled “Pay of Less Than Minimum Wage” states: “The minimum wage for employees fixed by the commission is the minimum wage to be paid to employees, and the payment of a less wage than the minimum so fixed is unlawful.” The minimum wage provisions of California Labor Code are enforceable by private civil action pursuant to Labor Code § 1194(a) which states: “Notwithstanding any agreement to work for a lesser wage, any employee receiving less than the legal minimum wage or the legal overtime compensation applicable to the employee is entitled to recover in a civil action the unpaid balance of the full amount of this minimum wage or overtime compensation, including interest thereon, reasonable attorney’s fees and costs of suit.”

As described in California Labor Code §§ 1185 and 1194.2, any action for wages incorporates the applicable Wage Order of the California Industrial Welfare Commission. Also, California Labor Code §§ 1194, 1197, 1197.1 and those Industrial Welfare Commission Wage Orders entitle non-exempt employees to an amount equal to or greater than the minimum wage for all hours worked. All hours must be paid at the statutory or agreed rate, or at the minimum rate in the



absence of a contractually agreed upon one. The underpayment of wages to Aggrieved Employees is and has been a direct consequence of Defendants' unlawful compensation policies and practices, which applied uniformly to the Aggrieved Employees working at locations and work sites throughout California.

Defendants thus failed to pay Employees minimum wages they were owed, including by their consistent policy of failing to pay Employees for all hours worked. Specifically, Aggrieved Employees were not paid for the time that they worked "pre-shift" and "post-shift" without compensation by interfacing with management, sending and responding to emails and text messages, making and answering telephone calls, and driving to different jobsites to complete work for the Defendants. Moreover, Employees were not paid for the time spent answering work-related phone calls while off-the-clock. Accordingly, Plaintiff and Aggrieved Employees were required to work without pay. Thus, Plaintiff and Aggrieved Employees were required to work hours without wages. Additionally, Defendants did not pay Plaintiff and Aggrieved Employees at the applicable minimum wage for all hours worked. Defendants have the ability to pay minimum wages for all time worked and have willfully refused to pay such wages with the intent to secure for Defendants a discount upon this indebtedness with the intent to annoy, harass, oppress, hinder, delay, or defraud Plaintiff and Aggrieved Employees.

In light of the forgoing, the Aggrieved Employees seek to recover wages and penalties. Aggrieved Employees are entitled to recover the unpaid minimum wages (including double minimum wages), liquidated damages in an amount equal to the minimum wages unlawfully unpaid, interest thereon and reasonable attorney's fees and costs of suit pursuant to California Labor Code § 1194(a). Plaintiff and the other Aggrieved Employees further request recovery of all unpaid wages, according to proof, interest, statutory costs, as well as the assessment of any statutory and civil penalties against Defendants, in a sum as provided by the California Labor Code and/or other applicable statutes, including pursuant to Labor Code § 558, and Wage Order provisions. To the extent minimum wage compensation is determined to be owed to the Aggrieved Employees who have terminated their employment, Defendants' conduct also violates Labor Code §§ 201 and/or 202, and therefore these individuals are also be entitled to waiting time penalties under California Labor Code § 203, which penalties are sought herein on behalf of these Aggrieved Employees. Defendants' failure to timely pay all wages owed also violated Labor Code § 204 and resulted in violations of Labor Code § 226 because they resulted in the issuance of inaccurate wage statements. Defendants' conduct as alleged herein was willful, intentional and not in good faith. Further, Plaintiff and other Aggrieved Employees are entitled to seek and recover statutory costs.

Under the PAGA, and following exhaustion of the notice period, Plaintiff is seeking all civil and statutory penalties available and applicable under Labor Code §§ 510, 558, 1194.2, 1197.1, 1199, 2699(f)(2), and 2699.5, and also for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1).



Failure to Pay Wages and Overtime in Violation of Labor Code § 510

Defendants violated the law by failing to pay Plaintiff and Aggrieved Employees earned wages and overtime. Specifically, Plaintiff and Aggrieved Employees consistently worked in excess of eight (8) hours a day, and/or forty (40) hours a week. However, Plaintiff and Aggrieved Employees were not paid overtime wages for hours worked in excess of 8 hours a day.

Moreover, the uncompensated time, discussed above including the time they worked “pre-shift” and “post-shift” without compensation by interfacing with vendors, sending emails, and driving to pick up parts, and receiving phone calls while off-the-clock, and time spent working while clocked out for meal breaks caused Plaintiff and Aggrieved Employees to work in excess of 8 hours a day and/or 40 hours a week, further entitling Plaintiff and Aggrieved Employees to overtime wages which they were consistently denied, all in violation of Labor Code § 510 and applicable Wage Orders. Additionally, Defendants did not pay Aggrieved Employees the correct overtime rate for the recorded overtime hours that they generated.

Defendants have violated Labor Code § 1194 and Labor Code § 510 (and paragraphs 2(K), 2(S), 3(A) and 4(A)-4(B) of the relevant orders of the Industrial Welfare Commission) by failing to pay Employees: (a) time and one-half their regular hourly rates for hours worked in excess of eight hours in a workday or in excess of forty hours in any workweek or for the first eight hours worked on the seventh day of work in any one workweek; or (b) twice their regular rate of pay for hours worked in excess of twelve hours in any one day or for hours worked in excess of eight hours on any seventh day of work in a workweek. Defendants had a consistent policy of not paying Employees wages for all hours worked, including by requiring off the clock work as addressed above and by under-reporting actual hours worked. With work shifts generally requiring eight hours or more of work on a given day, this unpaid off the clock work resulted in Aggrieved Employees working past eight hours on a shift or more than forty hours in a week, which required that they be paid at the correct overtime rate of 1.5 times their regular rate.

When considered in combination with the other wage violations addressed above, Aggrieved Employees were not properly compensated, nor were they paid overtime and double time rates for hours worked in excess of eight hours or twelve hours in a given day, and/or forty hours in a given week. Defendants did not make available to Aggrieved Employees a reasonable protocol for correcting time records when Aggrieved Employees worked overtime hours or to fix incorrect time entries or those that Defendants unlawfully under-recorded to the Aggrieved Employees’ detriment. Defendants have also violated these provisions by requiring Plaintiff and other similarly situated Aggrieved Employees to work through meal periods when they were required to be clocked out or to otherwise work off the clock to complete their daily job duties.

In light of the forgoing, Aggrieved Employees seek to recover wages and penalties pursuant to the California Labor Code, including Labor Code §§ 204, 510, 558, 1174, 1194, 1198, 1199, and the relevant paragraphs of the IWC Wage Orders, including paragraphs 2(K), 2(S), 3(A), 4, and 20. Defendants are liable to Aggrieved Employees for the full amount of all their unpaid wages and overtime compensation, with interest, plus their reasonable attorneys’ fees and costs, as well as the assessment of any statutory penalties against Defendants, and each of them, and any additional sums as provided by the Labor Code and/or other statutes and Wage Order provisions.



Under the PAGA, and following exhaustion of the notice period, Plaintiff is seeking all civil and statutory penalties available and applicable under Labor Code §§ 510, 558, 1194.2, 1197.1, 1199, 2699(f)(2), and 2699.5, and also for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1).

Meal-Period Liability Under Labor Code §§ 226.7 and 512 and Penalties

Defendants have regularly required Aggrieved Employees to work shifts in excess of five hours without providing them with uninterrupted meal periods of not less than thirty minutes as required under Labor Code §§ 226.7, 512, and paragraph 11 of the applicable Wage Orders. Specifically, Aggrieved Employees were forced to incur shortened meal periods, were provided with meal periods late and well after the fifth hour of work, could not be relieved to take their meal periods, or were required to remain on-duty at all times and were unable to take off-duty meal periods or were otherwise not provided with the opportunity to take required meal periods.

On the occasions when Aggrieved Employees were provided with a meal period, it was often untimely or interrupted by having to respond to work demands or remain under Defendants' control due to Defendants' policy and practice requiring Aggrieved Employees to keep walkie talkies and work phones on to respond to emergencies and other situations, in violation of the Labor Code and applicable Wage Orders. On shifts over ten hours, second meal periods were not provided. Defendants also failed to pay Aggrieved Employees "premium pay," i.e. one hour of wages at each Aggrieved Employee's effective regular rate of pay, for each meal period that Defendants failed to provide or deficiently provided, including by miscalculating any premium payments they did make. Specifically, Defendants had a uniform policy and practice of requiring Aggrieved Employees to record meal periods before their fifth hour of work even if they did not take their meal periods or took them after the fifth hour of work to avoid paying meal period premiums. Therefore, pursuant to Labor Code § 226.7 and paragraphs 11 and 20 of the applicable IWC Wage Order, Aggrieved Employees are entitled to damages in an amount equal to one hour of wages at their correctly calculated regular rate of compensation for each meal period not provided or deficiently provided, as well as the assessment of any statutory penalties against the Defendants, and each of them, in a sum as provided by the Labor Code, including Labor Code § 558 and other applicable statutes and Wage Order provisions. Defendants paid nondiscretionary commissions, incentive pay, and/or nondiscretionary bonuses to Aggrieved Employees but Defendants failed to include these forms of remuneration in the regular rate of pay from which premium pay was calculated and paid. Therefore, Defendants also miscalculated the rate at which they paid any meal period or rest period premiums when Defendant did attempt to pay them, resulting in further violations of section 226.7.

Under the PAGA, and following exhaustion of the notice period, Plaintiff is seeking all civil and statutory penalties and wages as available and applicable under Labor Code §§ 226.7, 512, 558, including sections 558(a)(1)-(3), 1199, 2699(f)(2) and 2699.5, and also for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1).



Rest-Break Liability Under Labor Code § 226.7 and Penalties

Defendants have consistently failed to provide Aggrieved Employees with paid rest breaks of not less than ten minutes for every work period of four or more consecutive hours, as required under Labor Code § 226.7. Specifically, Defendants provided rest periods untimely or for shortened durations, and Defendants' policies and procedures required Aggrieved Employees to remain under Defendants' control during breaks by requiring Aggrieved Employees to keep walkie talkies and work phones on to respond to emergencies and other situations. Defendants paid nondiscretionary commissions, incentive pay, and/or nondiscretionary bonuses to Aggrieved Employees but Defendants failed to include these forms of remuneration in the regular rate of pay from which premium pay was calculated and paid. Therefore, Defendants also miscalculated the rate at which they paid any rest period premiums when Defendants did attempt to pay them, resulting in further violations of section 226.7.

Defendants also failed to pay Aggrieved Employees premium pay for each day on which requisite rest breaks were not provided or were deficiently provided, or miscalculated any premiums paid. Therefore, pursuant to Labor Code § 226.7 and paragraphs 12 and 20 of the applicable IWC Wage Order, Aggrieved Employees are entitled to damages in an amount equal to one hour of wages at their correctly calculated regular rate of compensation for each rest period not provided or deficiently provided, as well as the assessment of any statutory penalties against the Defendants, and each of them, in a sum as provided by the Labor Code, including Labor Code § 558 and other applicable statutes and Wage Order provisions.

Under the PAGA, and following exhaustion of the notice period, Plaintiff is seeking all civil and statutory penalties and wages as available and applicable under Labor Code §§ 226.7, 512, 558, including sections 558(a)(1)-(3), 1199, 2699(f)(2), and 2699.5, and also for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1).

Failure to Reimburse for Necessary Business Expenditures in Violation of Labor Code § 2802

Defendants have consistently required Plaintiff and Aggrieved Employees to incur necessary business expenses in the execution of their duties under Defendants' employ. Specifically, Defendants have failed to reimburse Plaintiff and Aggrieved Employees for expenses necessarily incurred in the performance of their job duties for Defendants including, the cost of cellphone usage for work-related activities such as the requirement of downloading the ADP app, text and calling coworkers and supervisors and watching training videos which were necessary to perform their duties under Defendants' employ in violation of Labor Code § 2802. Defendants systematically and uniformly failed to reimburse those lawful and necessary work related expenses or losses incurred in direct discharge of their job duties during employment with Defendants and at the direction of the Defendants pursuant to Labor Code § 2802(a) and the applicable IWC Wage Orders, paragraph 9. Defendants are liable for PAGA penalties resulting from their failure to reimburse necessary business expenses incurred by the Aggrieved Employees. Accordingly, Aggrieved Employees are entitled to recover, and hereby seek through this Representative Action, all civil and statutory penalties authorized for violations of California Labor Code §§ 1198 and 2802, and Section 9(B) of the applicable IWC Wage Orders, and



Plaintiff seeks all civil and statutory penalties available and applicable under Labor Code §§ 2802 and 2699(f)(2), and also attorneys' fees and costs pursuant to Labor Code § 2699(g)(1).

Failure to Issue Accurate and Itemized Wage Statements in Violation of Labor Code § 226

California Labor Code § 226(a) requires an employer to furnish each employee with an accurate, itemized wage statements in writing. These statements must be appended to the detachable part of the check, draft, voucher, or whatever else serves to pay the employee's wages; or, if wages are paid by cash or personal check, these statements may be given to the employee separately from the payment of wages; in either case the employer must give the employee these statements twice a month or each time wages are paid. As a direct and proximate cause of Defendants' violation of Labor Code § 226(a), Aggrieved Employees suffered injuries, including among other things confusion over whether they received all wages owed them, the difficulty and expense involved in reconstructing pay records, and forcing them to make mathematical computations to analyze whether the wages paid in fact compensated them correctly for all hours worked.

Defendants failed to provide Aggrieved Employees with accurate itemized wage statements in writing, as required by the Labor Code. Specifically, Defendants failed to provide Employees with accurate itemized wage statements in writing, as required by the Labor Code. The wage statements given to Aggrieved Employees, by Defendants, failed to accurately account for wages, overtime, premium pay for deficiently provided meal periods and rest breaks, and reflected incorrect hours worked due to the rounding of timekeeping entries. Additionally, Defendants failed in their affirmative obligation to keep accurate records of the correct overtime wages based on proper regular rate calculations that included nondiscretionary commissions, incentive pay, and/or nondiscretionary bonuses earned. The wage statements provided to Aggrieved Employees were confusing and required Aggrieved Employees to engage in discovery and refer to outside sources to verify whether their pay was correct and potentially resulting in a miscalculation by the Aggrieved Employees.

In light of these violations, and pursuant to Labor Code §§ 226(a) and 226(e) and paragraphs 4(b), 7, and 20 of the applicable IWC Wage Orders, Aggrieved Employees are entitled to recover the greater of all actual damages or fifty dollars (\$50) for the initial pay period in which a violation occurs and one hundred dollars (\$100) for each violation in a subsequent pay period, not exceeding an aggregate penalty of four thousand dollars (\$4,000). They are also entitled to an award of costs and reasonable attorneys' fees.

Under the PAGA, and following exhaustion of the notice period, Plaintiff asserts PAGA claims for failure to provide Aggrieved Employees with accurate, itemized wage statements and failure to maintain employment records for Plaintiff and Aggrieved Employees under Labor Code §§ 226, 1174, and 1198.5, and Sections 7(A), 7(B), and 7(C) of the applicable IWC Wage Order(s) seeking all civil and statutory penalties and wages available and applicable under Labor Code §§ 226(e), 226.3, 558, 1174.5, 1199, and 2699(f)(2), and paragraph 20 of the applicable IWC Wage Order, and also for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1). More specifically, by providing inaccurate wage statements and failing to maintain records as required under Labor Code § 226(a), Defendants committed ongoing violations giving rise to civil



penalties under Labor Code §226.3, which in addition to other penalties provided by law, subjects Defendants to “a penalty in the amount of two hundred fifty dollars (\$250) per employee per violation in an initial citation and one thousand dollars (\$1,000) per employee for each violation in a subsequent citation, ...”

Failure to Issue Semimonthly Payments in Violation of Labor Code § 204

In failing to pay Aggrieved Employees wages, overtime, premium pay, etc., and failing to provide them with checks and wage statements, Defendants failed to timely pay Aggrieved Employees wages on a semimonthly basis as required under Labor Code § 204. Defendants failed to maintain records showing accurate hours worked daily and the wages paid to Aggrieved Employees, as well as the meal and rest periods taken by Aggrieved Employees, as required by Labor Code § 1174 and the applicable IWC wage orders.

Defendants also required Aggrieved Employees to work hours off the clock for which they were not compensated, including during interrupted or otherwise on-duty meal and rest periods. Defendants also failed to pay all overtime premium wages owed for work conducted on a work shift and a workday or miscalculated these premiums by not including all forms of remuneration in the regular rate, as addressed above. Therefore, when Aggrieved Employees received wage statements and pay checks, they did not compensate all hours worked on a timely basis, resulting in Defendants’ systematic failure to pay all wages owed to Aggrieved Employees twice monthly in accordance with the requirements of Labor Code § 204. Additionally, by not providing wage statements as required under section 204, Defendants systematically violated Labor Code § 204 and § 226.

Given the above described off the clock work, Plaintiff was not paid at the correct overtime rate for all hours he worked after eight hours into a shift or over forty in a work week and was not paid all double time owed either. Defendants’ uniformly applied payroll policies and practices thus resulted in further systematic and ongoing violations of the requirements of Labor Code § 204.

In light of the foregoing, Plaintiff and Aggrieved Employees seek to recover wages and penalties, interest, fees and costs pursuant to Labor Code §§ 201.3, 210, 218.5, 558, and 1194. In failing to pay Aggrieved Employees minimum wages and overtime, by unlawful rounding and off the clock work, by not providing proper meal and rest periods, failing to provide accurate itemized wage statements, and failing to pay Employees wages upon termination or timely upon resignation, all discussed above, Defendants failed to timely pay Aggrieved Employees wages on a semimonthly basis as required under Labor Code § 204. Defendants also failed to maintain records showing accurate hours worked daily and the wages paid to Aggrieved Employees, as required by Labor Code § 1174 and paragraph 7 of the applicable IWC Wage Orders, entitling Aggrieved Employees to recover penalties pursuant to paragraph 20 of the applicable IWC Wage Orders.

Under the PAGA, and following exhaustion of the notice period, Plaintiff asserts PAGA claims for failure to timely pay all wages owed, including at least semi-monthly and upon separation or



termination, under Labor Code §§ 203, 204, 2926, 2927, and 2699.5 seeking all civil penalties available and applicable under Labor Code §§ 204, 210, 558, 1197, 1198, 1199 and 2699(f)(2), and paragraph 20 of the applicable IWC Wage Orders, and also for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1).

Failure to Keep Records In Accordance With Labor Code § 1174

Labor Code § 1174 requires employers to keep records showing payroll data and the hours worked daily by and the wages paid to employees. By failing to pay Aggrieved Employees proper wages, overtime, double time, premium pay, etc., and by not properly recording meal period start and end times, all discussed herein, Defendants failed to maintain proper employment records in accordance with Section 1174. In light of the forgoing, Plaintiff and Aggrieved Employees seek to recover penalties pursuant to Labor Code §§ 1174.5 and 2699, *et seq.* Defendants have also failed to comply with paragraph 7 of the applicable California IWC Wage Orders by failing to maintain time records showing when the employee begins and ends each work period, meal periods, wages earned pursuant to Labor Code § 226.7, and total daily hours worked by itemizing in wage statements all deductions from payment of wages and accurately reporting total hours worked by the Aggrieved Employees, and they are entitled to recover penalties pursuant to paragraph 20 of the applicable IWC Wage Orders.

Under the PAGA, and following exhaustion of the notice period, Plaintiff asserts PAGA claims for failure to provide Plaintiff and the Aggrieved Employees with accurate, itemized wage statements and failure to maintain employment records for Plaintiff and Aggrieved Employees under Labor Code §§ 226, 1174, 1198, and 1198.5, and Sections 7(A), 7(B), and 7(C) of the applicable IWC Wage Order(s) seeking all civil and statutory penalties and wages available and applicable under Labor Code §§ 558, 1174.5, 1199, and 2699(f)(2), 2699.5, and paragraph 20 of the applicable IWC Wage Order, and also for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1).

Waiting Time Penalties Pursuant to Labor Code § 203

Some Aggrieved Employees no longer work for Defendants; they either resigned or were terminated from Defendants' employ. Based on the forgoing, Defendants have had a consistent policy of failing to pay all wages earned by and owed to Aggrieved Employees at the time of their termination or within seventy-two hours of their resignation, as required by California under Labor Code § 203. In light of the forgoing, Plaintiff and Aggrieved Employees seek to recover wages and penalties pursuant to Labor Code § 558 and further specifically seek penalties and wages under Labor Code § 203, which provides that an employee's wages shall continue until paid for up to thirty (30) days from the date they were due.

Under the PAGA, and following exhaustion of the notice period, Plaintiff asserts PAGA claims for failure to timely pay all wages owed, including at least semi-monthly and upon separation or termination, under Labor Code §§ 201, 201, 203, 204, 1197.5, 2926, and 2927 seeking all civil penalties available and applicable under Labor Code §§ 201, 202, 203, 210, 558, 1197, 1198, 1199, 2699(f)(2), 2699.5, and paragraph 20 of the applicable IWC Wage Orders, and also for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1).



Failure to Pay Split-Shift Premiums

Section 4 of the applicable Industrial Welfare Commission Wage Order imposes an affirmative obligation on employers to pay non-exempt employees one (1) hour's pay at the minimum wage in addition to the minimum wage for that workday when an employee works a split shift.

Plaintiff alleges that, at all relevant times during the applicable limitations period, Defendants maintained a policy or practice of failing to pay premium wages to Aggrieved Employees when their schedules were interrupted by non-paid and non-working time periods established by the employer. The time periods between these shifts were longer than a bona fide meal or rest periods and were for the benefit of the employer.

At no time did the Aggrieved Employees reside at the place of their employment. As a result of Defendants' unlawful conduct, Plaintiff and Aggrieved Employees have suffered damages in an amount, subject to proof, to the extent they were not paid the full amount of split-shift premiums earned during each pay period during the applicable limitations period. Pursuant to Labor Code section 204, 218.6 and 226.7, Plaintiff, on behalf of himself and the Aggrieved Employees, seeks to recover unpaid premium wages, interest thereon, and costs of suit.

Pursuant to Labor Code section 1194, Code of Civil Procedure section 1021.5, the substantial benefit doctrine, and/or the common fund doctrine, Plaintiff, on behalf of himself and the Aggrieved Employees, seeks to recover reasonable attorneys' fees.

Unfair Competition Under Business and Professions Code § 17200, et seq.

Consequently, Defendants' conduct has been and continues to be unfair, unlawful, and harmful to Plaintiff and Aggrieved Employees and the general public in violation of Business & Professions Code § 17200 *et seq.*

Plaintiff's PAGA Claim under Labor Code § 2698 et seq. and Recovery Bases:

After complying with the notice procedures of Labor Code § 2699.3 and the running of the notice period after the filing of the attached Class Action Complaint, Plaintiff will file an amended Complaint asserting, as a representative action on behalf of the California Attorney General and the other similarly Aggrieved Employees, a PAGA claim for violations of the above addressed underlying claims and seeking penalties as specified by the applicable corresponding provisions.

Plaintiff and the Aggrieved Employees seek penalties under Labor Code §§ 2698 and 2699 for Defendants' violation of Labor Code provisions included under Labor Code § 2699.5, including the penalty provisions, without limitation, based, *inter alia*, on the following California Labor Code sections: §§ 201, 202, 203, 204, 210, 226, 226.3, 226.7, 227.3, 245 *et seq.*, 246, 510, 512, 558, 558.1, 1174, 1174.5, 1182.12, 1185, 1194, 1194.2, 1197, 1198, 1199, 2698, 2699, *et seq.* and 2802, including as follows:



(a) Wage Claims: For failure to provide Plaintiff and the Aggrieved Employees all earned regular pay and minimum wages for regular hours worked and for failure to pay overtime premium wages for overtime hours worked under Labor Code §§ 510, 1194(a), 1197, and 1198, and paragraphs 2(K), 3(A), 4(A), 4(B) and 20 of the applicable IWC Wage Order(s) seeking all civil and statutory penalties available and applicable under Labor Code §§ 510, 558, 1194.2, 1197.1, 1198, 1199, 2699(f)(2), and 2699.5, and also for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1);

(b) Meal and Rest Period Claims: For failure to provide Plaintiff and the Aggrieved Employees off-duty, timely, and unpaid meal periods and failure to authorize and permit them to take off-duty, timely, and paid rest periods, or pay one hour of regular pay in lieu thereof, under Labor Code §§ 512, 1198, and 226.7, and Sections 11, 12(A), and 12(B) of the applicable IWC Wage Order(s) seeking all civil and statutory penalties available and applicable, including under paragraph 20 of the applicable IWC Wage Orders, and wages under Labor Code §§ 226.7, 512, 558, including sections 558(a)(1)-(3), 1199 and 2699(f)(2), and also for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1);

(c) Inaccurate Wage Statements and Failure to Maintain Records: For failure to provide Plaintiff and the Aggrieved Employees with wage statements or with accurate, itemized wage statements and failure to maintain employment records for Plaintiff and Aggrieved Employees under Labor Code §§ 226, 1174, and 1198.5, and Sections 7(A), 7(B), and 7(C) of the applicable IWC Wage Order(s) seeking all civil and statutory penalties and wages available and applicable under Labor Code §§ 226(e), 226.3, 558, 1174.5, 1199, and 2699(f)(2), and paragraph 20 of the applicable IWC Wage Order, and also for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1). More specifically, by providing inaccurate wage statements and failing to maintain records as required under Labor Code § 226(a), Defendants committed ongoing violations giving rise to civil penalties under Labor Code § 226.3, which in addition to other penalties provided by law, subjects Defendants to "a penalty in the amount of two hundred fifty dollars (\$250) per employee per violation in an initial citation and one thousand dollars (\$1,000) per employee for each violation in a subsequent citation, ...";

(d) Failure to Timely Pay Wages: For failure to timely pay all wages owed, including at least semi-monthly and upon separation or termination, under Labor Code §§ 201, 201, 203, 204, 1197.5, 2926, and 2927 seeking all civil penalties available and applicable under Labor Code §§ 201, 202, 203, 210, 558, 1197, 1198, 1199 and 2699(f)(2), and paragraph 20 of the applicable IWC Wage Orders, and also for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1);

(e) Failure to Pay Split-Shift Premiums: For failure to pay Split-Shift premiums earned during each pay period during the applicable limitations period under Labor Code §§ 204, 218.6, and 226.7;

(f) Failure to Reimburse Business Expenses: For Defendants' failure to reimburse the necessary work related expenses incurred under Labor Code §§ 1197, 1197.1, 1198, and



2802, and Sections 2(K), 4, 9, and 20 of the applicable IWC Wage Order(s), seeking civil penalties available and applicable under Labor Code §§ 1197, 1197.1, 1198, 2802, 2699.5, and 2699(f)(2) and paragraph 9 and 20 of the IWC Wage Orders, and also attorneys' fees and costs pursuant to Labor Code § 2699(g)(1); and

(g) All Alleged Violations of the IWC Wage Orders: For any above addressed violation of the applicable provisions of the IWC Wage Orders constituting violations of Labor Code § 1198 and Labor Code § 2699.5, and seeking penalties available and applicable under Labor Code § 2699(f)(2) and paragraph 20 of the applicable IWC Wage Orders, and for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1).

We have been constrained to initially move forward with the filing of this Complaint, alleging the causes of action discussed herein, without the PAGA claim. Thus, any action by the LWDA would not resolve the entirety of the case, and the interest of judicial economy will be served by allowing the case to proceed as a cohesive whole.

This letter and the attached Complaint therefore provide the requisite notice under the Act to the LWDA and Defendants by setting forth the specific provisions of the Labor Code and related provisions Plaintiff alleges have been violated, including the facts and relevant theories alleged against BlueStar Resort & Golf LLC, Blue Star Resort & Golf, and any other named Defendants and joint employers. To prevent the violations described in the Complaint and herein from occurring, and to remedy past violations, Plaintiff respectfully requests that the LWDA conduct an investigation into Defendants' employment practices in accordance with the Act.

Wherefore we request that you advise us, by certified mail within sixty days of the postmark on this letter, whether you intend to proceed with these claims or whether Plaintiff and the Aggrieved Employees should include them in an amended Labor Code § 2698 *et seq.* claim under the Act in an amended Complaint.

Regards,

D.LAW, INC.


Jean H. Power
Roman Shkodnik

Cc: BlueStar Resort & Golf LLC and Blue Star Resort & Golf by Certified Mail

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on behalf of himself and all others similarly situated

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

CONNOR JEROME O'BRIEN, an individual,
on behalf of himself and others similarly
situated,

Plaintiff,

vs.

BLUESTAR RESORT & GOLF LLC, a
Delaware limited liability company, BLUE
STAR RESORT & GOLF, a business entity of
unknown form; and DOES 1 through 50,
inclusive,

Defendants.

Case No.:

CLASS ACTION

Assigned for All Purposes To:

Hon.

Dept.:

CLASS ACTION COMPLAINT FOR:

1. Failure to Pay Minimum Wages and for All Hours Worked;
2. Failure to Pay Wages and Overtime under Labor Code § 510;
3. Meal Period Liability, Labor Code § 226.7;
4. Rest-Break Liability, Labor Code § 226.7;
5. Violation of Labor Code § 226(a);
6. Violation of Labor Code § 221;
7. Violation of Labor Code § 204;
8. Violation of Labor Code § 203;
9. Failure to Pay Split-Shift Premiums;
10. Failure to Maintain Records Required under Labor Code §§ 1174, 1174.5;
11. Failure to Reimburse Necessary Business Expenses Under Labor Code § 2802; and
12. Violation of Business & Professions Code § 17200 *et seq.*

DEMAND FOR JURY TRIAL

1 Plaintiff CONNOR JEROME O'BRIEN (hereinafter "Plaintiff"), on behalf of himself
2 and all other similarly situated non-exempt, hourly workers employed by Defendants in
3 California (collectively, "Employees"; individually, "Employee"), complains of Defendants, and
4 each of them, as follows:

5 **INTRODUCTION**

6 1. Plaintiff brings this action on behalf of himself and all current and former
7 Employees within the State of California who, at any time four years prior to the filing of this
8 lawsuit, are or were employed as non-exempt, hourly employees by Defendants BLUESTAR
9 RESORT & GOLF LLC, a Delaware limited liability company, BLUE STAR RESORT & GOLF,
10 a business entity of unknown form; and DOES 1 through 50 (all defendants being collectively
11 referred to herein as "Defendants"). Plaintiff alleges that Defendants violated various provisions of
12 the California Labor Code, relevant orders of the Industrial Welfare Commission (IWC), and
13 California Business & Professions Code, and seeks redress for these violations.

14 2. Plaintiff is a resident of California, and during the time period relevant to this
15 Complaint, worked as a non-exempt, hourly employee within the State of California at
16 Defendants' facilities and offices in California. Plaintiff and the other Class members worked for
17 Defendants in Los Angeles County, and in other nonexempt positions, throughout California
18 and, and consistently worked at Defendants' behest without being paid all wages due. More
19 specifically, Plaintiff and the other similarly situated Class members were employed by
20 Defendants and worked at Defendants' offices and other facilities where the conduct giving rise
21 to the allegations in this Class Action Complaint occurred. Upon information and belief, Plaintiff
22 was employed by Defendants and (1) shared similar job duties and responsibilities, (2) was
23 subjected to the same policies and practices, and (3) endured similar violations at the hands of
24 Defendants as the other Employee Class members who served in similar and related positions.

25 3. Defendants required Plaintiff and the Employees in the Class to perform work
26 while remaining under Defendants' control before and after being on the clock for their daily
27 work shift. Defendants further failed to accurately record time worked by Plaintiff and Employee
28 Class members by rounding hours worked to reflect scheduled shift start and end times as

1 opposed to actual hours worked. Defendants also had a uniform policy and practice of requiring
2 Employees to record meal breaks before the fifth hour of work regardless of whether Employees
3 took a meal period after the fifth hour or did not receive a meal period. Defendants thus failed to
4 pay Plaintiff and the Class members for all hours worked and provided them with inaccurate
5 wage statements that prevented Plaintiff and the Class from learning of these unlawful pay
6 practices. Defendants required Plaintiff and Class Members to report to work twice per day for
7 two separate shifts without paying a split-shift premium. Defendants also failed to provide
8 Plaintiff and the Class with lawful meal and rest periods, as employees were not provided with
9 the opportunity to take timely, uninterrupted, and duty-free meal and rest periods as required by
10 the Labor Code.

11 **THE PARTIES**

12 **A. The Plaintiff**

13 4. Plaintiff CONNOR JEROME O'BRIEN has resided in California and during the
14 time period relevant to this Complaint was employed by Defendants as a non-exempt hourly
15 employee within the State of California.

16 **B. The Defendants**

17 5. Defendant BLUESTAR RESORT & GOLF LLC, ("BlueStar") is a Delaware
18 limited liability company with its principle executive offices in Los Angeles, California, as set
19 forth in the Statement of Information on file with the California Secretary of State. Moreover,
20 Bluestar Resort & Golf is listed as the employer on Plaintiff's paystubs during the relevant time
21 period. Upon information and belief, Bluestar employs Plaintiff and the Class members at
22 Defendants' offices and facilities in Los Angeles, California, and throughout California and
23 conducts business throughout California.

24 6. BLUE STAR RESORT & GOLF, is a business entity of unknown form, its
25 principle executive offices in Scottsdale, Arizona and has been listed as the employer on
26 Plaintiff's paystubs during the relevant time period. BLUE STAR RESORT & GOLF does not
27 list a California address with the California Secretary of State, but upon information and belief,
28 employs Plaintiff and the Employees in Los Angeles County, including at Defendants' offices

1 and facilities in Los Angeles, California, and throughout California and conducts business
2 throughout California.

3 7. The true names and capacities, whether individual, corporate, associate, or
4 whatever else, of the Defendants sued herein as Does 1 through 50, inclusive, are currently
5 unknown to Plaintiff, who therefore sues these Defendants by such fictitious names under Code
6 of Civil Procedure § 474. Plaintiff is informed and believes and thereon alleges that Defendants
7 designated herein as Does 1 through 50, inclusive, and each of them, are legally responsible in
8 some manner for the unlawful acts referred to herein. Plaintiff will seek leave of court to amend
9 this Complaint to reflect the true names and capacities of the Defendants designated herein as
10 Does 1 through 50 when their identities become known.

11 8. Plaintiff is informed and believes and thereon alleges that each Defendant acted in
12 all respects pertinent to this action as the agent of the other Defendants, that Defendants carried
13 out a joint scheme, business plan, or policy in all respects pertinent hereto, and that the acts of
14 each Defendant are legally attributable to the other Defendants. Furthermore, Defendants acted
15 in all respects as the employers or joint employers of Employees. Defendants, and each of them,
16 exercised control over the wages, hours or working conditions of Employees, or suffered or
17 permitted Employees to work, or engaged, thereby creating a common law employment
18 relationship, with Employees. Therefore, Defendants, and each of them, employed or jointly
19 employed Employees.

20 **JURISDICTION AND VENUE**

21 9. This Court has jurisdiction over this Action pursuant to California Code of Civil
22 Procedure § 410.10 and California Business & Professions Code § 17203. This Action is brought
23 as a Class Action on behalf of similarly situated Employees of Defendants pursuant to California
24 Code of Civil Procedure § 382. Venue as to Defendants is also proper in this judicial district
25 pursuant to California Code of Civil Procedure § 395 *et seq.* Upon information and belief, the
26 obligations and liabilities giving rise to this lawsuit occurred at least in part in Los Angeles
27 County and Defendants maintain and operate company offices and facilities in Los Angeles
28 County, and employ Plaintiff and other Class members in Los Angeles County and throughout

1 California.

2 **FACTUAL BACKGROUND**

3 10. The Employees who comprise the Class, including Plaintiff, are non-exempt
4 employees of Defendants pursuant to the applicable Wage Order of the Industrial Welfare
5 Commission (“IWC”).

6 11. Defendants hire Employees who work in nonexempt positions at the direction of
7 Defendants in the State of California. Plaintiff and the Class members were either not paid by
8 Defendants for all hours worked or were not paid at the appropriate minimum, regular and
9 overtime rates. Specifically, Plaintiff and Employees were not paid for the time that they worked
10 “pre-shift” and “post-shift” without compensation by washing dishes, cooking, and interfacing
11 via telephone and text message with management and customers. Plaintiff also contends that
12 Defendants failed to pay Plaintiff and the Class members all wages due and owing, failed to
13 provide meal and rest breaks, and failed to furnish accurate wage statements, all in violation of
14 various provisions of the California Labor Code and applicable Wage Orders. Moreover,
15 Defendants scheduled all employees and class members on a split shift schedule whereby there
16 was a two-hour gap between the two shifts where the Plaintiff and Class Members were not paid
17 and no split-shift premium was ever paid to the Plaintiff and class members.

18 12. During the course of Plaintiff and the Class members’ employment with
19 Defendants, they were not paid all wages they were owed, including for all work performed and
20 for all overtime hours worked and were forced to work during their meal and rest breaks.
21 Defendants also failed to maintain timekeeping records for Plaintiff that would permit him to
22 discover the nature and extent of Defendants’ unlawful rounding.

23 13. As a matter of uniform Company policy, Plaintiff and the Class members were
24 required to work during their meal and rest breaks which were not compensated by Defendants
25 in violation of the California Labor Code. Plaintiff and the Class members were also not paid
26 regular wages and overtime for the time they were required to comply with other requirements
27 imposed upon them, which they had to complete while working through their meal and rest
28 breaks and without compensation. As a result, Plaintiff and the Class members worked shifts

1 over eight (8) hours in a day and over forty (40) hours in a work week, but they were not paid at
2 the appropriate overtime rate for all such hours, including by being required to perform work
3 duties and tasks without pay and while off-the-clock, and due to Defendants' unlawful
4 rounding. As a result, Plaintiff and the Class members worked substantial overtime hours during
5 their employment with Defendants for which they were not compensated, in violation of the
6 California Labor Code, applicable IWC Wage Orders.

7 14. As a result of the above described unlawful rounding and time shaving, the daily
8 work demands and pressures to work through breaks, and the other wage violations they endured
9 at Defendants' hands, Plaintiff and the Class members were not properly paid for all wages
10 earned and for all wages owed to them by Defendants, including when working more than eight
11 (8) hours in any given day and/or more than forty (40) hours in any given week. As a result of
12 Defendants' unlawful policies and practices, Plaintiff and Class members incurred overtime
13 hours worked for which they were not adequately and completely compensated. To the extent
14 applicable, Defendants also failed to pay Plaintiff and the Class members at an overtime rate of
15 1.5 times the regular rate for the first eight hours of the seventh consecutive work day in a week
16 and overtime payments at the rate of 2 times the regular rate for hours worked over eight (8) on
17 the seventh consecutive work day, as required under the Labor Code, applicable IWC Wage
18 Orders.

19 15. Therefore, from at least four (4) years prior to the filing of this lawsuit and
20 continuing to the present, Defendants had a consistent policy or practice of failing to pay
21 Employees for all hours worked and failing to pay minimum wage for all time worked as
22 required by California Law.

23 16. Additionally from at least four (4) years prior to the filing of this lawsuit and
24 continuing to the present, Defendants had a consistent policy or practice of failing to pay
25 Employees overtime compensation at premium overtime rates for all hours worked in excess of
26 eight (8) hours a day and/or forty (40) hours a week, and double-time rates for all hours worked
27 in excess of twelve (12) hours a day, in violation of Labor Code § 510 and the corresponding
28 sections of IWC Wage Orders.

1 17. Additionally from at least four (4) years prior to the filing of this lawsuit and
2 continuing to the present, Defendants have regularly required Employees to work shifts in excess
3 of five (5) hours without providing them with uninterrupted meal periods of not less than thirty
4 (30) minutes and shifts in excess of ten (10) hours without providing them with second meal
5 periods of not less than thirty minutes; nor did Defendants pay Employees “premium pay,” i.e.
6 one hour of wages at each Employee’s effective regular rate of pay, for each meal period that
7 Defendants failed to provide or deficiently provided. Also, what meal periods Plaintiff and Class
8 Members did take, were consistently less than 30 minutes, taken well after their fifth consecutive
9 hour of work, and were on-duty due to Defendants’ policy and practice requiring Class Members
10 to take their “meal period” between the two shifts assigned to them by the Defendants, which
11 was uncompensated split-shift premiums, all in violation of Labor Code and applicable Wage
12 Orders.

13 18. From at least four (4) years prior to the filing of this lawsuit and continuing to the
14 present, Defendants have consistently failed to provide Employees with paid rest breaks of not
15 less than ten (10) minutes for every work period of four (4) or more consecutive hours; nor did
16 Defendant pay Employees premium pay for each day on which requisite rest breaks were not
17 provided or were deficiently provided at one hour of wages at each Employee’s effective regular
18 rate of pay, for each rest period that Defendants failed to provide or deficiently provided.

19 19. Additionally, from at least four (4) years prior to the filing of this lawsuit, and
20 continuing to the present, Defendants have consistently failed to provide Employees with timely,
21 accurate, and itemized wage statements as required by California wage-and-hour laws.
22 Specifically, the wage statements given to Employees by Defendants failed to accurately account
23 for wages, overtime, and premium pay for deficient meal periods and rest breaks all of which
24 Defendants knew or reasonably should have known were owed to Employees, as alleged
25 hereinabove. The wage statements provided to Employees were confusing and required
26 Employees to engage in discovery and refer to outside sources to verify whether their pay was
27 correct, potentially resulting in a miscalculation by the Employees.

28 20. Additionally, from at least four (4) years prior to the filing of this lawsuit, and

1 continuing to the present, Defendants have consistently failed to provide Employees with timely,
2 accurate, and itemized wage statements, in writing, as required by California wage-and-hour
3 laws.

4 21. From at least four (4) years prior to the filing of this lawsuit and continuing to the
5 present, Defendants have failed to reimburse Employees for expenses necessarily incurred in the
6 performance of their job duties for Defendants including, but not limited to, the cost of cellphone
7 usage for work -related activities such as the requirement of downloading the ADP app, text and
8 calling coworkers and supervisors and watching training videos, which were necessary to
9 perform their duties under Defendants' employ in violation of Labor Code § 2802.

10 22. Additionally, from at least three (3) years prior to the filing of this lawsuit, and
11 continuing to the present, Defendants have consistently failed to keep accurate time and wage
12 records as required by California wage-and-hour laws. Defendants intentionally failed to furnish
13 to Plaintiff and the Class members, upon each payment of wages, itemized statements accurately
14 showing: (1) gross wages earned, (2) total hours worked by the employee, (4) all deductions, (5)
15 net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the
16 name of the employee and only the last four digits of his or her social security number or an
17 employee identification number other than a social security number, (8) the name and address of
18 the legal entity that is the employer and (9) all applicable hourly rates in effect during the pay
19 period and the corresponding number of hours worked at each hourly rate by the employee
20 pursuant to Labor Code § 226 and paragraph 7 of the applicable IWC Wage Orders, amongst
21 other statutory requirements. Defendants knowingly and intentionally failed to provide Plaintiff
22 and the Class members with such timely and accurate wage and hour statements. Defendant
23 BlueStar is the company name listed on the plaintiff and class members' wage statements. The
24 Defendants name on the wage statements is "Blue Star Resort & Golf" and "Blue Star Resort"
25 which is not the Defendant's name on the California Secretary of State website. The correct
26 name, according to the California Secretary of State website is Bluestar Resort & Golf LLC.
27 Furthermore, the address listed on the Plaintiff's wage statement of 8800 North Gainey Drive
28 Suite 350, Scottsdale AZ 85258, is not associated with the Defendants and is a violation of Labor

Code § 226. The address that is registered with the California Secretary of State is 655 Brea Canyon Rd, Walnut, CA 91789.

23. Additionally, from at least four (4) years prior to filing this lawsuit and continuing to the present, Defendants have had a consistent policy of failing to pay all wages fur and owed to Employees at the time of their termination or within seventy-two (72) hours of their resignation, as required by California wage-and-hour laws.

24. In light of the foregoing, Employees bring this action pursuant to, inter alia, Labor Code §§ 201, 202, 203, 204, 226, 226.3, 226.7, 227.3, 245 *et seq.*, 246, 510, 512, 558, 558.1, 1174, 1174.5, 1182.12, 1185, 1194, 1194.2 1197, 1199, and 2802.

25. Furthermore, pursuant to Business and Professions Code §§ 17200-17208, Plaintiff and the Class members seek injunctive relief, restitution, and disgorgement of all benefits Defendants have enjoyed from their violations of Labor Code and the other unfair, unlawful, or fraudulent practices alleged in this Complaint.

CLASS ALLEGATIONS

26. Plaintiff brings this class action on behalf of himself and all others similarly situated pursuant to Code of Civil Procedure § 382. Plaintiff seeks to represent a Class (or “the Class” or “Class members”) defined as follows: “All individuals employed by Defendants at any time during the period of four (4) years prior to the filing of this lawsuit and ending on a date as determined by the Court (“the Class Period”), and who have been employed as non-exempt, hourly employees within the State of California.” Further, Plaintiff seeks to represent the Subclasses composed of and defined as follows:

a. Subclass 1. Minimum Wages Subclass. All Class members who were not compensated for all hours worked for Defendants at the applicable minimum wage.

b. Subclass 2. Wages and Overtime Subclass. All Class members who were not compensated for all hours worked for Defendants at the required rates of pay, including for all hours worked in excess of eight in a day and/or forty in a week.

c. Subclass 3. Meal Period Subclass. All Class members who were subject to Defendants’ policy and/or practice of failing to provide unpaid 30-minute uninterrupted and

1 duty-free meal periods or one hour of pay at the Employee's regular rate of pay in lieu thereof.

2 d. Subclass 4. Rest Break Subclass. All Class members who were subject to
3 Defendants' policy and/or practice of failing to authorize and permit Employees to take
4 uninterrupted, duty-free, 10-minute rest periods for every four hours worked, or major fraction
5 thereof, and failing to pay one hour of pay at the Employee's regular rate of pay in lieu thereof.

6 e. Subclass 5. Wage Statement Subclass. All Class members who, within the
7 applicable limitations period, were not provided with accurate itemized wage statements.

8 f. Subclass 6. Split-Shift Premium Subclass. All Hourly Employee Class Members,
9 who did not reside at the place of their employment with Defendants and whose work schedules
10 were interrupted by non-paid and non-working time periods, which were longer than bona fide
11 meal or rest periods and were established by Defendants.

12 g. Subclass 6. Unauthorized Deductions from Wages Subclass. All Class members
13 who were subject to Defendants' policy and/or practice of deducting wages earned from their
14 pay, including by requiring off the clock work.

15 h. Subclass 7. Failure to Timely Pay Wages Twice Monthly Subclass. All Class
16 members who were subject to Defendants' policy and practice of not timely paying all wages
17 earned when they were due and payable at least twice monthly.

18 i. Subclass 8. Termination Pay Subclass. All Class members who, within the
19 applicable limitations period, either voluntarily or involuntarily separated from their employment
20 and were subject to Defendants' policy and/or practice of failing to timely pay wages upon
21 termination.

22 j. Subclass 10. Payroll Records Subclass. All Class members who were subject to
23 Defendants' policy and/or practice of failing to keep accurate time and wage records as required
24 by California wage-and-hour laws.

25 k. Subclass 11. Expenses Reimbursement Class: All Class members who, within the
26 applicable limitations period who incurred business expenses during the Relevant Time Period.

27 l. Subclass 12. UCL Subclass. All Class members who are owed restitution as a
28

1 result of Defendants' business acts and practices, to the extent such acts and practices are found
2 to be unlawful, deceptive, and/or unfair.

3 27. Plaintiff reserves the right under California Rule of Court 3.765 to amend or
4 modify the class description with greater particularity or to provide further division into
5 subclasses or limitation to particular issues. To the extent equitable tolling operates to toll claims
6 by the Class against Defendants, the Class Period should be adjusted accordingly.

7 28. Defendants, as a matter of company policy, practice and procedure, and in
8 violation of the applicable Labor Code, Industrial Welfare Commission ("IWC") Wage Order
9 requirements, and the applicable provisions of California law, intentionally, knowingly, and
10 willfully, engaged in a practice whereby Defendants failed to correctly calculate and pay
11 compensation for the time worked by Plaintiff and the other members of the Class, even though
12 Defendants enjoyed the benefit of this work, required Employees to perform this work and
13 permitted or suffered to permit this work. Defendants have uniformly denied these Class
14 members wages to which these employees are entitled, and failed to provide meal periods or
15 authorize and permit rest periods, in order to unfairly cheat the competition and unlawfully
16 profit.

17 29. This action has been brought and may properly be maintained as a class action
18 under the provisions of Code of Civil Procedure § 382 because there is a well-defined
19 community of interest in this litigation and the proposed Class is easily ascertainable from the
20 employment records for Plaintiff and the Class members that Defendants are required to
21 maintain under California law.

22 **A. Numerosity**

23 30. The potential members of the Class as defined are so numerous that joinder of all
24 the Class members is impracticable. While the precise number of Class member has not been
25 determined at this time, Plaintiff is informed and believes that Defendants employ or, during the
26 time period relevant to this lawsuit employed, at least hundreds of Employees who satisfy the
27 Class definition within the State of California. Plaintiff alleges that Defendants' employment
28 records will provide information as to the number and location of all Class members.

B. Commonality

31. There are questions of law and fact common to the Class that predominate over any questions affecting only individual Class members. The common questions are numerous and substantial and flow from Defendants' uniform policies and/or practices of violating the California Labor Code addressed above. As such, these common questions predominate over individual questions concerning each individual Class Member's showing as to his or her eligibility for recovery or as to the amount of damages. These common questions of law and fact include:

- a. Whether Defendants failed to pay Employees minimum wages;
- b. Whether Defendants failed to pay Employees wages for all hours worked;
- c. Whether Defendants failed to pay Employees overtime as required under Labor Code § 510;
- d. Whether Defendants violated Labor Code §§ 226.7 and 512, and the applicable IWC Wage Orders, by failing to provide Employees with requisite meal periods or premium pay in lieu thereof;
- e. Whether Defendants violated Labor Code §§ 226.7, and the applicable IWC Wage Orders, by failing to authorize and permit Employees to take requisite rest breaks or provide premium pay in lieu thereof;
- f. Whether Defendants violated Labor Code § 226(a) by providing Employees with inaccurate wage statements and wage statements that omitted many of the Section 226(a) requirements.
- g. Whether Defendants violated Labor Code § 221;
- h. Whether Defendants violated Labor Code §§ 201, 202, and 203 by failing to pay wages and compensation due and owing at the time of termination of employment;
- i. Whether Defendants' conduct was willful;
- j. Whether Defendants violated Labor Code § 226 and § 1174 and § 1198 and the IWC Wage Orders by failing to maintain accurate records of Class members'

1 earned wages and work periods;

2 k. Whether Defendants violated Labor Code § 1194 by failing to compensate all
3 Employees during the relevant time period for all hours worked, whether regular
4 or overtime;

5 l. Whether Defendants violated Labor Code § 204 by failing to pay Employees all
6 wages earned at least twice monthly;

7 m. Whether Defendants violated California Labor Code §§ 246 and 248.1 by not
8 providing employees with all required sick days and COVID-19 supplemental
9 sick leave;

10 n. Whether Defendants violated Labor Code §§ 1174 and 1174.5;

11 o. Whether Defendants failed to pay employees proper split-shift premiums;

12 p. Whether Defendants violated Business and Professions Code § 17200 *et seq.*;

13 q. Whether Employees are entitled to equitable relief pursuant to Business and
14 Professions Code § 17200 *et seq.*; and

15 **C. Typicality**

16 32. The claims of the named Plaintiff are typical of those of the other Employees. The
17 Employee Class members all sustained injuries and damages arising out of and caused by
18 Defendants' common course of conduct and uniformly applied policies in violation of statutes, as
19 well as regulations, that have the force and effect of law, as alleged herein. Plaintiff's claims for
20 the off the clock work and meal and rest violations they were required to endure are typical of
21 those of the other Class members.

22 **D. Adequacy of Representation**

23 33. Plaintiff will fairly and adequately represent and protect the interest of the
24 Employee Class members. Counsel who represents Plaintiff and the Employees in the Class are
25 experienced and competent in litigating employment class actions.

26 **E. Superiority of Class Action**

27 34. A class action is superior to other available means for the fair and efficient
28 adjudication of this controversy. Individual joinder of all Employees is not practicable, and

1 questions of law and fact common to all Employees predominate over any questions affecting
2 only individual Employees. Each Employee in the Class has been damaged and is entitled to
3 recovery by reason of Defendants' illegal policies or practices of failing to compensate
4 Employees properly.

5 35. As to the issues raised in this case, a class action is superior to all other methods
6 for the fair and efficient adjudication of this controversy, as joinder of all Class members is
7 impracticable and many legal and factual questions to be adjudicated apply uniformly to all Class
8 members. Further, as the economic or other loss suffered by vast numbers of Class members may
9 be relatively small, the expense and burden of individual actions makes it difficult for the Class
10 members to individually redress the wrongs they have suffered. Moreover, in the event
11 disgorgement is ordered, a class action is the only mechanism that will permit the employment of
12 a fluid fund recovery to ensure that equity is achieved. There will be relatively little difficulty in
13 managing this case as a class action, and proceeding on a class-wide basis will permit Employees
14 to vindicate their rights for violations they endured which they would otherwise be foreclosed
15 from receiving in a multiplicity of individual lawsuits that would be cost prohibitive to them.

16 36. Class action treatment will allow those persons similarly situated to litigate their
17 claims in the manner that is most efficient and economical for the parties and the judicial system.
18 Plaintiff is unaware of any difficulties in managing this case that should preclude class treatment.
19 Plaintiff contemplates the eventual issuance of notice to the proposed Class members that would
20 set forth the subject and nature of the instant action. The Defendants' own business records can
21 be utilized for assistance in the preparation and issuance of the contemplated notices. To the
22 extent that any further notice is required additional media and/or mailings can be used.

23 37. Defendants, as prospective and actual employers of the Employees in the Class,
24 had a special fiduciary duty to disclose to prospective Class members the true facts surrounding
25 Defendants' pay practices, policies and working conditions imposed upon the similarly situated
26 Employees as well as the effect of any alleged arbitration agreements that may have been forced
27 upon them. In addition, Defendants knew they possessed special knowledge about pay practices
28 and policies, most notably intentionally refusing to pay for all hours actually worked which

1 should have been recorded in Defendants' pay records and the consequence of the alleged
2 arbitration agreements and policies and practices on the Employees and Class as a whole.

3 38. Plaintiff and the Employees in the Class did not discover the fact that they were
4 entitled to all pay under the Labor Code until shortly before the filing of this lawsuit nor was
5 there any discussion about Plaintiff's and the Class members' waiver of their Constitutional
6 rights of trial by jury, to collectively organize and oppose unlawful pay practices under
7 California law as well as obtain injunctive relief preventing such practices from continuing. As a
8 result, the applicable statutes of limitation tolled until such time as Plaintiff and the Class
9 members discovered their claims.

10 **FIRST CAUSE OF ACTION**

11 **FAILURE TO PAY MINIMUM WAGES**

12 **(Against All Defendants)**

13 39. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth
14 in full herein.

15 40. Defendants failed to pay Employees minimum wages for all hours worked.
16 Defendants had a consistent policy of misstating Employees time records and failing to pay
17 Employees for all hours worked. Employees would work hours and not receive wages,
18 including as alleged above in connection with working during meal breaks, rounding of
19 timekeeping entries, and working "pre-shift" and "post-shift" without compensation by
20 interfacing with management, sending and responding to emails and text messages, making and
21 answering telephone calls, and driving to different jobsites to complete work for the
22 Defendants. Moreover, Employees were not paid for the time spent answering work-related
23 phone calls while off-the-clock. Additionally, Defendants had a consistent policy of failing to
24 pay Employees for hours worked during alleged meal periods for which Employees were
25 consistently denied, as also addressed herein. Defendants have also intentionally and
26 improperly rounded, shaved, changed, adjusted, and/or modified Employee hours, while
27 benefiting Defendants. Defendants thus regularly failed to pay minimum wages to Plaintiff and
28 Class members, including by unlawful rounding to their detriment. Moreover, Defendants did

1 not pay Plaintiff and Employees at the applicable minimum wage for all hours worked.
2 Defendants' uniform pattern of unlawful wage and hour practices manifested, without
3 limitation, applicable to the Class as a whole, as a result of implementing a uniform policy and
4 practice that denied accurate compensation to Plaintiff and the other members of the Class as to
5 minimum wage pay.

6 41. California Labor Code § 1197, entitled "Pay of Less Than Minimum Wage"
7 states:

8 The minimum wage for employees fixed by the commission is the
9 minimum wage to be paid to employees, and the payment of a less
10 wage than the minimum so fixed is unlawful.

11 42. The applicable minimum wages fixed by the commission for work during the
12 relevant period is found in the Wage Orders. Pursuant to the Wage Orders, Employees are
13 therefore entitled to double the minimum wage during the relevant period.

14 43. The minimum wage provisions of California Labor Code are enforceable by
15 private civil action pursuant to California Labor Code § 1194(a) which states:

16 Notwithstanding any agreement to work for a lesser wage, any
17 employee receiving less than the legal minimum wage or the legal
18 overtime compensation applicable to the employee is entitled to
19 recover in a civil action the unpaid balance of the full amount of
20 this minimum wage or overtime compensation, including interest
21 thereon, reasonable attorney's fees and costs of suit.

22 44. As described in California Labor Code §§ 1185 and 1194.2, any action for wages
23 incorporates the applicable Wage Order of the California Industrial Welfare Commission.

24 45. California Labor Code § 1194.2 also provides for the following remedies:

25 In any action under Section 1194 . . . to recover wages because of
26 the payment of a wage less than the minimum wages fixed by an
27 order of the commission, an employee shall be entitled to recover
28 liquidated damages in an amount equal to the wages unlawfully
unpaid and interest thereon.

46. Defendants have the ability to pay minimum wages for all time worked and have
willfully refused to pay such wages with the intent to secure for Defendants a discount upon this
indebtedness with the intent to annoy, harass, oppress, hinder, delay, or defraud Employees.

1 47. Wherefore, Employees are entitled to recover the unpaid minimum wages
2 (including double minimum wages), liquidated damages in an amount equal to the minimum
3 wages unlawfully unpaid, interest thereon and reasonable attorney's fees and costs of suit
4 pursuant to California Labor Code § 1194(a).

5 //

6 **SECOND CAUSE OF ACTION**
7 **FAILURE TO PAY WAGES AND OVERTIME UNDER LABOR CODE § 510**
8 **(Against All Defendants)**

9 48. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth
10 in full herein.

11 49. California Labor Code § 1194 provides that "any employee receiving less than the
12 legal minimum wage or the legal overtime compensation applicable to the employee is entitled to
13 recover in a civil action the unpaid balance of the full amount of this minimum wage or overtime
14 compensation, including interest thereon, reasonable attorney's fees, and costs of suit." The
15 action may be maintained directly against the employer in an employee's name without first
16 filing a claim with the Division of Labor Standards and Enforcement.

17 50. By their conduct, as set forth herein, Defendants violated Labor Code § 1194 and
18 Labor Code § 510 (and paragraphs 2(K), 2(S), 3(A) and 4(A)-4(B) of the relevant orders of the
19 Industrial Welfare Commission) by failing to pay Employees: (a) time and one-half their regular
20 hourly rates for hours worked in excess of eight (8) hours in a workday or in excess of forty (40)
21 hours in any workweek or for the first eight (8) hours worked on the seventh day of work in any
22 one workweek; or (b) twice their regular rate of pay for hours worked in excess of twelve (12)
23 hours in any one (1) day or for hours worked in excess of eight (8) hours on any seventh day of
24 work in a workweek.

25 51. Defendants had a consistent policy of not paying Employees wages for all hours
26 worked, including by requiring off the clock work as addressed above, by unlawful deductions,
27 by under-reporting actual hours worked, and by requiring Employees to do so as well.
28 Defendants have also failed to include all forms of remuneration in the regular rate of pay used

1 to calculate and pay overtime, and failed to begin paying overtime when it was incurred due to
2 the off the clock work, as detailed above.

3 52. Defendants thus had a consistent policy of not paying Employees wages for all
4 hours worked, including hours at their required regular, overtime, and double-time rates.
5 Defendants, and each of them, have intentionally and improperly rounded, changed, adjusted
6 and/or modified certain employees' hours, including Plaintiff's, or required Plaintiff and the
7 Class members to do so, or otherwise caused them to work off the clock to avoid paying Plaintiff
8 and the Class members all earned and owed straight time and overtime wages and other benefits,
9 in violation of the California Labor Code, the California Code of Regulations and the IWC Wage
10 Orders and guidelines set forth by the Division of Labor Standards and Enforcement. Defendants
11 have also violated these provisions by requiring Plaintiff and other similarly situated non-exempt
12 employees to work through meal periods or remain under Defendants' control when they were
13 required to be clocked out or to otherwise work off the clock to complete their daily job duties
14 and respond to demands from customers and managers.

15 53. Therefore, Employees were not properly compensated, nor were they paid
16 overtime rates for hours worked in excess of eight hours in a given day, and/or forty hours in a
17 given week. Based on information and belief, Defendants did not make available to Employees a
18 reasonable protocol for correcting time records when Employees worked overtime hours or to fix
19 incorrect time entries or those that Defendants unlawfully under-recorded to the Employee's
20 detriment. Defendants have also violated these provisions by requiring Plaintiff and other
21 similarly situated Class members to work through meal periods when they were required to be
22 clocked out or to otherwise work off the clock to complete their daily job duties.

23 54. Defendants' failure to pay Plaintiff and the Class members the unpaid balance of
24 regular wages owed and overtime compensation for all hours worked, as required by California
25 law, violates the provisions of Labor Code §§ 510 and 1198 and paragraph 3(A) of the
26 applicable IWC Wage Order, and is therefore unlawful. Defendants also failed to correctly
27 calculate the regular rate used to calculate and pay overtime, and meal and rest premiums, as
28 addressed above.

1 55. Additionally, Labor Code § 558(a) provides “any employer or other person
2 acting on behalf of an employer who violates, or causes to be violated, a section of this chapter
3 or any provisions regulating hours and days of work in any order of the IWC shall be subject to
4 a civil penalty as follows: (1) For any violation, fifty dollars (\$50) for each underpaid employee
5 for each pay period for which the employee was underpaid in addition to an amount sufficient
6 to recover underpaid wages. (2) For each subsequent violation, one hundred dollars (\$100) for
7 each underpaid employee for each pay period for which the employee was underpaid in
8 addition to an amount sufficient to recover underpaid wages. (3) Wages recovered pursuant to
9 this section shall be paid to the affected employee.” Labor Code § 558(c) states, “the civil
10 penalties provided for in this section are in addition to any other civil or criminal penalty
11 provided by law.” Defendants have violated provisions of the Labor Code regulating hours and
12 days of work as well as the IWC Wage Orders. Accordingly, Plaintiff and the Class members
13 seek the remedies set forth in Labor Code § 558.

14 56. Defendants’ failure to pay compensation in a timely fashion also constituted a
15 violation of California Labor Code § 204, which requires that all wages shall be paid
16 semimonthly. From four (4) years prior to the filing of this lawsuit to the present, in direct
17 violation of that provision of the California Labor Code, Defendants have failed to pay all
18 wages and overtime compensation earned by Employees. Each such failure to make a timely
19 payment of compensation to Employees constitutes a separate violation of California Labor
20 Code § 204.

21 57. Employees have been damaged by these violations of California Labor Code §§
22 204 and 510 (and the relevant orders of the Industrial Welfare Commission). Additionally,
23 under Labor Code § 1199(a)-(c), it is a misdemeanor and Defendants are subject to a fine of not
24 less than \$100 for causing Employees “to work for longer hours than those fixed, or under
25 conditions of labor prohibited by an order of the commission” or if the employer pays “a wage
26 less than the minimum fixed by an order of the commission” or “violates...any provision of this
27 chapter or any order or ruling of the commission.”

28 58. Consequently, pursuant to the California Labor Code, including Labor Code §§

204, 510, 558, 1194, 1198, 1199, and the relevant paragraphs of the IWC Wage Orders, including paragraphs 2(K), 2(S), 3(A), 4, and 20, Defendants are liable to Employees for the full amount of all their unpaid wages and overtime compensation for all their hours worked, with interest, plus their reasonable attorneys' fees and costs, as well as the assessment of any statutory penalties against Defendants, and each of them, and any additional sums as provided by the Labor Code and/or other statutes.

THIRD CAUSE OF ACTION

MEAL-PERIOD LIABILITY UNDER LABOR CODE § 226.7

(Against All Defendants)

59. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in full herein.

60. Employees regularly worked shifts greater than five (5) hours and in some instances, greater than ten (10) hours. Pursuant to Labor Code § 512, and paragraph 11 of the applicable IWC Wage Order, an employer may not employ someone for a shift of more than five (5) hours without providing him or her with a meal period of not less than thirty (30) minutes or for a shift of more than ten (10) hours without providing him or her with a second meal period of not less than thirty (30) minutes.

61. Defendants failed to provide Employees with meal periods as required under the Labor Code and paragraph 11 of the applicable IWC Wage Order. Employees were often required to work or to otherwise remain under Defendants' control during meal periods, or Defendants provided them after Employees worked beyond the fifth hour of their shifts or Employees otherwise had them shortened and interrupted by work demands and requirements to perform off the clock work and remain under Defendants' control. Furthermore, upon information and belief, on the occasions when Employees worked more than ten hours in a given shift, they did so without receiving a second uninterrupted thirty-minute meal period as required by law.

62. Defendants thus failed to provide Plaintiff and the Class members with meal periods as required by the Labor Code and paragraph 11 of the applicable IWC Wage Order,

1 including by not providing them with the opportunity to take meal breaks, by providing them late
2 or for less than thirty minutes, or by requiring them to perform work during breaks.

3 63. Moreover, Defendants failed to compensate Employees for each meal period not
4 provided or inadequately provided, as required under Labor Code § 226.7 and paragraphs 11 and
5 20 of the applicable IWC Wage Orders, which provide that, if an employer fails to provide an
6 employee a meal period in accordance with this section, the employer shall pay the employee
7 one (1) hour of pay at the employee's regular rate of compensation for each workday that the
8 meal period is not provided. As detailed above, when Defendants paid any meal period
9 premiums, they upon information and belief underpaid them by miscalculating the regular rate of
10 compensation by not including all forms of remuneration in it. Defendants thus failed to
11 compensate the Employees in the Class for each meal period not provided or inadequately
12 provided, as required under Labor Code § 226.7 and paragraphs 11 and 20 of the applicable IWC
13 Wage Order.

14 64. Therefore, pursuant to Labor Code § 226.7 and paragraphs 11 and 20 of the
15 applicable IWC Wage Order, Employees in the Class are entitled to damages in an amount equal
16 to one (1) hour of wages at their effective hourly rates of pay for each meal period not provided
17 or deficiently provided, a sum to be proven at trial, as well as the assessment of any statutory
18 penalties against the Defendants, and each of them, in a sum as provided by the Labor Code and
19 other statutes and applicable IWC Wage Order paragraphs.

20 **FOURTH CAUSE OF ACTION**

21 **REST BREAK LIABILITY UNDER LABOR CODE § 226.7**

22 **(Against All Defendants)**

23 65. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth
24 in full herein.

25 66. Labor Code §§ 226.7 and paragraph 12 of the applicable IWC Wage Orders
26 provide that employers must authorize and permit all employees to take rest periods at the rate of
27 ten minutes net rest time per four (4) work hours.

28 67. Employees consistently worked consecutive four hour shifts and were generally

1 scheduled for shifts of greater than 3.5 hours total, thus requiring Defendants to authorize and
2 permit them to take rest periods. Pursuant to the Labor Code and paragraph 12 of the applicable
3 IWC Wage Order, Employees were entitled to paid rest breaks of not less than ten minutes for
4 each consecutive four hour shift, and Defendants failed to provide Employees with timely rest
5 breaks of not less than ten minutes for each consecutive four hour shift. Defendants made no
6 effort to authorize and permit Plaintiff and the Class members to take lawful rest breaks.
7 Employees were often required to work or to otherwise remain under Defendants' control during
8 rest periods, including by responding to work requirements, and had breaks provided untimely as
9 a result of the above described off the clock work.

10 68. Labor Code §§ 226.7 and paragraphs 12 and 20 of the applicable IWC Wage
11 Orders provide that if an employer fails to provide an employee rest period in accordance with
12 this section, the employer shall pay the employee one hour of pay at the employee's regular rate
13 of compensation for each workday that the rest period is not provided. Defendants failed to do
14 so.

15 69. Defendants, and each of them, have therefore intentionally and improperly denied
16 rest periods to Plaintiff and the Class members in violation of Labor Code §§ 226.7 and 512 and
17 paragraph 12 of the applicable IWC Wage Orders.

18 70. Defendants failed to authorize and permit Plaintiff and the Class members to take
19 rest periods, as required by the Labor Code. Moreover, Defendants did not compensate
20 Employees with an additional hour of pay at each Employee's hourly rate for each day that
21 Defendants failed to provide them with adequate rest breaks, as required under Labor Code §
22 226.7 and paragraphs 12 and 20 of the applicable IWC Wage Orders. To the extent Defendants
23 paid any rest break premiums, they upon information and belief, underpaid them by
24 miscalculating the regular rate of compensation by not including all forms of remuneration in it.
25 Defendants thus failed to compensate the Employees in the Class for each rest period not
26 provided or inadequately provided, as required under Labor Code § 226.7 and paragraphs 11 and
27 20 of the applicable IWC Wage Order.

28 71. Therefore, pursuant to Labor Code § 226.7 and paragraphs 12 and 20 of the

1 applicable IWC Wage Orders, Employees are entitled to damages in an amount equal to one hour
2 of wages at their effective hourly rates of pay for each day worked without the required rest
3 breaks, a sum to be proven at trial, as well as the assessment of any statutory penalties against
4 Defendants, and each of them, in a sum as provided by the Labor Code and/or other statutes.

5 **FIFTH CAUSE OF ACTION**
6 **VIOLATION OF LABOR CODE § 226(a)**
7 **(Against All Defendants)**

8 72. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth
9 in full herein.

10 73. California Labor Code § 226(a) requires an employer to furnish each of his or her
11 employees with an accurate, itemized statement in writing showing the gross and net earnings,
12 total hours worked, and the corresponding number of hours worked at each hourly rate; these
13 statements must be appended to the detachable part of the check, draft, voucher, or whatever else
14 serves to pay the employee's wages; or, if wages are paid by cash or personal check, these
15 statements may be given to the employee separately from the payment of wages; in either case
16 the employer must give the employee these statements twice a month or each time wages are
17 paid.

18 74. Defendants failed to provide Plaintiff and the similarly situated Employee Class
19 members with accurate itemized wage statements in writing, as required by the Labor Code and
20 paragraph 7 of the applicable IWC Wage Orders. Specifically, the wage statements issued to
21 Employees by Defendants failed to accurately account for wages, overtime, and premium pay,
22 including for all overtime and double time hours worked and for deficient meal periods and rest
23 breaks, all of which Defendants knew or reasonably should have known were owed to the
24 Employees, as alleged above.

25 75. Throughout the liability period, Defendants intentionally failed to furnish to
26 Plaintiff and the Class members, upon each payment of wages, itemized statements accurately
27 showing: (1) gross wages earned, (2) total hours worked by the employee, (4) all deductions, (5)
28 net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the

1 name of the employee and only the last four digits of his or her social security number or an
2 employee identification number other than a social security number, (8) the name and address of
3 the legal entity that is the employer and (9) all applicable hourly rates in effect during the pay
4 period and the corresponding number of hours worked at each hourly rate by the employee
5 pursuant to Labor Code § 226 and paragraph 7 of the applicable IWC Wage Orders, amongst
6 other statutory requirements. Defendants knowingly and intentionally failed to provide Plaintiff
7 and the Class members with such timely and accurate wage and hour statements. Defendant
8 BlueStar is the company name listed on the plaintiff and class members' wage statements. The
9 Defendants name on the wage statements is "Blue Star Resort & Golf" and "Blue Star Resort"
10 which is not the Defendant's name on the California Secretary of State website. The correct
11 name, according to the California Secretary of State website is Bluestar Resort & Golf LLC.
12 Furthermore, the address listed on the Plaintiff's wage statement of 8800 North Gainey Drive
13 Suite 350, Scottsdale AZ 85258, is not associated with the Defendants and is a violation of Labor
14 Code § 226. The address that is registered with the California Secretary of State is 655 Brea
15 Canyon Rd, Walnut, CA 91789.

16 76. Plaintiff and the Class members suffered injury as a result of Defendants'
17 knowing and intentional failure to provide them with the wage and hour statements as required
18 by law and are presumed to have suffered injury and entitled to penalties under Labor Code §
19 226(e), as the Defendants have failed to provide an accurate wage statement, failed to provide
20 accurate and complete information as required by any one or more of items Labor Code § 226
21 (a)(1) to (9), inclusive, and the Plaintiff and Class members cannot promptly and easily
22 determine from the wage statement alone one or more of the following: (i) The amount of the
23 gross wages or net wages paid to the employee during the pay period or any of the other
24 information required to be provided on the itemized wage statement pursuant to items (2) to (4),
25 inclusive, (6), and (9) of subdivision (a), (ii) Which deductions the employer made from gross
26 wages to determine the net wages paid to the employee during the pay period, (iii) The name
27 and address of the employer and, (iv) The name of the employee and only the last four digits of
28 his or her social security number or an employee identification number other than a social

1 security number. For purposes of Labor Code § 226(e) “promptly and easily determine” means
2 a reasonable person [i.e. an objective standard] would be able to readily ascertain the
3 information without reference to other documents or information.

4 77. Additionally, under paragraph 4(B) of the applicable IWC Wage Orders,
5 employers are required “to pay each employee, on the established payday for the period
6 involved, not less than the applicable minimum wage for all hours worked in the payroll period,
7 ...” Under Labor Code § 1198, “[t]he employment of any employee for longer hours than those
8 fixed by the order or under conditions of labor prohibited by the order is unlawful.” Plaintiff and
9 the Class members may therefore pursue damages and penalties for violations of Labor Code §
10 204 and paragraph 4(B) and paragraph 20 of the applicable IWC Wage Orders.

11 78. Therefore, as a direct and proximate cause of Defendants’ violation of Labor
12 Code § 226(a) and paragraphs 4(b), 7, and 20 of the applicable IWC Wage Orders, the
13 Employees in the Class suffered injuries, including among other things confusion over whether
14 they received all wages owed them, the difficulty and expense involved in reconstructing pay
15 records, and forcing them to make mathematical computations to analyze whether the wages paid
16 in fact compensated them correctly for all hours worked.

17 79. Pursuant to Labor Code §§ 226(a) and 226(e), and paragraph 20 of the applicable
18 IWC Wage Order, Plaintiff and the Employee Class members are entitled to recover the greater
19 of all actual damages or fifty dollars (\$50) for the initial pay period in which a violation occurs
20 and one hundred dollars (\$100) for each violation in a subsequent pay period, not exceeding an
21 aggregate penalty of four thousand dollars (\$4,000) under Section 226(e). They are also entitled
22 to an award of costs and reasonable attorneys’ fees.

23 **SIXTH CAUSE OF ACTION**

24 **VIOLATION OF LABOR CODE § 221**

25 **(Against All Defendants)**

26 80. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth
27 in full herein.

28 81. Labor Code § 221 provides, “It shall be unlawful for any employer to collect or

1 receive from an employee any part of wages theretofore paid by said employer to said
2 employee.” Pursuant to California Labor Code § 204, other applicable laws and regulations, and
3 public policy, an employer must timely pay its employees for all hours worked. Defendants
4 failed to do so.

5 82. Defendants unlawfully received and/or collected wages from the Employees in
6 the Class by requiring off the clock work, by miscalculating overtime, and by not paying one
7 hour of pay at the regular rate of compensation for every meal and rest period violation endured
8 by Plaintiff and the other Class members, as alleged above. By not compensating Employees for
9 all hours worked and meal and rest period premiums, Defendants unlawfully deducted wages
10 earned in violation of Labor Code § 221.

11 83. As a direct and proximate cause of the unauthorized deductions, Employees have
12 been damaged, in an amount to be determined at trial.

13 **SEVENTH CAUSE OF ACTION**
14 **VIOLATION OF LABOR CODE §§ 201.3 and 204**
15 **(Against All Defendants)**

16 84. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth
17 in full herein.

18 85. Labor Code § 204 instructs that: “All wages, ...earned by any person in any
19 employment are due and payable twice during each calendar month, on days designated in
20 advance by the employer as the regular paydays. Labor performed between the 1st and 15th
21 days, inclusive, of any calendar month shall be paid for between the 16th and the 26th day of the
22 month during which the labor was performed, and labor performed between the 16th and the last
23 day, inclusive, of any calendar month, shall be paid for between the 1st and 10th day of the
24 following month.” Additionally, the requirements of this section shall be deemed satisfied by the
25 payment of wages for weekly, biweekly, or semimonthly payroll if the wages are paid not more
26 than seven calendar days following the close of the payroll period.” As detailed above,
27 Defendants maintained a consistently applied policy and practice of not paying all wages earned
28 between the 1st and 15th days of a month between the 16th and 26th day and failed to pay all

1 wages earned between the 16th and the last day of the month between the 1st and 10th day of the
2 following month. Defendants similarly failed to pay all wages earned by not more than seven
3 calendar days following the close of the payroll period.

4 86. All wages due and owing to Plaintiff and the Class members, including as
5 required under Labor Code § 510, were therefore not timely paid by Defendants. Additionally,
6 wages required by Labor Code § 1194 and other sections became due and payable to each
7 employee in each pay period that he or she was not provided with a meal period or rest period or
8 paid straight or overtime wages to which he or she was entitled.

9 87. Defendants violated Labor Code § 204 by systematically refusing to timely pay
10 wages due under the Labor Code, as addressed above. Additionally, under paragraph 4(B) of the
11 applicable IWC Wage Orders, employers are required “to pay each employee, on the established
12 payday for the period involved, not less than the applicable minimum wage for all hours worked
13 in the payroll period, ...” Under Labor Code § 1198, “[t]he employment of any employee for
14 longer hours than those fixed by the order or under conditions of labor prohibited by the order is
15 unlawful.” Plaintiff and the Class members may therefore pursue damages and penalties for
16 violations of Labor Code § 204 and paragraph 4(B) of the applicable IWC Wage Orders,
17 including penalties under paragraph 20 of the applicable IWC Wage Orders.

18 88. As a result of the unlawful acts of Defendants, Plaintiff and the Class he seeks to
19 represent have been deprived of wages in amounts to be determined at trial, and they are entitled
20 to recovery of such amounts, plus interest and penalties thereon, attorneys’ fees, and costs,
21 pursuant to Labor Code § 204, 210, 218.5, 1194 and 1198, and paragraphs 4(B) and 20 of the
22 applicable IWC Wage Orders.

23 **EIGHTH CAUSE OF ACTION**
24 **VIOLATION OF LABOR CODE § 203**
25 **(Against All Defendants)**

26 89. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth
27 in full herein.

28 90. Plaintiff and numerous Class members are no longer employed by Defendants;

1 they either quit Defendants' employ or were fired therefrom.

2 91. Defendants failed to pay these Employees all wages due and certain at the time of
3 termination or within seventy-two hours of resignation.

4 92. The wages withheld from these Employees by Defendants remained due and
5 owing for more than thirty days from the date of separation from employment. Additionally,
6 Defendants failed to pay Plaintiff her final check at the time of her termination.

7 93. Defendants thus failed to pay Plaintiff and the Class members without abatement,
8 all wages as defined by applicable California law. Among other things, these Employees were
9 not paid all regular and overtime wages, including by Defendants failing to pay for all hours
10 worked or requiring off the clock work or by unlawfully under-recording time entries to the
11 detriment of Employees, and Defendants failed to pay premium wages owed for unprovided
12 meal periods and rest periods, as further detailed in this Complaint. Defendants' failure to pay
13 said wages within the required time was willful within the meaning of Labor Code § 203.

14 94. Additionally, under paragraph 4(B) of the applicable IWC Wage Orders,
15 employers are required "to pay each employee, on the established payday for the period
16 involved, not less than the applicable minimum wage for all hours worked in the payroll period,
17 ..." Under Labor Code § 1198, "[t]he employment of any employee for longer hours than those
18 fixed by the order or under conditions of labor prohibited by the order is unlawful." Plaintiff and
19 the Class members may therefore pursue damages and penalties for violations of Labor Code §
20 203 and paragraph 4(B) of the applicable IWC Wage Orders, including penalties under
21 paragraph 20 of the applicable IWC Wage Orders. Additionally, under Labor Code § 1199(a)-
22 (c), it is a misdemeanor and Defendants are subject to a fine of not less than \$100 for causing
23 Employees "to work for longer hours than those fixed, or under conditions of labor prohibited by
24 an order of the commission" or if the employer pays "a wage less than the minimum fixed by an
25 order of the commission" or "violates...any provision of this chapter or any order or ruling of the
26 commission."

27 95. Defendants' failure to pay wages, as alleged, entitles Plaintiff and these former
28 Employee Class members to penalties under Labor Code § 203 and the applicable paragraphs of

1 the IWC Wage Orders as addressed above, including the requirement that an employee's wages
2 shall continue until paid for up to thirty (30) days from the date they were due.

3 **NINTH CAUSE OF ACTION**

4 **FAILURE TO PAY SPLIT-SHIFT PREMIUMS**

5 **(Industrial Welfare Commission Wage Order 1-15, § 4)**

6 **(Plaintiff and Hourly Employee Class)**

7 96. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged
8 herein.

9 97. At all relevant times, Plaintiff and Split-Shift Sub-Class members are or have been
10 non-exempt employees of Defendants entitled to the full protections of the Labor Code and the
11 applicable Wage Order.

12 98. Section 4 of the applicable Industrial Welfare Commission Wage Order imposes an
13 affirmative obligation on employers to pay non-exempt employees one (1) hour's pay at the
14 minimum wage in addition to the minimum wage for that workday when an employee works a
15 split shift.

16 99. Plaintiff alleges that, at all relevant times during the applicable limitations period,
17 Defendants maintained a policy or practice of failing to pay premium wages to Split-Shift Sub-
18 Class members when their schedules were interrupted by non-paid and non-working time periods
19 established by the employer. The time periods between these shifts were longer than a bona fide
20 meal or rest periods and were for the benefit of the employer.

21 100. At no time did the Split-Shift Sub-Class members reside at the place of their
22 employment.

23 101. As a result of Defendants' unlawful conduct, Plaintiff and Split-Shift Sub-Class
24 members have suffered damages in an amount, subject to proof, to the extent they were not paid
25 the full amount of split-shift premiums earned during each pay period during the applicable
26 limitations period.

27 102. Pursuant to Labor Code section 204, 218.6 and 226.7, Plaintiff, on behalf of himself
28 and the Split-Shift Sub-Class members, seeks to recover unpaid premium wages, interest thereon,

1 and costs of suit.

2 103. Pursuant to Labor Code section 1194, Code of Civil Procedure section 1021.5, the
3 substantial benefit doctrine, and/or the common fund doctrine, Plaintiff, on behalf of himself and
4 Split-Shift Sub-Class members, seeks to recover reasonable attorneys' fees.

5 **TENTH CAUSE OF ACTION**

6 **FAILURE TO KEEP REQUIRED PAYROLL RECORDS, LABOR CODE §§ 1174, 1174.5**

7 **(Against All Defendants)**

8 104. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth
9 in full herein.

10 105. California Labor Code § 1174 requires that all employers shall keep accurate time
11 and wage records for all employees. California Labor Code § 1174.5 further requires that any
12 employee suffering injury due to a willful violation of the aforementioned obligations may seek
13 damages, including civil penalties, from the employer.

14 106. During the course of Plaintiff's and Employees' employment, Defendants
15 consistently failed to maintain accurate time and wage records for Plaintiff and Class Members
16 as required by California Labor Code § 1174 by failing to pay them proper wages, overtime, and
17 premium pay as discussed above and failing to document and pay for actual hours worked.

18 107. Defendants are also required by the California Labor Code § 1198 and the
19 applicable Wage Order to maintain a tracking system that accurately records the times during
20 which Employees work.

21 108. Defendants have maintained a common unlawful policy and practice of failing to
22 accurately record all hours worked and all meal period start and end times.

23 109. Defendants' failure to pay wages, as alleged above, was willful in that Defendants
24 knew wages to be due but failed to pay them.

25 110. Accordingly, Defendants are liable for civil penalties pursuant to the California
26 Labor Code including § 1174.5, for the three years prior to the filing of this Complaint.

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1 **ELEVENTH CAUSE OF ACTION**

2 **FAILURE TO REIMBURSE NECESSARY BUSINESS EXPENSES, LABOR CODE § 2802**

3 **(Against All Defendants)**

4 111. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged
5 herein.

6 112. Labor Code section 2802(a) states: “An employer shall indemnify his or her
7 employee for all necessary expenditures or losses incurred by the employee in direct
8 consequence of the discharge of his or her duties, or of his or her obedience to the
9 directions of the employer, even though unlawful, unless the employee, at the time of
10 obeying the directions, believed them to be unlawful.” Additionally, Defendants have
11 regularly required Plaintiff and the Expense Reimbursement Class members to incur necessary
12 business expenses in the course of performing their required job duties without reimbursement.
13 These included the cost of cellphone usage for work -related activities such as the requirement of
14 downloading the ADP app, text and calling coworkers and supervisors and watching training
15 videos. Plaintiff and Reimbursement Class members must be reimbursed for these necessary
16 business expenses under Labor Code § 2802, and Defendants systematically failed to do so.

17 113. Accordingly, Plaintiff and Expense Reimbursement Class members are entitled to
18 restitution for all unpaid amounts due and owing to within four (4) years of the date of the filing
19 of the Complaint and until the date of entry of judgment.

20 114. Plaintiff, on behalf of himself, and Expense Reimbursement Class members, seeks
21 interest thereon and costs pursuant to Labor Code section 218.6, and reasonable attorneys’ fees
22 and costs pursuant to Code of Civil Procedure section 1021.5.

23 **TWELFTH CAUSE OF ACTION**

24 **VIOLATION OF BUSINESS & PROFESSIONS CODE § 17200 *ET SEQ.***

25 **(Against All Defendants)**

26 115. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth
27 in full herein. Plaintiff, on behalf of himself, the Employees in the Class, and the general public,
28 brings this claim pursuant to Business & Professions Code § 17200 *et seq.* The conduct of

1 Defendants as alleged in this Complaint has been and continues to be unfair, unlawful, and
2 harmful to Employees and the general public. Plaintiff seeks to enforce important rights affecting
3 the public interest within the meaning of Code of Civil Procedure § 1021.5.

4 116. Plaintiff is a “person” within the meaning of Business & Professions Code
5 § 17204, has suffered injury, and therefore has standing to bring this cause of action for
6 injunctive relief, restitution, and other appropriate equitable relief.

7 117. Business & Professions Code § 17200 *et seq.* prohibits unlawful and unfair
8 business practices. By the conduct alleged herein, Defendants’ practices were deceptive and
9 fraudulent in that Defendants’ policy and practice failed to provide the required amount of
10 compensation for missed meal and rest breaks, and failed to adequately compensate Plaintiff and
11 Class members for all hours worked, due to systematic business practices as alleged herein that
12 cannot be justified, pursuant to the applicable California Labor Code and Industrial Welfare
13 Commission requirements in violation of California Business and Professions Code §§ 17200, *et*
14 *seq.*, and for which this Court should issue injunctive and equitable relief, pursuant to California
15 Business & Professions Code § 17203, including restitution of wages wrongfully withheld.

16 118. Wage-and-hour laws express fundamental public policies. Paying employees their
17 wages and overtime, providing them with meal periods and rest breaks, etc., are fundamental
18 public policies of California. Labor Code § 90.5(a) articulates the public policies of this State
19 vigorously to enforce minimum labor standards, to ensure that employees are not required or
20 permitted to work under substandard and unlawful conditions, and to protect law-abiding
21 employers and their employees from competitors who lower costs to themselves by failing to
22 comply with minimum labor standards.

23 119. Defendants have violated statutes and public policies. Through the conduct
24 alleged in this Complaint Defendants have acted contrary to these public policies, have violated
25 specific provisions of the Labor Code, and have engaged in other unlawful and unfair business
26 practices in violation of Business & Professions Code § 17200 *et seq.*; which conduct has
27 deprived Plaintiff, and all persons similarly situated, and all interested persons, of the rights,
28 benefits, and privileges guaranteed to all employees under the law.

120. Defendants' conduct, as alleged above, constitutes unfair competition in violation of the Business & Professions Code § 17200 *et seq.*

121. By engaging in the conduct herein alleged, by failing to pay wages and overtime, failing to provide meal periods and rest breaks, etc., Defendants either knew or in the exercise of reasonable care should have known that their conduct was unlawful; therefore, their conduct violates the Business & Professions Code § 17200 *et seq.*

122. By the conduct alleged herein, Defendants have engaged and continue to engage in a business practice which violates California and federal law, including but not limited to, the applicable Industrial Wage Order(s), the California Code of Regulations, and the California Labor Code including Sections 204, 226, 226.7, 510, 512, 1194, 1197, and 1198 for which this Court should issue declaratory and other equitable relief pursuant to California Business & Professions Code § 17203 as may be necessary to prevent and remedy the conduct held to constitute unfair competition, including restitution of wages wrongfully withheld.

123. As a proximate result of the above-mentioned acts of Defendants, Employees have been damaged, in a sum to be proven at trial.

124. Unless restrained by this Court Defendants will continue to engage in such unlawful conduct as alleged above. Pursuant to the Business & Professions Code, this Court should make such orders or judgments, including the appointment of a receiver, as may be necessary to prevent the use by Defendants or their agents or employees of any unlawful or deceptive practice prohibited by the Business & Professions Code, including but not limited to the disgorgement of such profits as may be necessary to restore Employees to the money Defendants have unlawfully failed to pay.

RELIEF REQUESTED

WHEREFORE, Plaintiff prays for the following relief:

1. For an order certifying this action as a class action;
2. For compensatory damages in the amount of the unpaid minimum wages for work performed by Employees and unpaid overtime compensation from at least four (4) years prior to the filing of this action, as may be proven;

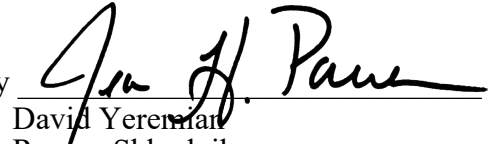
3. For liquidated damages in the amount equal to the unpaid minimum wage and interest thereon, from at least four (4) years prior to the filing of this action, according to proof;
4. For compensatory damages in the amount of all unpaid wages, including overtime and double-time pay, as may be proven;
5. For compensatory damages in the amount of the hourly wage made by Employees for each missed or deficient meal period where no premium pay was paid therefor from four (4) years prior to the filing of this action, as may be proven;
6. For compensatory damages in the amount of the hourly wage made by Employees for each day requisite rest breaks were not provided or were deficiently provided where no premium pay was paid therefor from at least four (4) years prior to the filing of this action, as may be proven;
7. For penalties pursuant to Labor Code § 226(e) for Employees, as may be proven;
8. For restitution and/or damages and penalties for Defendants' failure to pay all wages due twice monthly under Labor Code § 204, as may be proven;
9. For restitution and/or damages for all amounts unlawfully withheld from the wages for all class members in violation of Labor Code § 221, as may be proven;
10. For penalties pursuant to Labor Code § 203 for all Employees who quit or were fired in an amount equal to their daily wage times thirty (30) days, as may be proven;
11. For penalties pursuant to Labor Code § 1174.5, as may be proven;
12. For penalties pursuant to Labor Code §§ 226 and 1198.5, as may be proven;
13. For restitution for unfair competition pursuant to Business & Professions Code § 17200 *et seq.*, including disgorgement or profits, as may be proven;
14. For an order enjoining Defendants and their agents, servants, and employees, and all persons acting under, in concert with, or for them, from acting in derogation of any rights or duties adumbrated in this Complaint;
15. For other wages and penalties under the Labor Code as may be proven;
16. For all general, special, and incidental damages as may be proven;
17. For an award of pre-judgment and post-judgment interest;

- 1 18. For an award providing for the payment of the costs of this suit;
2 19. For an award of attorneys' fees; and
3 20. For such other and further relief as this Court may deem proper and just.

4 DATED: May 16, 2025

D.LAW, INC.

5
6 By



7 David Yermakov
8 Roman Shkodnik
9 Jean Hopkins Power
10 Attorneys for Plaintiff Connor Jerome
11 O'Brien, on behalf of himself and all others
12 similarly situated
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DEMAND FOR JURY TRIAL

Plaintiff hereby demands trial of his claims by jury to the extent authorized by law.

DATED: May 16, 2025

D.LAW, INC.

By 

David Yermian

Roman Shkodnik

Jean Hopkins Power

Attorneys for Plaintiff Connor Jerome

O'Brien, on behalf of himself and all others

similarly situated