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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF ORANGE**

STEPHEN GIBSON and NICOLE
HERRON, individually, and on behalf of
other members of the general public similarly
situated and on behalf of other aggrieved
employees pursuant to the California Private
Attorneys General Act;

Plaintiffs,

vs.

MERCY HOUSE LIVING CENTERS, a
California corporation; and DOES 1 through
100, inclusive,

Defendants.

Case No.: 30-2023-01303453-CU-OE-CXC
(Lead Case)

Consolidated with Case No. 30-2023-
01303619-CU-OE-CXC

Honorable Randall J. Sherman
Department CX105

**FIRST AMENDED CONSOLIDATED
CLASS ACTION COMPLAINT FOR
DAMAGES AND ENFORCEMENT
UNDER THE PRIVATE ATTORNEYS
GENERAL ACT, CALIFORNIA LABOR
CODE § 2698, ET SEQ.**

- (1) Violation of California Labor Code §§ 510 and 1198 (Unpaid Overtime);
- (2) Violation of California Labor Code §§ 226.7 and 512(a) (Unpaid Meal Period Premiums);
- (3) Violation of California Labor Code § 226.7 (Unpaid Rest Period Premiums);
- (4) Violation of California Labor Code §§ 1194, 1197, and 1197.1 (Unpaid Minimum Wages);
- (5) Violation of California Labor Code

- §§ 201 and 202 (Final Wages Not Timely Paid);
- (6) Violation of California Labor Code § 204 (Wages Not Timely Paid During Employment);
- (7) Violation of California Labor Code § 226(a) (Non-Compliant Wage Statements);
- (8) Violation of California Labor Code § 1174(d) (Failure To Keep Requisite Payroll Records);
- (9) Violation of California Labor Code §§ 2800 and 2802 (Unreimbursed Business Expenses);
- (10) Violation of California Business & Professions Code §§ 17200, et seq.;
- (11) Violation of California Labor Code §§ 2698, et seq. (California Labor Code Private Attorneys General Act of 2004)

DEMAND FOR JURY TRIAL

COMES NOW, Plaintiffs STEPHEN GIBSON (“GIBSON”) and NICOLE HERRON (“HERRON”) (collectively, “Plaintiffs”), individually, and on behalf of other members of the general public similarly situated, the State of California, and other aggrieved employees pursuant to the California Private Attorneys General Act (“PAGA”), and allege as follows:

JURISDICTION AND VENUE

1. This class action is brought pursuant to the California Code of Civil Procedure section 382. The monetary damages and restitution sought by Plaintiffs exceed the minimal jurisdiction limits of the Superior Court and will be established according to proof at trial. The “amount in controversy” for each of the named plaintiffs, including but not limited to claims for compensatory damages, restitution, penalties, wages, premium pay, and pro rata share of attorneys’ fees, is less than seventy-five thousand dollars (\$75,000).

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

3. This Court has jurisdiction over Defendant because, upon information and

1 belief, Defendant is a citizen of California, has sufficient minimum contacts in California, or
2 otherwise intentionally avails itself of the California market so as to render the exercise of
3 jurisdiction over it by California courts consistent with traditional notions of fair play and
4 substantial justice.

5 4. Venue is proper in this Court because, upon information and belief, Defendant
6 maintains offices, has agents, employs individuals, and/or transacts business in the State of
7 California, County of Orange. At all relevant times, Defendant maintained its headquarters/
8 “nerve center” within the State of California, County of Orange.

9 **PARTIES**

10 5. Plaintiff STEPHEN GIBSON is an individual.

11 6. Plaintiff NICOLE HERRON is an individual.

12 7. Defendant MERCY HOUSE LIVING CENTERS, at all times herein mentioned,
13 was and is, upon information and belief, an employer whose employees are engaged
14 throughout the State of California, including the County of Orange.

15 8. At all relevant times, Defendant MERCY HOUSE LIVING CENTERS was the
16 “employer” of Plaintiffs within the meaning of all applicable California laws and statutes.

17 9. At all times herein relevant, Defendants MERCY HOUSE LIVING CENTERS
18 and DOES 1 through 100, and each of them, were the agents, partners, joint venturers, joint
19 employers, representatives, servants, employees, successors-in-interest, co-conspirators and/or
20 assigns, each of the other, and at all times relevant hereto were acting within the course and
21 scope of their authority as such agents, partners, joint venturers, joint employers,
22 representatives, servants, employees, successors, co-conspirators and/or assigns, and all acts or
23 omissions alleged herein were duly committed with the ratification, knowledge, permission,
24 encouragement, authorization and/or consent of each defendant designated as a DOE herein.

25 10. The true names and capacities, whether corporate, associate, individual or
26 otherwise, of defendants DOES 1 through 100, inclusive, are unknown to Plaintiffs who sues
27 said defendants by such fictitious names. Plaintiffs are informed and believes, and based on
28 that information and belief alleges, that each of the defendants designated as a DOE is legally

1 responsible for the events and happenings referred to in this Complaint, and unlawfully caused
2 the injuries and damages to Plaintiffs and the other class members as alleged in this Complaint.
3 Plaintiffs will seek leave of court to amend this Complaint to show the true names and
4 capacities when the same have been ascertained.

5 11. Defendant MERCY HOUSE LIVING CENTERS and DOES 1 through 100 will
6 hereinafter collectively be referred to as “Defendants.”

7 12. Plaintiffs further allege that Defendants directly or indirectly controlled or
8 affected the working conditions, wages, working hours, and conditions of employment of
9 Plaintiffs and the other class members so as to make each of said Defendants employers liable
10 under the statutory provisions set forth herein.

11 **CLASS ACTION ALLEGATIONS**

12 13. Plaintiffs bring this action on their own behalf and on behalf of all other
13 members of the general public similarly situated, and, thus, seek class certification under
14 California Code of Civil Procedure section 382.

15 14. The proposed class is defined as follows:

16 All current and former hourly-paid or non-exempt employees who worked for
17 any of the Defendants within the State of California at any time during the
18 period from January 24, 2019 to final judgment and who reside in California.

19 15. Plaintiffs reserve the right to establish subclasses as appropriate.

20 16. The class is ascertainable and there is a well-defined community of interest in
21 the litigation:

22 a. Numerosity: The class members are so numerous that joinder of all class
23 members is impracticable. The membership of the entire class is
24 unknown to Plaintiffs at this time; however, the class is estimated to be
25 greater than fifty (50) individuals and the identity of such membership is
26 readily ascertainable by inspection of Defendants’ employment records.

27 b. Typicality: Plaintiffs’ claims are typical of all other class members’ as
28 demonstrated herein. Plaintiffs will fairly and adequately protect the

1 interests of the other class members with whom he has a well-defined
2 community of interest.

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

13 d. Superiority: A class action is superior to other available methods for the
14 fair and efficient adjudication of this litigation because individual joinder
15 of all class members is impractical.

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

23 17. There are common questions of law and fact as to the class members that
24 predominate over questions affecting only individual members. The following common
25 questions of law or fact, among others, exist as to the members of the class:

- 26 a. Whether Defendants' failure to pay wages, without abatement or
27 reduction, in accordance with the California Labor Code, was willful;
28 b. Whether Defendants had a corporate policy and practice of failing to pay

- 1 their hourly-paid or non-exempt employees within the State of California
2 for all hours worked and missed (short, late, interrupted, and/or missed
3 altogether) meal periods and rest breaks in violation of California law;
- 4 c. Whether Defendants required Plaintiffs and the other class members to
5 work over eight (8) hours per day and/or over forty (40) hours per week
6 and failed to pay the legally required overtime compensation to Plaintiffs
7 and the other class members;
- 8 d. Whether Defendants deprived Plaintiffs and the other class members of
9 meal and/or rest periods or required Plaintiffs and the other class
10 members to work during meal and/or rest periods without compensation;
- 11 e. Whether Defendants failed to pay minimum wages to Plaintiffs and the
12 other class members for all hours worked;
- 13 f. Whether Defendants failed to pay all wages due to Plaintiffs and the
14 other class members within the required time upon their discharge or
15 resignation;
- 16 g. Whether Defendants failed to timely pay all wages due to Plaintiffs and
17 the other class members during their employment;
- 18 h. Whether Defendants complied with wage reporting as required by the
19 California Labor Code; including, *inter alia*, section 226;
- 20 i. Whether Defendants kept complete and accurate payroll records as
21 required by the California Labor Code, including, *inter alia*, section
22 1174(d);
- 23 j. Whether Defendants failed to reimburse Plaintiffs and the other class
24 members for necessary business-related expenses and costs;
- 25 k. Whether Defendants' conduct was willful or reckless;
- 26 l. Whether Defendants engaged in unfair business practices in violation of
27 California Business & Professions Code section 17200, et seq.;
- 28 m. The appropriate amount of damages, restitution, and/or monetary

penalties resulting from Defendants' violation of California law; and
n. Whether Plaintiffs and the other class members are entitled to
compensatory damages pursuant to the California Labor Code.

PAGA ALLEGATIONS

18. At all times herein set forth, PAGA was applicable to Plaintiffs' employment by Defendants.

19. At all times herein set forth, PAGA provides that any provision of law under the California Labor Code that provides for a civil penalty to be assessed and collected by the LWDA for violations of the California Labor Code may, as an alternative, be recovered through a civil action brought by an aggrieved employee on behalf of herself and other current or former employees pursuant to procedures outlined in California Labor Code section 2699.3.

20. Pursuant to PAGA, a civil action under PAGA may be brought by an "aggrieved employee," who is any person that was employed by the alleged violator and against whom one or more of the alleged violations was committed.

21. Plaintiffs were employed by Defendants and the alleged violations were committed against them during their time of employment and they are, therefore, aggrieved employees. Plaintiffs and the other employees are "aggrieved employees" as defined by California Labor Code section 2699(c) in that they are all current or former employees of Defendants, and one or more of the alleged violations were committed against them.

22. Pursuant to California Labor Code sections 2699.3 and 2699.5, an aggrieved employee, including Plaintiffs, may pursue a civil action arising under PAGA after the following requirements have been met:

- a. The aggrieved employee shall give written notice by online submission (hereinafter "Employee's Notice") to the Labor & Workforce Development Agency (hereinafter "LWDA") and by U.S. Certified Mail to the employer of the specific provisions of the California Labor Code alleged to have been violated, including the facts and theories to support the alleged violations.

1 b. The LWDA shall provide notice (hereinafter “LWDA Notice”) to the
2 employer and the aggrieved employee by certified mail that it does not
3 intend to investigate the alleged violation within sixty (60) calendar days
4 of the postmark date of the Employee’s Notice. Upon receipt of the
5 LWDA Notice, or if the LWDA Notice is not provided within sixty-five
6 (65) calendar days of the postmark date of the Employee’s Notice, the
7 aggrieved employee may commence a civil action pursuant to California
8 Labor Code section 2699 to recover civil penalties in addition to any
9 other penalties to which the employee may be entitled.

10 23. On November 16, 2022, GIBSON provided written notice by online submission
11 to the LWDA and by U.S. Certified Mail to Defendant MERCY HOUSE LIVING CENTERS
12 of the specific provisions of the California Labor Code alleged to have been violated, including
13 the facts and theories to support the alleged violations. GIBSON has not received an LWDA
14 Notice within sixty-five (65) calendar days of the date of GIBSON’s notice.

15 24. On December 23, 2023, HERRON provided written notice by online submission
16 to the LWDA and by U.S. Certified Mail to Defendant MERCY HOUSE LIVING CENTERS
17 of the specific provisions of the California Labor Code alleged to have been violated, including
18 the facts and theories to support the alleged violations. HERRON has not received an LWDA
19 Notice within sixty-five (65) calendar days of the date of HERRON’S notice.

20 25. Therefore, Plaintiffs have satisfied the administrative prerequisites under
21 California Labor Code section 2699.3(a) to recover civil penalties against Defendants for
22 violations of California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a),
23 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802.

24 **GENERAL ALLEGATIONS**

25 26. At all relevant times set forth herein, Defendants employed Plaintiffs and other
26 persons as hourly-paid or non-exempt employees within the State of California, including the
27 County of Orange.

28 27. Defendants, jointly and severally, employed GIBSON as an hourly-paid, non-

1 exempt employee, from approximately November 2021 to approximately April 2022, in the
2 State of California.

3 28. Defendants, jointly and severally, employed HERRON as an hourly-paid, non-
4 exempt employee from approximately April 2023 to March 2024 in the State of California.

5 29. Defendants hired Plaintiffs and the other class members, classified them as
6 hourly-paid or non-exempt employees, and failed to compensate them for all hours worked and
7 missed meal periods and/or rest breaks.

8 30. Defendants had the authority to hire and terminate Plaintiffs and the other class
9 members, to set work rules and conditions governing Plaintiffs' and the other class members'
10 employment, and to supervise their daily employment activities.

11 31. Defendants exercised sufficient authority over the terms and conditions of
12 Plaintiffs' and the other class members' employment for them to be joint employers of
13 Plaintiffs and the other class members.

14 32. Defendants directly hired and paid wages and benefits to Plaintiffs and the other
15 class members.

16 33. Defendants continue to employ hourly-paid or non-exempt employees within the
17 State of California.

18 34. Plaintiffs and the other class members worked over eight (8) hours in a day,
19 and/or forty (40) hours in a week during their employment with Defendants.

20 35. Plaintiffs are informed and believes, and based thereon alleges, that Defendants
21 engaged in a pattern and practice of wage abuse against their hourly-paid or non-exempt
22 employees within the State of California. This pattern and practice involved, *inter alia*, failing
23 to pay them for all regular and/or overtime wages earned and for missed meal periods and rest
24 breaks in violation of California law.

25 36. Plaintiffs are informed and believes, and based thereon alleges, that Defendants
26 knew or should have known that Plaintiffs and the other class members were entitled to receive
27 certain wages for overtime compensation and that they were not receiving accurate overtime
28 compensation for all overtime hours worked.

1 37. Plaintiffs are informed and believes, and based thereon alleges, that Defendants
2 failed to provide Plaintiffs and the other class members all required rest and meal periods
3 during the relevant time period as required under the Industrial Welfare Commission Wage
4 Orders and thus they are entitled to any and all applicable penalties.

5 38. Plaintiffs are informed and believes, and based thereon alleges, that Defendants
6 knew or should have known that Plaintiffs and the other class members were entitled to receive
7 all meal periods or payment of one additional hour of pay at Plaintiffs' and the other class
8 member's regular rate of pay when a meal period was missed, and they did not receive all meal
9 periods or payment of one additional hour of pay at Plaintiffs' and the other class member's
10 regular rate of pay when a meal period was missed.

11 39. Plaintiffs are informed and believes, and based thereon alleges, that Defendants
12 knew or should have known that Plaintiffs and the other class members were entitled to receive
13 all rest periods or payment of one additional hour of pay at Plaintiffs' and the other class
14 member's regular rate of pay when a rest period was missed, and they did not receive all rest
15 periods or payment of one additional hour of pay at Plaintiffs' and the other class members'
16 regular rate of pay when a rest period was missed.

17 40. Plaintiffs are informed and believes, and based thereon alleges, that Defendants
18 knew or should have known that Plaintiffs and the other class members were entitled to receive
19 at least minimum wages for compensation and that they were not receiving at least minimum
20 wages for all hours worked.

21 41. Plaintiffs are informed and believes, and based thereon alleges, that Defendants
22 knew or should have known that Plaintiffs and the other class members were entitled to receive
23 all wages owed to them upon discharge or resignation, including overtime and minimum wages
24 and meal and rest period premiums, and they did not, in fact, receive all such wages owed to
25 them at the time of their discharge or resignation.

26 42. Plaintiffs are informed and believes, and based thereon alleges, that Defendants
27 knew or should have known that Plaintiffs and the other class members were entitled to receive
28 all wages owed to them during their employment. Plaintiffs and the other class members did

1 not receive payment of all wages, including overtime and minimum wages and meal and rest
2 period premiums, within any time permissible under California Labor Code section 204.

3 43. Plaintiffs are informed and believes, and based thereon alleges, that Defendants
4 knew or should have known that Plaintiffs and the other class members were entitled to receive
5 complete and accurate wage statements in accordance with California law, but, in fact, they did
6 not receive complete and accurate wage statements from Defendants. The deficiencies
7 included, *inter alia*, the failure to include the total number of hours worked by Plaintiffs and
8 the other class members.

9 44. Plaintiffs are informed and believes, and based thereon alleges, that Defendants
10 knew or should have known that Defendants had to keep complete and accurate payroll records
11 for Plaintiffs and the other class members in accordance with California law, but, in fact, did
12 not keep complete and accurate payroll records.

13 45. Plaintiffs are informed and believes, and based thereon alleges, that Defendants
14 knew or should have known that Plaintiffs and the other class members were entitled to
15 reimbursement for necessary business-related expenses.

16 46. Plaintiffs are informed and believes, and based thereon alleges, that Defendants
17 knew or should have known that they had a duty to compensate Plaintiffs and the other class
18 members pursuant to California law, and that Defendants had the financial ability to pay such
19 compensation, but willfully, knowingly, and intentionally failed to do so, and falsely
20 represented to Plaintiffs and the other class members that they were properly denied wages, all
21 in order to increase Defendants' profits.

22 47. During the relevant time period, Defendants failed to pay overtime wages to
23 Plaintiffs and the other class members for all overtime hours worked. Plaintiffs and the other
24 class members were required to work more than eight (8) hours per day and/or forty (40) hours
25 per week without overtime compensation for all overtime hours worked.

26 48. During the relevant time period, Defendants failed to provide all requisite
27 uninterrupted meal and rest periods to Plaintiffs and the other class members.

28 49. During the relevant time period, Defendants failed to pay Plaintiffs and the other

1 class members at least minimum wages for all hours worked.

2 50. During the relevant time period, Defendants failed to pay Plaintiffs and the other
3 class members all wages owed to them upon discharge or resignation.

4 51. During the relevant time period, Defendants failed to pay Plaintiffs and the other
5 class members all wages within any time permissible under California law, including, *inter*
6 *alia*, California Labor Code section 204.

7 52. During the relevant time period, Defendants failed to provide complete or
8 accurate wage statements to Plaintiffs and the other class members.

9 53. During the relevant time period, Defendants failed to keep complete or accurate
10 payroll records for Plaintiffs and the other class members.

11 54. During the relevant time period, Defendants failed to reimburse Plaintiffs and
12 the other class members for all necessary business-related expenses and costs.

13 55. During the relevant time period, Defendants failed to properly compensate
14 Plaintiffs and the other class members pursuant to California law in order to increase
15 Defendants' profits.

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

19 **FIRST CAUSE OF ACTION**

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

21 **(Against MERCY HOUSE LIVING CENTERS and DOES 1 through 100)**

22 57. Plaintiffs incorporate by reference the allegations contained in Paragraphs 1
23 through 56, and each and every part thereof with the same force and effect as though fully set
24 forth herein.

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

1 basis.

2 59. Specifically, the applicable IWC Wage Order provides that Defendants are and
3 were required to pay Plaintiffs and the other class members employed by Defendants, and
4 working more than eight (8) hours in a day or more than forty (40) hours in a workweek, at the
5 rate of time-and-one-half for all hours worked in excess of eight (8) hours in a day or more
6 than forty (40) hours in a workweek.

7 60. The applicable IWC Wage Order further provides that Defendants are and were
8 required to pay Plaintiffs and the other class members overtime compensation at a rate of two
9 times their regular rate of pay for all hours worked in excess of twelve (12) hours in a day.

10 61. California Labor Code section 510 codifies the right to overtime compensation
11 at one-and-one-half times the regular hourly rate for hours worked in excess of eight (8) hours
12 in a day or forty (40) hours in a week or for the first eight (8) hours worked on the seventh day
13 of work, and to overtime compensation at twice the regular hourly rate for hours worked in
14 excess of twelve (12) hours in a day or in excess of eight (8) hours in a day on the seventh day
15 of work.

16 62. During the relevant time period, Plaintiffs and the other class members worked
17 in excess of eight (8) hours in a day, and/or in excess of forty (40) hours in a week.

18 63. During the relevant time period, Defendants intentionally and willfully failed to
19 pay overtime wages owed to Plaintiffs and the other class members.

20 64. Defendants' failure to pay Plaintiffs and the other class members the unpaid
21 balance of overtime compensation, as required by California laws, violates the provisions of
22 California Labor Code sections 510 and 1198, and is therefore unlawful.

23 65. Pursuant to California Labor Code section 1194, Plaintiffs and the other class
24 members are entitled to recover unpaid overtime compensation, as well as interest, costs, and
25 attorneys' fees.

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1 **SECOND CAUSE OF ACTION**

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

3 **(Against MERCY HOUSE LIVING CENTERS and DOES 1 through 100)**

4 66. Plaintiffs incorporate by reference the allegations contained in paragraphs 1
5 through 65, and each and every part thereof with the same force and effect as though fully set
6 forth herein.

7 67. At all relevant times, the IWC Order and California Labor Code sections 226.7
8 and 512(a) were applicable to Plaintiffs' and the other class members' employment by
9 Defendants.

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

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

19 70. At all relevant times, the applicable IWC Wage Order and California Labor
20 Code section 512(a) further provide that an employer may not require, cause or permit an
21 employee to work for a work period of more than ten (10) hours per day without providing the
22 employee with a second uninterrupted meal period of not less than thirty (30) minutes, except
23 that if the total hours worked is no more than twelve (12) hours, the second meal period may
24 be waived by mutual consent of the employer and the employee only if the first meal period
25 was not waived.

26 71. During the relevant time period, Plaintiffs and the other class members who
27 were scheduled to work for a period of time no longer than six (6) hours, and who did not
28 waive their legally-mandated meal periods by mutual consent, were required to work for

1 periods longer than five (5) hours without an uninterrupted meal period of not less than thirty
2 (30) minutes and/or rest period.

3 72. During the relevant time period, Plaintiffs and the other class members who
4 were scheduled to work for a period of time in excess of six (6) hours were required to work
5 for periods longer than five (5) hours without an uninterrupted meal period of not less than
6 thirty (30) minutes and/or rest period.

7 73. During the relevant time period, Defendants intentionally and willfully required
8 Plaintiffs and the other class members to work during meal periods and failed to compensate
9 Plaintiffs and the other class members the full meal period premium for work performed during
10 meal periods.

11 74. During the relevant time period, Defendants failed to pay Plaintiffs and the other
12 class members the full meal period premium due pursuant to California Labor Code section
13 226.7.

14 75. Defendants' conduct violates applicable IWC Wage Order and California Labor
15 Code sections 226.7 and 512(a).

16 76. Pursuant to applicable IWC Wage Order and California Labor Code section
17 226.7(b), Plaintiffs and the other class members are entitled to recover from Defendants one
18 additional hour of pay at the employee's regular rate of compensation for each work day that
19 the meal or rest period is not provided.

20 **THIRD CAUSE OF ACTION**

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

22 **(Against MERCY HOUSE LIVING CENTERS and DOES 1 through 100)**

23 77. Plaintiffs incorporate by reference the allegations contained in paragraphs 1
24 through 76, and each and every part thereof with the same force and effect as though fully set
25 forth herein.

26 78. At all times herein set forth, the applicable IWC Wage Order and California
27 Labor Code section 226.7 were applicable to Plaintiffs' and the other class members'
28 employment by Defendants.

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

4 80. At all relevant times, the applicable IWC Wage Order provides that “[e]very
5 employer shall authorize and permit all employees to take rest periods, which insofar as
6 practicable shall be in the middle of each work period” and that the “rest period time shall be
7 based on the total hours worked daily at the rate of ten (10) minutes net rest time per four (4)
8 hours or major fraction thereof” unless the total daily work time is less than three and one-half
9 (3 ½) hours.

10 81. During the relevant time period, Defendants required Plaintiffs and other class
11 members to work four (4) or more hours without authorizing or permitting a ten (10) minute
12 rest period per each four (4) hour period worked.

13 82. During the relevant time period, Defendants willfully required Plaintiffs and the
14 other class members to work during rest periods and failed to pay Plaintiffs and the other class
15 members the full rest period premium for work performed during rest periods.

16 83. During the relevant time period, Defendants failed to pay Plaintiffs and the other
17 class members the full rest period premium due pursuant to California Labor Code section
18 226.7.

19 84. Defendants’ conduct violates applicable IWC Wage Orders and California
20 Labor Code section 226.7.

21 85. Pursuant to the applicable IWC Wage Orders and California Labor Code section
22 226.7(c), Plaintiffs and the other class members are entitled to recover from Defendants one
23 additional hour of pay at the employees’ regular hourly rate of compensation for each work
24 day that the rest period was not provided.

25 **FOURTH CAUSE OF ACTION**

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

27 **(Against MERCY HOUSE LIVING CENTERS and DOES 1 through 100)**

28 86. Plaintiffs incorporate by reference the allegations contained in paragraphs 1

1 through 85, and each and every part thereof with the same force and effect as though fully set
2 forth herein.

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

6 88. During the relevant time period, Defendants failed to pay minimum wage to
7 Plaintiffs and the other class members as required, pursuant to California Labor Code sections
8 1194, 1197, and 1197.1.

9 89. Defendants' failure to pay Plaintiffs and the other class members the minimum
10 wage as required violates California Labor Code sections 1194, 1197, and 1197.1. Pursuant to
11 those sections Plaintiffs and the other class members are entitled to recover the unpaid balance
12 of their minimum wage compensation as well as interest, costs, and attorney's fees, and
13 liquidated damages in an amount equal to the wages unlawfully unpaid and interest thereon.

14 90. Pursuant to California Labor Code section 1197.1, Plaintiffs and the other class
15 members are entitled to recover a penalty of \$100.00 for the initial failure to timely pay each
16 employee minimum wages, and \$250.00 for each subsequent failure to pay each employee
17 minimum wages.

18 91. Pursuant to California Labor Code section 1194.2, Plaintiffs and the other class
19 members are entitled to recover liquidated damages in an amount equal to the wages
20 unlawfully unpaid and interest thereon.

21 **FIFTH CAUSE OF ACTION**

22 **(Violation of California Labor Code §§ 201 and 202)**

23 **(Against MERCY HOUSE LIVING CENTERS and DOES 1 through 100)**

24 92. Plaintiffs incorporate by reference the allegations contained in paragraphs 1
25 through 91, and each and every part thereof with the same force and effect as though fully set
26 forth herein.

27 93. At all relevant times herein set forth, California Labor Code sections 201 and
28 202 provide that if an employer discharges an employee, the wages earned and unpaid at the

1 time of discharge are due and payable immediately, and if an employee quits his or her
2 employment, his or her wages shall become due and payable not later than seventy-two (72)
3 hours thereafter, unless the employee has given seventy-two (72) hours' notice of his or her
4 intention to quit, in which case the employee is entitled to his or her wages at the time of
5 quitting.

6 94. During the relevant time period, Defendants intentionally and willfully failed to
7 pay Plaintiffs and the other class members who are no longer employed by Defendants their
8 wages, earned and unpaid, within seventy-two (72) hours of their leaving Defendants' employ.

9 95. Defendants' failure to pay Plaintiffs and the other class members who are no
10 longer employed by Defendants' their wages, earned and unpaid, within seventy-two (72)
11 hours of their leaving Defendants' employ, is in violation of California Labor Code sections
12 201 and 202.

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

17 97. Plaintiffs and the other class members are entitled to recover from Defendants
18 the statutory penalty wages for each day they were not paid, up to a thirty (30) day maximum
19 pursuant to California Labor Code section 203.

20 **SIXTH CAUSE OF ACTION**

21 **(Violation of California Labor Code § 204)**

22 **(Against MERCY HOUSE LIVING CENTERS and DOES 1 through 100)**

23 98. Plaintiffs incorporate by reference the allegations contained in paragraphs 1
24 through 97, and each and every part thereof with the same force and effect as though fully set
25 forth herein.

26 99. At all times herein set forth, California Labor Code section 204 provides that all
27 wages earned by any person in any employment between the 1st and 15th days, inclusive, of
28 any calendar month, other than those wages due upon termination of an employee, are due and

1 payable between the 16th and the 26th day of the month during which the labor was
2 performed.

3 100. At all times herein set forth, California Labor Code section 204 provides that all
4 wages earned by any person in any employment between the 16th and the last day, inclusive,
5
6 of any calendar month, other than those wages due upon termination of an employee, are due
7 and payable between the 1st and the 10th day of the following month.

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

11 102. During the relevant time period, Defendants intentionally and willfully failed to
12 pay Plaintiffs and the other class members all wages due to them, within any time period
13 permissible under California Labor Code section 204.

14 103. Plaintiffs and the other class members are entitled to recover all remedies
15 available for violations of California Labor Code section 204.

16 **SEVENTH CAUSE OF ACTION**

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

18 **(Against MERCY HOUSE LIVING CENTERS and DOES 1 through 100)**

19 104. Plaintiffs incorporate by reference the allegations contained in paragraphs 1
20 through 103, and each and every part thereof with the same force and effect as though fully set
21 forth herein.

22 105. At all material times set forth herein, California Labor Code section 226(a)
23 provides that every employer shall furnish each of his or her employees an accurate itemized
24 statement in writing showing (1) gross wages earned, (2) total hours worked by the employee,
25 (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid
26 on a piece-rate basis, (4) all deductions, provided that all deductions made on written orders of
27 the employee may be aggregated and shown as one item, (5) net wages earned, (6) the
28 inclusive dates of the period for which the employee is paid, (7) the name of the employee and

his or her social security number, (8) the name and address of the legal entity that is the employer, and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee. The deductions made from payments of wages shall be recorded in ink or other indelible form, properly dated, showing the month, day, and year, and a copy of the statement or a record of the deductions shall be kept on file by the employer for at least three years at the place of employment or at a central location within the State of California.

106. Defendants have intentionally and willfully failed to provide Plaintiffs and the other class members with complete and accurate wage statements. The deficiencies include, but are not limited to: the failure to include the total number of hours worked by Plaintiffs and the other class members.

107. As a result of Defendants' violation of California Labor Code section 226(a), Plaintiffs and the other class members have suffered injury and damage to their statutorily-protected rights.

108. More specifically, Plaintiffs and the other class members have been injured by Defendants' intentional and willful violation of California Labor Code section 226(a) because they were denied both their legal right to receive, and their protected interest in receiving, accurate and itemized wage statements pursuant to California Labor Code section 226(a).

109. Plaintiffs and the other class members are entitled to recover from Defendants the greater of their actual damages caused by Defendants' failure to comply with California Labor Code section 226(a), or an aggregate penalty not exceeding four thousand dollars per employee.

110. Plaintiffs and the other class members are also entitled to injunctive relief to ensure compliance with this section, pursuant to California Labor Code section 226(h).

EIGHTH CAUSE OF ACTION

(Violation of California Labor Code § 1174(d))

(Against MERCY HOUSE LIVING CENTERS and DOES 1 through 100)

111. Plaintiffs incorporate by reference the allegations contained in paragraphs 1

1 through 110, and each and every part thereof with the same force and effect as though fully set
2 forth herein.

3 112. Pursuant to California Labor Code section 1174(d), an employer shall keep, at a
4 central location in the state or at the plants or establishments at which employees are
5 employed, payroll records showing the hours worked daily by and the wages paid to, and the
6 number of piece-rate units earned by and any applicable piece rate paid to, employees
7 employed at the respective plants or establishments. These records shall be kept in accordance
8 with rules established for this purpose by the commission, but in any case shall be kept on file
9 for not less than two years.

10 113. Defendants have intentionally and willfully failed to keep accurate and complete
11 payroll records showing the hours worked daily and the wages paid, to Plaintiffs and the other
12 class members.

13 114. As a result of Defendants' violation of California Labor Code section 1174(d),
14 Plaintiffs and the other class members have suffered injury and damage to their statutorily-
15 protected rights.

16 115. More specifically, Plaintiffs and the other class members have been injured by
17 Defendants' intentional and willful violation of California Labor Code section 1174(d) because
18 they were denied both their legal right and protected interest, in having available, accurate and
19 complete payroll records pursuant to California Labor Code section 1174(d).

20 **NINTH CAUSE OF ACTION**

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

22 **(Against MERCY HOUSE LIVING CENTERS and DOES 1 through 100)**

23 116. Plaintiffs incorporate by reference the allegations contained in paragraphs 1
24 through 115, and each and every part thereof with the same force and effect as though fully set
25 forth herein.

26 117. Pursuant to California Labor Code sections 2800 and 2802, an employer must
27 reimburse its employee for all necessary expenditures incurred by the employee in direct
28 consequence of the discharge of his or her job duties or in direct consequence of his or her

1 obedience to the directions of the employer.

2 118. Plaintiffs and the other class members incurred necessary business-related
3 expenses and costs that were not fully reimbursed by Defendants.

4 119. Defendants have intentionally and willfully failed to reimburse Plaintiffs and the
5 other class members for all necessary business-related expenses and costs.

6 120. Plaintiffs and the other class members are entitled to recover from Defendants
7 their business-related expenses and costs incurred during the course and scope of their
8 employment, plus interest accrued from the date on which the employee incurred the necessary
9 expenditures at the same rate as judgments in civil actions in the State of California.

10 **TENTH CAUSE OF ACTION**

11 **(Violation of California Business & Professions Code §§ 17200, et seq.)**

12 **(Against MERCY HOUSE LIVING CENTERS and DOES 1 through 100)**

13 121. Plaintiffs incorporate by reference the allegations contained in paragraphs 1
14 through 120, and each and every part thereof with the same force and effect as though fully set
15 forth herein.

16 122. Defendants' conduct, as alleged herein, has been, and continues to be, unfair,
17 unlawful and harmful to Plaintiffs, other class members, to the general public, and Defendants'
18 competitors. Accordingly, Plaintiffs seek to enforce important rights affecting the public
19 interest within the meaning of Code of Civil Procedure section 1021.5.

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

23 124. A violation of California Business & Professions Code section 17200, et seq.
24 may be predicated on the violation of any state or federal law. In this instant case, Defendants'
25 policies and practices of requiring employees, including Plaintiffs and the other class members,
26 to work overtime without paying them proper compensation violate California Labor Code
27 sections 510 and 1198. Additionally, Defendants' policies and practices of requiring
28 employees, including Plaintiffs and the other class members, to work through their meal and

1 rest periods without paying them proper compensation violate California Labor Code sections
2 226.7 and 512(a). Defendants' policies and practices of failing to pay minimum wages violate
3 California Labor Code sections 1194, 1197, and 1197.1. Moreover, Defendants' policies and
4 practices of failing to timely pay wages to Plaintiffs and the other class members violate
5 California Labor Code sections 201, 202 and 204. Defendants also violated California Labor
6 Code sections 226(a), 1174(d), 2800 and 2802.

7 125. As a result of the herein described violations of California law, Defendants
8 unlawfully gained an unfair advantage over other businesses.

9 126. Plaintiffs and the other class members have been personally injured by
10 Defendants' unlawful business acts and practices as alleged herein, including but not
11 necessarily limited to the loss of money and/or property.

12 127. Pursuant to California Business & Professions Code sections 17200, et seq.,
13 Plaintiffs and the other class members are entitled to restitution of the wages withheld and
14 retained by Defendants during a period that commences four years preceding the filing of this
15 Complaint; an award of attorneys' fees pursuant to California Code of Civil procedure section
16 1021.5 and other applicable laws; and an award of costs.

17 **ELEVENTH CAUSE OF ACTION**

18 **Violation of California Labor Code § 2698, et seq.**

19 **(Against MERCY HOUSE LIVING CENTERS and DOES 1 through 100)**

20 128. Plaintiffs incorporate by reference the allegations contained in paragraphs 1
21 through 127, and each and every part thereof with the same force and effect as though fully set
22 forth herein.

23 129. PAGA expressly establishes that any provision of the California Labor Code
24 which provides for a civil penalty to be assessed and collected by the LWDA, or any of its
25 departments, divisions, commissions, boards, agencies or employees for a violation of the
26 California Labor Code, may be recovered through a civil action brought by an aggrieved
27 employee on behalf of himself or herself, and other current or former employees.

28 130. Whenever the LWDA, or any of its departments, divisions, commissions,

boards, agencies, or employees has discretion to assess a civil penalty, a court in a civil action is authorized to exercise the same discretion, subject to the same limitations and conditions, to assess a civil penalty.

131. Plaintiffs and the other hourly-paid or non-exempt employees are “aggrieved employees” as defined by California Labor Code section 2699(c) in that they are all current or former employees of Defendants, and one or more of the alleged violations was committed against them.

Failure to Pay Overtime

132. Defendants’ failure to pay legally required overtime wages to Plaintiffs and the other aggrieved employees is in violation of the Wage Orders and constitutes unlawful or unfair activity prohibited by California Labor Code sections 510 and 1198.

Failure to Provide Meal Periods

133. Defendants’ failure to provide legally required meal periods to Plaintiffs and the other aggrieved employees is in violation of the Wage Orders and constitutes unlawful or unfair activity prohibited by California Labor Code sections 226.7 and 512(a).

Failure to Provide Rest Periods

134. Defendants’ failure to provide legally required rest periods to Plaintiffs and the other aggrieved employees is in violation of the Wage Orders and constitutes unlawful or unfair activity prohibited by California Labor Code section 226.7.

Failure to Pay Minimum Wages

135. Defendants’ failure to pay legally required minimum wages to Plaintiffs and the other aggrieved employees is in violation of the Wage Orders and constitutes unlawful or unfair activity prohibited by California Labor Code sections 1194, 1197 and 1197.1.

Failure to Timely Pay Wages Upon Termination

136. Defendants’ failure to timely pay wages to Plaintiffs and the other aggrieved employees upon termination in accordance with Labor Code sections 201 and 202 constitutes unlawful and/or unfair activity prohibited by California Labor Code sections 201 and 202.

///

1 **Failure to Timely Pay Wages During Employment**

2 137. Defendants' failure to timely pay wages to Plaintiffs and the other aggrieved
3 employees during employment in accordance with Labor Code section 204 constitutes
4 unlawful and/or unfair activity prohibited by California Labor Code section 204.

5 **Failure to Provide Complete and Accurate Wage Statements**

6 138. Defendants' failure to provide complete and accurate wage statements to
7 Plaintiffs and the other aggrieved employees in accordance with Labor Code section 226(a)
8 constitutes unlawful and/or unfair activity prohibited by California Labor Code section 226(a).

9 **Failure to Keep Complete and Accurate Payroll Records**

10 139. Defendants' failure to keep complete and accurate payroll records relating to
11 Plaintiffs and the other aggrieved employees in accordance with California Labor Code section
12 1174(d) constitutes unlawful and/or unfair activity prohibited by California Labor Code section
13 1174(d).

14 **Failure to Reimburse Necessary Business-Related Expenses and Costs**

15 140. Defendants' failure to reimburse Plaintiffs and the other aggrieved employees
16 for necessary business-related expenses and costs in accordance with California Labor Code
17 sections 2800 and 2802 constitutes unlawful and/or unfair activity prohibited by California
18 Labor Code sections 2800 and 2802.

19 141. Pursuant to California Labor Code section 2699, Plaintiffs, individually, and on
20 behalf of all aggrieved employees, request and are entitled to recover from Defendants and
21 each of them, attorneys' fees and costs pursuant to California Labor Code section 218.5, as
22 well as all penalties pursuant to PAGA against Defendants, and each of them, including but not
23 limited to:

- 24 a. Penalties under California Labor Code section 2699 in the amount of a
25 hundred dollars (\$100) for each aggrieved employee per pay period for the
26 initial violation, and two hundred dollars (\$200) for each aggrieved
27 employee per pay period for each subsequent violation;
28 b. Penalties under California Code of Regulations Title 8 section 11010 et

1 seq. in the amount of fifty dollars (\$50) for each aggrieved employee per
2 pay period for the initial violation, and one hundred dollars (\$100) for
3 each aggrieved employee per pay period for each subsequent violation;

4 c. Penalties under California Labor Code section 210 in addition to, and
5 entirely independent and apart from, any other penalty provided in the
6 California Labor Code in the amount of a hundred dollars (\$100) for each
7 aggrieved employee per pay period for the initial violation, and two
8 hundred dollars (\$200) for each aggrieved employee per pay period for
9 each subsequent violation; and

10 d. Any and all additional penalties and sums as provided by the California
11 Labor Code and/or other statutes.

12 142. Pursuant to California Labor Code section 2699(i), civil penalties recovered by
13 aggrieved employees shall be distributed as follows: seventy-five percent (75%) to the Labor
14 and Workforce Development Agency for the enforcement of labor laws and education of
15 employers and employees about their rights and responsibilities and twenty-five percent (25%)
16 to the aggrieved employees.

17 143. Further, Plaintiffs are entitled to seek and recover reasonable attorneys' fees and
18 costs pursuant to California Labor Code sections 210, 218.5 and 2699 and any other applicable
19 statute.

20 **DEMAND FOR JURY TRIAL**

21 Plaintiffs, individually, and on behalf of other members of the general public similarly
22 situated, and on behalf of other aggrieved employees pursuant to the California Private
23 Attorneys General Act, request a trial by jury.

24 **PRAYER FOR RELIEF**

25 WHEREFORE, Plaintiffs, individually, and on behalf of other members of the general
26 public similarly situated, and on behalf of other aggrieved employees pursuant to the
27 California Private Attorneys General Act, pray for relief and judgment against Defendants,
28 jointly and severally, as follows:

Class Certification

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

As to the First Cause of Action

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

As to the Second Cause of Action

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

- 1 13. For premium wages pursuant to California Labor Code section 226.7(c);
2 14. For pre-judgment interest on any unpaid wages from the date such amounts
3 were due;
4 15. For reasonable attorneys' fees and costs of suit incurred herein; and
5 16. For such other and further relief as the Court may deem just and proper.

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

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

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

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

15 20. For premium wages pursuant to California Labor Code section 226.7(c);

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

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

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

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

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

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

28 26. For pre-judgment interest on any unpaid compensation from the date such

1 amounts were due;

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

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

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

6 **As to the Fifth Cause of Action**

7 30. That the Court declare, adjudge and decree that Defendants violated California
8 Labor Code sections 201, 202, and 203 by willfully failing to pay all compensation owed at the
9 time of termination of the employment of Plaintiffs and the other class members no longer
10 employed by Defendants;

11 31. For all actual, consequential, and incidental losses and damages, according to
12 proof;

13 32. For statutory wage penalties pursuant to California Labor Code section 203 for
14 Plaintiffs and the other class members who have left Defendants' employ;

15 33. For pre-judgment interest on any unpaid compensation from the date such
16 amounts were due; and

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

18 **As to the Sixth Cause of Action**

19 35. That the Court declare, adjudge and decree that Defendants violated California
20 Labor Code section 204 by willfully failing to pay all compensation owed at the time required
21 by California Labor Code section 204 to Plaintiffs and the other class members;

22 36. For all actual, consequential, and incidental losses and damages, according to
23 proof;

24 37. For pre-judgment interest on any unpaid compensation from the date such
25 amounts were due; and

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

27 **As to the Seventh Cause of Action**

28 39. That the Court declare, adjudge and decree that Defendants violated the record

1 keeping provisions of California Labor Code section 226(a) and applicable IWC Wage Orders
2 as to Plaintiffs and the other class members, and willfully failed to provide accurate itemized
3 wage statements thereto;

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

5 41. For statutory penalties pursuant to California Labor Code section 226(e);

6 42. For injunctive relief to ensure compliance with this section, pursuant to
7 California Labor Code section 226(h); and

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

9 **As to the Eighth Cause of Action**

10 44. That the Court declare, adjudge and decree that Defendants violated California
11 Labor Code section 1174(d) by willfully failing to keep accurate and complete payroll records
12 for Plaintiffs and the other class members as required by California Labor Code section
13 1174(d);

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

15 46. For statutory penalties pursuant to California Labor Code section 1174.5; and

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

17 **As to the Ninth Cause of Action**

18 48. That the Court declare, adjudge and decree that Defendants violated California
19 Labor Code sections 2800 and 2802 by willfully failing to reimburse Plaintiffs and the other
20 class members for all necessary business-related expenses as required by California Labor
21 Code sections 2800 and 2802;

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

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

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

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

26 **As to the Tenth Cause of Action**

27 53. That the Court decree, adjudge and decree that Defendants violated California
28 Business and Professions Code sections 17200, et seq. by failing to provide Plaintiffs and the

1 other class members all overtime compensation due to them, failing to provide all meal and
2 rest periods to Plaintiffs and the other class members, failing to pay at least minimum wages to
3 Plaintiffs and the other class members, failing to pay Plaintiffs' and the other class members'
4 wages timely as required by California Labor Code section 201, 202 and 204 and by violating
5 California Labor Code sections 226(a), 1174(d), 2800 and 2802.

6 54. For restitution of unpaid wages to Plaintiffs and all the other class members and
7 all pre-judgment interest from the day such amounts were due and payable;

8 55. For the appointment of a receiver to receive, manage and distribute any and all
9 funds disgorged from Defendants and determined to have been wrongfully acquired by
10 Defendants as a result of violation of California Business and Professions Code sections
11 17200, et seq.;

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

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

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

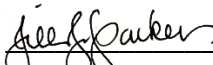
17 **As to the Eleventh Cause of Action**

18 59. For civil penalties pursuant to California Labor Code sections 2699(a), (f) and
19 (g), costs/expenses, and attorneys' fees for violation of California Labor Code sections 201,
20 202, 203, 204, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802;
21 and

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

23 Dated: December 5, 2024

PARKER & MINNE, LLP

24
25 By: 
26 Jill J. Parker
27 Attorneys for Plaintiffs
28