

Joseph Lavi, Esq. (SBN 209776)
Vincent C. Granberry, Esq. (SBN 276483)
Jeffrey D. Klein, Esq. (SBN 297296)
Christina M. Le, Esq. (SBN 237697)
Michael T. Suh, Esq. (SBN 360520)
LAVI & EBRAHIMIAN, LLP
8889 W. Olympic Boulevard, Suite 200
Beverly Hills, California 90211
Telephone: (310) 432-0000
Facsimile: (310) 432-0001
Email: jlavi@lelawfirm.com
vgranberry@lelawfirm.com
jklein@lelawfirm.com
cle@lelawfirm.com
msuh@lelawfirm.com

Attorneys for Plaintiff DIANTE C. TALAOC,
on behalf of himself and current and former aggrieved employees

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County of Sacramento
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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SACRAMENTO**

DIANTE C. TALAOC, on behalf of himself and
current and former aggrieved employees

Plaintiff,

vs.

THE GOLDEN 1 CREDIT UNION; and DOES 1
to 100, inclusive,

Defendants.

Case No.: **25CV019466**

PAGA ACTION

**PLAINTIFF DIANTE C. TALAOC'S
COMPLAINT FOR:**

- CIVIL PENALTIES PURSUANT
TO THE PRIVATE ATTORNEYS
GENERAL ACT OF 2004
("PAGA"), LABOR CODE
SECTIONS 2698, ET SEQ.**

COMES NOW Plaintiff DIANTE C. TALAOC ("Plaintiff"), who alleges and complains
against Defendants THE GOLDEN 1 CREDIT UNION; and DOES 1 to 100, inclusive (collectively
"Defendants") as follows:

I. INTRODUCTION

1. This is a Private Attorneys General Act of 2004, Labor Code §§ 2698, *et seq.*
("PAGA") representative action brought by Plaintiff on behalf of the State of California, himself
and other current and former aggrieved employees of Defendants who worked as hourly non-exempt
employees in California during the relevant time period seeking civil penalties associated with
Defendants' violation of the Labor Code based on Defendants' failure to pay wages for all hours

1 worked at minimum wage and all overtime hours worked at the overtime rate of pay; failure to pay
2 overtime wages at the proper overtime rate of pay; failure to authorize or permit all legally required
3 and/or compliant meal periods or pay meal period premium wages; failure to authorize or permit
4 all legally required and/or compliant rest periods or pay rest period premium wages; failure to pay
5 wages for accrued paid sick time at the regular rate of pay; failure to pay accrued and vested vacation
6 and/or paid-time-off (PTO) wages; statutory penalties for failure to timely pay earned wages during
7 employment; statutory penalties for failure to provide accurate wage statements; statutory waiting
8 time penalties in the form of continuation wages for failure to timely pay employees all wages due
9 upon separation of employment. . Plaintiff experienced these violations personally, as well as is
10 informed and believes other aggrieved employees did as well. Plaintiff seeks on a representative
11 basis, following notice to the Labor and Workforce Development Agency, civil penalties, reasonable
12 attorneys' fees pursuant to Labor Code section 2699(g)(1) and costs brought on behalf of Plaintiff,
13 the State of California, and others aggrieved.

14 **II. JURISDICTION AND VENUE**

15 2. This Court has jurisdiction over the claims of Plaintiff and all other current and
16 former aggrieved California-based hourly non-exempt employees because Plaintiff's lawsuit seeks
17 civil penalties on behalf of herself, all other current and former aggrieved California-based hourly
18 non-exempt employees, and the State of California in excess of twenty-five thousand dollars
19 (\$25,000); Defendants employed Plaintiff and all other current and former aggrieved California-
20 based hourly non-exempt employees; and the injuries to Plaintiff and all other current and former
21 aggrieved California-based hourly non-exempt employees occurred in locations throughout
22 California, including but not limited to Sacramento County, at 8945 Cal Center Drive, Sacramento,
23 CA 95826.

24 **III. PARTIES**

25 1. Plaintiff brings this action as a representative of the Labor and Workforce
26 Development Agency on behalf of himself and other current and former employees subject to
27 violations of the Labor Code. The named Plaintiff and the persons on whose behalf this action is
28 filed include current, former and/or future employees of Defendants who work, worked, or will work

1 for Defendants as direct employees as well as temporary employees employed through temp
2 agencies as hourly non-exempt employees in California. At all times mentioned herein, the currently
3 named Plaintiff is and was domiciled and a resident and citizen of California and was employed by
4 Defendants in an hourly position at Defendants' location in Sacramento County from in or around
5 March 2022, until on or about June 2025.

6 2. Plaintiff is informed and believes and thereon alleges that Defendant THE GOLDEN
7 1 CREDIT UNION is authorized to do business within the State of California and is doing business
8 in the State of California and/or that Defendants DOES 1-50 are, and at all times relevant hereto
9 were persons acting on behalf of Defendant THE GOLDEN 1 CREDIT UNION in the establishment
10 of, or ratification of, the aforementioned illegal wage and hour practices or policies. Defendant THE
11 GOLDEN 1 CREDIT UNION operates in Sacramento County and employed Plaintiff and aggrieved
12 employees in Sacramento County, including but not limited to, at 8945 Cal Center Drive,
13 Sacramento, CA 95826.

14 3. Plaintiff is informed and believes and thereon alleges that Defendants DOES 1
15 through 50 are corporations, or are other business entities or organizations of a nature unknown to
16 Plaintiff that employed Plaintiff and aggrieved California non-exempt employees, permitted
17 Plaintiff and aggrieved employees to work, and exercised control over the wages, hours and working
18 conditions of employment of Plaintiff and aggrieved employees.

19 4. Plaintiff is informed and believes and thereon alleges that Defendants DOES 51
20 through 100 are individuals unknown to Plaintiff. Each of the individual defendants is sued
21 individually and in his or her capacity as an agent, shareholder, owner, representative, manager,
22 supervisor, independent contractor and/or employee of each defendant who violated or caused to be
23 violated the minimum wage and overtime provisions of the Labor Code and/or any provision of the
24 Industrial Welfare Commission's wage orders regulating hours and days of work.

25 5. Plaintiff is unaware of the true names of Defendants DOES 1 through 100. Plaintiff
26 sues said defendants by said fictitious names, and will amend this complaint when the true names
27 and capacities are ascertained or when such facts pertaining to liability are ascertained, or as
28 permitted by law or by the Court. Plaintiff is informed and believes that each of the fictitiously

1 named defendants is in some manner responsible for the events and allegations set forth in this
2 complaint.

3 6. Plaintiff makes the allegations in this complaint without any admission that, as to
4 any particular allegation, Plaintiff bears the burden of pleading, proving, or persuading and Plaintiff
5 reserves all of Plaintiff's right to plead in the alternative.

6 **FIRST CAUSE OF ACTION**

7 **CIVIL PENALTIES PURSUANT TO THE PRIVATE ATTORNEYS GENERAL ACT OF**
8 **2004, LABOR CODE SECTIONS 2698, ET SEQ.**

9 **(Against all Defendants by Plaintiff on behalf of Themselves, the State of California, and**
10 **Other Current and Former Aggrieved Employees)**

11 7. Plaintiff incorporates all paragraphs above as though fully set forth herein.

12 8. During Plaintiff's employment and continuing through the present, Plaintiff alleges
13 Defendants violated Labor Code sections 201, 202, 203, 204, 223, 226, 226.7, 227.3, 246, 510, 512,
14 1194, 1197, and the applicable Wage Orders.

15 9. Specifically, Defendants have committed the following violations of California
16 Labor Code:

17 10. **Failure to pay wages for all hours worked at the legal minimum wage:**
18 Defendants employed many of their employees, including Plaintiff, as hourly non-exempt
19 employees. In California, an employer is required to pay hourly employees for all "hours worked,"
20 which includes all time that an employee is under control of the employer and all time the employee
21 is suffered and permitted to work. This includes the time an employee spends, either directly or
22 indirectly, performing services which inure to the benefit of the employer.

23 11. Labor Code sections 1194 and 1197 require an employer to compensate employees
24 for all "hours worked" at least at a minimum wage rate of pay as established by the IWC and the
25 Wage Orders.

26 12. In this case, Plaintiff and other current and former aggrieved California-based hourly
27 non-exempt employees worked more minutes per shift than Defendants credited them with having
28 worked. Specifically, Defendants failed to pay Plaintiff and other current and former aggrieved

1 California-based hourly non-exempt employees all wages at the applicable minimum wage for all
2 hours worked due to Defendants' policies, practices, and/or procedures including, but not limited
3 to:

4 (a) requiring Plaintiff and other current and former aggrieved California-based hourly
5 non-exempt employees to remain on-duty during their off-the-clock meal breaks without being paid
6 for that time.

7 13. Therefore, Defendants suffered, permitted, and required Plaintiff and other current
8 and former aggrieved California-based hourly non-exempt employees to be subject to Defendants'
9 control without paying wages for that time. This resulted in Plaintiff and other current and former
10 aggrieved California-based hourly non-exempt employees working time for which they were not
11 compensated any wages, in violation of Labor Code sections 1194 and 1197 and the applicable
12 Wage Order.

13 14. Employee is further informed and believes, and based thereon alleges, that
14 Employer's conduct above that gave rise to such violations was malicious, fraudulent, or oppressive.
15 Employer would further be liable for civil penalties pursuant to Labor Code section
16 2699(f)(2)(B)(ii).

17 15. **Failure to pay wages for overtime hours worked at the overtime rate of pay**
18 **and/or failure to pay overtime wages at the proper rate of pay:** Defendants employed many of
19 their employees, including Plaintiff, as hourly non-exempt employees. In California, an employer
20 is required to pay hourly employees for all "hours worked," which includes all time that an employee
21 is under control of the employer and all time the employee is suffered and permitted to work. This
22 includes the time an employee spends, either directly or indirectly, performing services that inure to
23 the benefit of the employer.'

24 16. Labor Code sections 510 and 1194 require an employer to compensate employees a
25 higher rate of pay for hours worked in excess of eight (8) hours in a workday, in excess of forty (40)
26 hours in a workweek, and on any seventh consecutive day of work in a workweek:

27 Any work in excess of eight (8) hours in one workday, any work in excess of forty (40) hours
28 in any one (1) workweek, and the first eight (8) hours worked on the seventh day of work in
any one (1) workweek, shall be compensated at the rate of no less than one-and-one-half
(1.5) times the regular rate of pay for an employee. Any work in excess of twelve (12) hours

1 in one (1) day shall be compensated at the rate of no less than twice the regular rate of pay
2 for an employee. In addition, any work in excess of eight (8) hours on any seventh day of a
workweek shall be compensated at the rate of no less than twice the regular rate of pay of an
employee.

3 Labor Code section 510.

4 17. In this case, Defendants failed to pay Plaintiff and other current and former aggrieved
5 California-based hourly non-exempt employees overtime wages for all overtime hours worked due
6 to Defendants' policies, practices, and/or procedures including, but not limited to:

7 (a) requiring Plaintiff and other current and former aggrieved California-based hourly
8 non-exempt employees to remain on-duty during their off-the-clock meal breaks without being paid
9 for that time.

10 18. Employee is further informed and believes, and based thereon alleges, that
11 Employer's conduct above that gave rise to such violations was malicious, fraudulent, or oppressive.
12 Employer would further be liable for civil penalties pursuant to Labor Code section
13 2699(f)(2)(B)(ii).

14 19. Furthermore, overtime is based upon an employee's regular rate of pay. "The regular
15 rate at which an employee is employed shall be deemed to include all remuneration for employment
16 paid to, or on behalf, of the employee." See Division of Labor Standards Enforcement –
17 Enforcement Policies and Interpretations Manual, Section 49.1.2.

18 20. In this case, Plaintiff alleges that when he and other current and former aggrieved
19 California-based hourly non-exempt employees earned overtime wages, Defendants failed to pay
20 them overtime wages at the proper overtime rate of pay due to Defendants' failure to include all
21 remuneration when calculating the overtime rate of pay. Specifically, Defendants maintained a
22 policy, practice, and/or procedure of failing to include all remuneration such as branch annual pay,
23 quarterly incentive pay, and/or branch referral pay, for example, when calculating Plaintiff's and
24 other current and former aggrieved California-based hourly non-exempt employees' regular rate of
25 pay for the purpose of paying overtime.

26 21. The foregoing policies, practices, and/or procedures resulted in time during each
27 workday that Plaintiff and other current and former aggrieved California-based hourly non-exempt
28 employees were under the control of Defendants but were not compensated. To the extent that the

1 foregoing uncompensated time occurred when Plaintiff and other current and former aggrieved
2 California-based hourly non-exempt employees worked more than eight (8) hours in a workday,
3 more than forty (40) hours in a workweek, and/or seven (7) days in a workweek, Defendants failed
4 to pay them at their overtime rate of pay for overtime hours worked, in violation of Labor Code
5 sections 510, 1194 and 1198, and the applicable Wage Order.

6 22. **Failure to pay wages to hourly non-exempt employees for workdays that**
7 **Defendants failed to provide legally required and compliant meal periods and/or failure to**
8 **pay period premium wages:** Plaintiff and other current and former aggrieved California-based
9 hourly non-exempt employees regularly worked shifts of more than five (5) hours in length and
10 shifts of more than ten (10) hours in length.

11 23. California law requires an employer to authorize or permit an employee an
12 uninterrupted meal period of no less than thirty (30) minutes in which the employee is relieved of
13 all duties and the employer relinquishes control over the employee's activities prior to the
14 employee's sixth hour of work. Labor Code sections 226.7, 512, and 1198; Wage Order 4 at §11;
15 *Brinker Rest. Corp. v. Super Ct. (Hohnbaum)* (2012) 53 Cal.4th 1004. An employer may not employ
16 an employee for a work period of more than ten (10) hours per day without providing the employee
17 with a second such meal period of not less than thirty (30) minutes prior to the start of the eleventh
18 hour of work. *Id.* If the employee is not relieved of all duty during a meal period, the meal period
19 shall be considered an "on duty" meal period and counted as time worked. A paid "on duty" meal
20 period is only permitted when: (1) the nature of the work prevents an employee from being relieved
21 of all duty; and (2) the parties have a written agreement agreeing to on-duty meal periods.

22 24. If an employer fails to provide an employee a meal period in accordance with the
23 law, the employer must pay the employee one (1) hour of pay at the employee's regular rate of pay
24 for each workday that a legally required and compliant meal period was not provided. Labor Code
25 sections 226.7 and 1198; Wage Order 4 at §11.

26 25. In this case, Defendants failed to authorize or permit legally required and compliant
27 meal periods to Plaintiff and other current and former aggrieved California-based hourly non-
28 exempt employees due to Defendants' policies, practices, and/or procedures, including but not

1 limited to:

2 (a) failing to provide Plaintiff and other current and former aggrieved California-based
3 hourly non-exempt employees timely, uninterrupted, duty-free meal breaks of at least 30 minutes
4 for every five hours worked, as a result of short, missed, late and/or interrupted meal breaks due to
5 short staffing

6 26. Additionally, Plaintiff alleges that Defendants maintained a policy, practice, and/or
7 procedure of failing to compensate Plaintiff and other current and former aggrieved California-based
8 hourly non-exempt employees one (1) hour of pay at their regular rate of pay for each workday that
9 Plaintiff and other current and former aggrieved California-based hourly non-exempt employees did
10 not receive legally required and compliant meal periods, in violation of Labor Code section 226.7.

11 27. Finally, on occasions when Defendants paid Plaintiff and other current and former
12 aggrieved California-based hourly non-exempt employees a “premium” wage for late, missed, short,
13 on-premise, on-duty, and/or interrupted meal periods, Defendants failed to pay the one (1) additional
14 hour of pay at Plaintiff’s and other current and former aggrieved California-based hourly non-
15 exempt employees’ regular rate of compensation. Specifically, Defendants maintained a policy,
16 practice, and/or procedure of failing to include all remuneration such branch annual pay, quarterly
17 incentive pay, and/or branch referral pay, for example, when calculating Plaintiff’s and other current
18 and former aggrieved California-based hourly non-exempt employees’ regular rate of pay for the
19 purpose of paying meal period premium wages.

20 28. Defendants’ foregoing policies, practices, and/or procedures resulted in Plaintiff and
21 other current and former aggrieved California-based hourly non-exempt employees not receiving
22 wages to compensate them for workdays during which Defendants did not provide them with meal
23 periods in compliance with California law.

24 29. Employee is further informed and believes, and based thereon alleges, that
25 Employer’s conduct above that gave rise to such violations was malicious, fraudulent, or oppressive.
26 Employer would further be liable for civil penalties pursuant to Labor Code section
27 2699(f)(2)(B)(ii).

28 30. **Failure to pay wages to hourly non-exempt employees for workdays that**

1 **Defendants failed to provide legally required and compliant rest periods and/or failure to pay**
2 **rest period premium:** Plaintiff and other current and former aggrieved California-based hourly
3 non-exempt employees regularly worked shifts of more than three-and-a-half (3.5) hours.

4 31. California law requires every employer to authorize and permit an employee a rest
5 period of ten (10) net minutes for every four (4) hours worked or major fraction thereof. Labor Code
6 section 226.7; Wage Order 4 at §12. Under California law, “[e]mployees are entitled to 10 minutes’
7 rest for shifts from three and one-half to six hours in length, 20 minutes for shifts of more than six
8 hours up to 10 hours, 30 minutes for shifts of more than 10 hours up to 14 hours, and so on.” *Brinker*
9 *Restaurant Corp. v. Sup. Ct. (Hohnbaum)* (2012) 53 Cal.4th 1004, 1029; Labor Code section 226.7;
10 Wage Order 4 at §12. Rest periods, insofar as practicable, shall be in the middle of each work period.
11 Wage Order 4 at §12. Additionally, the rest period requirement ““obligates employers to permit –
12 and authorizes employees to take – off-duty rest periods.” *Augustus v. ABM Security Services, Inc.*
13 (2016) 2 Cal.5th 257, 269. That is, during rest periods employers must relieve employees of all
14 duties and relinquish control over how employees spend their time. *Id.*

15 32. If the employer fails to authorize or permit a required rest period, the employer must
16 pay the employee one (1) hour of pay at the employee’s regular rate of pay for each workday the
17 employer did not authorize or permit a legally required rest period. Labor Code section 226.7; Wage
18 Order 4 at § 12.

19 33. In this case, Defendants failed to authorize or permit all legally required and
20 compliant rest periods to Plaintiff and other current and former aggrieved California-based hourly
21 non-exempt employees due to Defendants’ policies, practices, and/or procedures including, but not
22 limited to:

23 (a) failing to provide Plaintiff and other current and former aggrieved California-based
24 hourly non-exempt employees with net ten (10) minute rest breaks for every four (4) hours worked
25 or major fraction thereof, as a result of short, missed, late and/or interrupted rest breaks due to short
26 staffing

27 34. Additionally, Plaintiff alleges that Defendants maintained a policy, practice, and/or
28 procedure of failing to compensate Plaintiff and other current and former aggrieved California-based

1 hourly non-exempt employees with one (1) hour of pay at their regular rate of pay for each workday
2 they did not receive legally required and compliant rest periods, in violation of Labor Code section
3 226.7.

4 35. Finally, on occasions when Defendants did pay Plaintiff and other current and former
5 aggrieved California-based hourly non-exempt employees a “premium” wage for late, missed, short,
6 on-premise, on-duty, and/or interrupted rest periods, Defendants failed to pay the one (1) additional
7 hour of pay at Plaintiff’s and other current and former aggrieved California-based hourly non-
8 exempt employees’ regular rate of compensation. Specifically, Defendants maintained a policy,
9 practice, and/or procedure of failing to include all remuneration such branch annual pay, quarterly
10 incentive pay, and/or branch referral pay, for example, when calculating Plaintiff’s and other current
11 and former aggrieved California-based hourly non-exempt employees’ regular rate of pay for the
12 purpose of paying rest period premiums.

13 36. Defendants’ foregoing policies, practices, and/or procedures resulted in Plaintiff and
14 other current and former aggrieved California-based hourly non-exempt employees not receiving
15 wages to compensate them for workdays in which Defendants did not provide them with rest periods
16 in compliance with California law.

17 37. Employee is further informed and believes, and based thereon alleges, that
18 Employer’s conduct above that gave rise to such violations was malicious, fraudulent, or oppressive.
19 Employer would further be liable for civil penalties pursuant to Labor Code section
20 2699(f)(2)(B)(ii).

21 38. **Failure to provide sick pay wages:** Defendants had a policy and/or procedure where
22 Plaintiff and other current and former aggrieved California-based hourly non-exempt employees
23 accrued paid sick time.

24 39. Labor Code section 246, subdivision (a), states in relevant part “[a]n employee
25 who...works in California for the same employer for 30 or more days within a year from the
26 commencement of employment is entitled to paid sick days.” Additionally, an employee accrues
27 paid sick days at the rate of no-less-than one (1) hour per every thirty (30) hours worked, beginning
28 at the commencement of employment. Labor Code section 246(b).

1 40. Here, Plaintiff and other current and former aggrieved California-based hourly non-
2 exempt employees were employed by Defendants for 30 or more days and were entitled to paid sick
3 days. Defendants, however, lacked a policy, practice, and/or procedure whereby Plaintiffs and other
4 current and former aggrieved California-based hourly non-exempt employees who were employed
5 by Defendants for 30 days or more could accrue paid sick days at the rate of no-less-than one (1)
6 hour per every thirty (30) hours worked, beginning at the commencement of employment as required
7 by Labor Code section 246(b).

8 41. In this case, Plaintiff alleges that when he and other current and former aggrieved
9 California-based hourly non-exempt employees elected to use paid sick time, Defendants failed to
10 pay them sick time wages at the proper sick time rate of pay due to Defendants' failure to include
11 all remuneration when calculating the sick time rate of pay. Specifically, Defendants maintained a
12 policy, practice, and/or procedure of failing to include all remuneration including but not limited to
13 branch annual pay, quarterly incentive pay, and/or branch referral pay, for example, calculating
14 Plaintiff and other current and former aggrieved California-based hourly non-exempt employees'
15 regular rate of pay for the purpose of paying sick time.

16 42. Defendants' foregoing policy, practice, and/or procedure resulted in Defendants
17 failing to provide Plaintiff and other current and former aggrieved California-based hourly non-
18 exempt employees' paid sick days, in violation of Labor Code section 246.

19 43. Plaintiff also believes these failures were malicious, fraudulent, or oppressive.
20 Employer would further be liable for civil penalties pursuant to Labor Code section
21 2699(f)(2)(B)(ii).

22 44. **Failure to pay accrued and vested vacation and/or PTO wages upon separation:**
23 Defendants had a policy and/or procedure where Plaintiff and other current and former aggrieved
24 California-based hourly non-exempt employees accrued paid vacation time and/or personal time off
25 ("PTO").

26 45. Labor Code section 227.3 states in relevant part "...whenever a contract of
27 employment or employer policy provides for paid vacations, and an employee is terminated without
28 having taken off his vested vacation time, all vested vacation shall be paid to him as wages at his

1 final rate in accordance with such contract of employment or employer policy respecting eligibility
2 or time served....” Given this, vacation/PTO wages are deferred wages that vest once accrued and
3 an employer must pay its employees all unused vested vacation/PTO at the time of termination at
4 the employees’ final rate of pay.

5 46. In this case, Plaintiff and other current and former aggrieved California-based hourly
6 non-exempt employees regularly worked enough hours to accrue vested vacation/PTO wages.
7 Nevertheless, Defendants employed policies, practices, and/or procedures that resulted in their
8 failure to pay accrued and vested vacation/PTO wages upon separation of employment, in violation
9 of Labor Code section 227.3.

10 47. Plaintiff also believes these failures were malicious, fraudulent, or oppressive.
11 Employer would further be liable for civil penalties pursuant to Labor Code section
12 2699(f)(2)(B)(ii).

13 48. **Failure to timely pay earned wages during employment:** In California, wages
14 must be paid at least twice during each calendar month on days designated in advance by the
15 employer as regular paydays, subject to some exceptions. Labor Code section 204(a). Wages earned
16 between the 1st and 15th days, inclusive, of any calendar month must be paid between the 16th and
17 the 26th day of that month and wages earned between the 16th and the last day, inclusive, of any
18 calendar month must be paid between the 1st and 10th day of the following month. *Id.* Other payroll
19 periods such as those that are weekly, biweekly, or semimonthly, must be paid within seven (7)
20 calendar days following the close of the payroll period in which wages were earned. Labor Code
21 section 204(d).

22 49. As a derivative of Plaintiff’s claims above, Plaintiff alleges that Defendants failed to
23 timely pay Plaintiff’s and other current and former aggrieved California-based hourly non-exempt
24 employees’ earned wages (including minimum wages, overtime wages, meal period premium wages
25 and/or rest period premium wages), in violation of Labor Code section 204. Defendants’
26 aforementioned policies, practices, and/or procedures resulted in their failure to pay Plaintiff’s and
27 other current and former aggrieved California-based hourly non-exempt employees’ their earned
28 wages within the applicable time frames outlined in Labor Code section 204.

1 50. Plaintiff also believes these failures were malicious, fraudulent, or oppressive.
2 Employer would further be liable for civil penalties pursuant to Labor Code section
3 2699(f)(2)(B)(ii).

4 51. **Secret payment of lower wages than designated by statute:** Labor Code section
5 223 provides that, where any statute or contract requires an employer to maintain the designated
6 wage scale, it shall be unlawful to secretly pay a lower wage while purporting to pay the wage
7 designated by statute or contract. By engaging in the unlawful conduct alleged herein, including by
8 failing to: pay overtime wages at the applicable legal overtime rate, meal break premiums and lawful
9 sick pay at the employees' regular rate of pay, as established by Labor Code sections 226.7, 246,
10 510, 1194 and sections 11 and 12 of the applicable IWC Wage Orders, as incorporated by Labor
11 Code section 1198, the Defendant secretly paid a lower wage than designated by statute while
12 purporting to pay the wages designated by statute, in violation of Labor Code section 223.

13 52. Plaintiff also believes these failures were malicious, fraudulent, or oppressive.
14 Employer would further be liable for civil penalties pursuant to Labor Code section
15 2699(f)(2)(B)(ii).

16 53. **Failure to provide complete and accurate wage statements:** Labor Code section
17 226, subdivision (a). Labor Code section 226(a) provides, *inter alia*, that, upon paying an employee
18 his or her wages, the employer must "furnish each of his or her employees ... an itemized statement
19 in writing showing (1) gross wages earned, (2) total hours worked by the employee, except for any
20 employee whose compensation is solely based on a salary and who is exempt from payment of
21 overtime under subdivision (a) of Section 515 or any applicable order of the Industrial Welfare
22 Commission, (3) the number of piece-rate units earned and any applicable piece rate if the employee
23 is paid on a piece-rate basis, (4) all deductions, provided, that all deductions made on written orders
24 of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive
25 dates of the pay period for which the employee is paid, (7) the name of the employee and his or her
26 social security number, (8) the name and address of the legal entity that is the employer, and (9) all
27 applicable hourly rates in effect during the pay period and the corresponding number of hours
28 worked at each hourly rate by the employee."

1 54. As a derivative of Plaintiff's allegations above, Defendants' failure to pay Plaintiff
2 and other current and former aggrieved California-based hourly non-exempt employees all wages
3 earned (including minimum wages, overtime wages, meal period premium wages, and/or rest period
4 premium wages) rendered Plaintiff's and other current and former aggrieved California-based
5 hourly non-exempt employees' wage statements inaccurate, in violation of Labor Code section
6 226(a)(1, 2, 5 & 9).

7 55. Plaintiff believes these failures were willful and intentional.

8 56. Plaintiff also believes these failures were malicious, fraudulent, or oppressive.
9 Employer would further be liable for civil penalties pursuant to Labor Code section
10 2699(f)(2)(B)(ii).

11 57. **Failure to pay employees all wages due at time of termination/resignation:** An
12 employer is required to pay all unpaid wages timely after an employee's employment ends. The
13 wages are due immediately upon termination (Labor Code section 201) or within seventy-two (72)
14 hours of resignation (Labor Code section 202).

15 58. As a derivative of Plaintiff's allegations above, because Defendants failed to pay
16 Plaintiff and other current and former aggrieved California-based hourly non-exempt employees all
17 their earned wages (including minimum wages, overtime wages, meal period premium wages,
18 and/or rest period premium wages), Defendants failed to pay those employees timely after each
19 employee's termination and/or resignation, in violation of Labor Code sections 201, 202, and 203.

20 59. Plaintiff believes these failures were willful and intentional.

21 60. Plaintiff also believes these failures were malicious, fraudulent, or oppressive.
22 Employer would further be liable for civil penalties pursuant to Labor Code section
23 2699(f)(2)(B)(ii).

24 61. Labor Code sections 2699, subdivisions (a) and (g) authorize an aggrieved employee,
25 on behalf of himself or herself and other current or former employees, to bring a civil action to
26 recover civil penalties against all Defendants pursuant to the procedures specified in Labor Code
27 section 2699.3.

28 62. Plaintiff has complied with the procedures for bringing suit specified in Labor Code

1 section 2699.3. On June 10, 2025, Plaintiff filed a PAGA Claim Notice with the LWDA and
2 provided notice to Defendants by certified mail which provided notice of the specific provisions of
3 the Labor Code alleged to have been violated, including the facts and theories to support the
4 violations alleged.

5 63. Pursuant to Labor Code section 2699.3, the LWDA must give written notice by
6 certified mail to the parties that it intends to investigate the alleged violations of the Labor Code
7 within 60 days of the date of the complainant's written notice. The LWDA failed to provide the
8 parties notice within 60 days of the date of Plaintiff's PAGA Claim Notice that the LWDA intends
9 to investigate Plaintiff's claims.

10 64. Pursuant to Labor Code sections 2699(a) and (f), Plaintiff is entitled to recover civil
11 penalties for Defendants' violations of Labor Code sections 201, 202, 203, 204, 223, 226(a), 226.7,
12 246, 510, 512, and 1194, During Plaintiff's employment and continuing through the present,
13 preceding Plaintiff sending the initial PAGA Claim Notice to the LWDA to the present, in the
14 following amounts:

15 a. For violations of Labor Code sections 201, 202, 203, 226(a), and 226.7; one
16 hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation and two
17 hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent violation
18 [penalty amounts established by Labor Code section 2699(f)(2)].

19 b. For violations of Labor Code section 226(a), alternatively, two hundred fifty
20 dollars (\$250) for each employee for each pay period for the initial violation, and for each
21 subsequent violation, one thousand dollars (\$1000) for each underpaid employee for each pay period
22 [penalty amounts established by Labor Code section 226.3].

23 c. For violations of Labor Code section 510 and 512, fifty dollars (\$50) for each
24 employee for each pay period for the initial violation, and for each subsequent violation, one
25 hundred dollars (\$100) for each underpaid employee for each pay period [penalty amounts
26 established by Labor Code section 558].

27 d. For violations of Labor Code section 204, one hundred dollars (\$100) for
28 each failure to pay each employee in any initial violation, and for each subsequent violation, or any

1 willful or intentional violation, two hundred dollars (\$200) for each failure to pay each employee,
2 plus 25 percent of the amount unlawfully withheld [penalty amounts established by Labor Code
3 section 210].

4 e. For violations of Labor Code section 223, one hundred dollars (\$100) for
5 each failure to pay each employee in any initial violation, and for each subsequent violation, or any
6 willful or intentional violation, two hundred dollars (\$200) for each failure to pay each employee,
7 plus 25 percent of the amount unlawfully withheld [penalty amounts established by Labor Code
8 section 225.5].

9 65. Pursuant to Labor Code section 2699(g), Plaintiff is entitled to an award of
10 reasonable attorneys' fees and costs in connection with his claims for civil penalties.

11 **PRAYER FOR RELIEF**

12 **WHEREFORE, PLAINTIFF, ON BEHALF OF HIMSELF AND ON OTHER AGGRIEVED**
13 **EMPLOYEES, PRAYS AS FOLLOWS:**

14 **ON THE FIRST CAUSE OF ACTION:**

15 1. That Defendants be found to have violated the provisions of the Labor Code and the
16 IWC Wages Orders as to the Plaintiff and aggrieved employees;

17 2. For any and all legally applicable penalties during the relevant statute of limitations
18 subject to any permissible tolling, including but not limited to those recoverable under the California
19 Labor Code, including but not limited to sections 210, 225.5, 226.3, 558, 2699(f);

20 3. For attorneys' fees and costs of suit, including but not limited to those recoverable
21 under California Labor Code section 2699(g); and

22 4. For such and other further relief, in law and/or equity, as the Court deems just or
23 appropriate.

1 Dated: August 15, 2025

Respectfully submitted,
LAVI & EBRAHIMIAN, LLP

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By: /s/ Michael T. Suh
Joseph Lavi, Esq.
Vincent C. Granberry, Esq.
Jeffrey D. Klein, Esq.
Christina M. Le, Esq.
Michael T. Suh, Esq.
Attorneys for Plaintiff
DIANTE C. TALAOC,
on behalf of himself and current and former
aggrieved employees

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