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as an aggrieved employee, and on behalf of all other

aggrieved employees

**SUPERIOR COURT OF THE STATE OF CALIFORNIA**

**FOR THE COUNTY OF KERN**

SANDRA LETICIA MARTINEZ, as an  
aggrieved employee, and on behalf of all other  
aggrieved employees under the Labor Code  
Private Attorneys' General Act of 2004,

Plaintiff,

v.

AUTO INTERNATIONAL INSURANCE  
AGENCY, INC., a California corporation; and  
DOES 1 through 100, inclusive,

Defendants.

CASE NO.: BCV-23-101067

**REPRESENTATIVE ACTION**

**COMPLAINT UNDER THE LABOR  
CODE PRIVATE ATTORNEYS'  
GENERAL ACT OF 2004 FOR CIVIL  
PENALTIES UNDER LABOR CODE  
SECTIONS 210, 226.3, 558, 1174.5, 1197.1  
and 2699**

**DEMAND FOR JURY TRIAL**

[Amount in Controversy Greater Than  
\$25,000.00]

1 Plaintiff Sandra Leticia Martinez, as an aggrieved employee, and on behalf of all other  
2 aggrieved employees under the Labor Code Private Attorneys' General Act of 2004, alleges as  
3 follows:

4 **JURISDICTION AND VENUE**

5 1. This is a representative action, pursuant to the Labor Code Private Attorneys General  
6 Act of 2004, codified at Labor Code section 2698, *et seq.* ("PAGA"), against Auto International  
7 Insurance Agency, Inc., a California corporation, and any of its respective subsidiaries or affiliated  
8 companies within the State of California ("Auto International") (collectively, and with DOES 1  
9 through 100, as further defined below, "Defendants"), as a proxy of the Labor and Workforce  
10 Development Agency of the State of California ("LWDA"), on behalf of Plaintiff and all other  
11 current and former non-exempt employees of Defendants working within the Civil Penalty Period,  
12 as further defined herein, and, as it pertains to the alleged claims for failure to comply with Labor  
13 Code section 2810.5, Labor Code section 203, Labor Code section 226, Labor Code section 227.3,  
14 Labor Code section 245, *et seq.*, Labor Code section 2802, restraints on competition, whistleblowing  
15 and freedom of speech on behalf of all employees of Defendants working within the Civil Penalty  
16 Period (collectively, "Aggrieved Employees").

17 2. Jurisdiction exists in the Superior Court of the State of California pursuant to Code  
18 of Civil Procedure section 410.10.

19 3. Venue is proper in Kern County, California pursuant to Code of Civil Procedure  
20 sections 392, *et seq.* because, among other things, Kern County is where the causes of action  
21 complained of herein arose; the county in which performance of the employment contract, or part  
22 of it, between Plaintiff and Defendants was due to be performed; and the county in which the  
23 employment contract, or part of it, between Plaintiff and Defendants was actually performed.  
24 Moreover, the unlawful acts alleged herein have a direct effect on Plaintiff and Aggrieved  
25 Employees in Kern County, and because Defendants employ numerous Aggrieved Employees in  
26 Kern County.

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1        4.        Plaintiff is an “aggrieved employee” under PAGA, as Plaintiff was employed by  
2 Defendants during the applicable statutory period and suffered one or more of the Labor Code  
3 violations set forth herein. Accordingly, Plaintiff seeks to recover civil penalties, as the term “civil  
4 penalty” is defined under *ZB N.A. v. Superior Court* (2019) 8 Cal.5th 175, under the Labor Code  
5 Private Attorneys General Act of 2004, codified at Labor Code section 2698, *et seq.* (“PAGA”) plus  
6 reasonable attorneys’ fees and costs, for Plaintiff and all other aggrieved current and former  
7 employees of Defendants during the Civil Penalty Period.

8        5.        Specifically, Plaintiff seeks to recover PAGA civil penalties through a representative  
9 action permitted by PAGA and the California Supreme Court in, among other authorities, *Arias v.*  
10 *Superior Court* (2009) 46 Cal.4th 969. According to the same authorities, class certification of the  
11 PAGA allegations described herein is not required.

12        6.        During the period beginning one (1) year preceding the provision of notice to the  
13 LWDA regarding the herein-described Labor Code violations (the “Civil Penalty Period”),  
14 Defendants violated, *inter alia*, Labor Code sections 96, 98.6, 200, 201, 202, 203, 204, 210, 226,  
15 226.3, 226.7, 227.3, 232, 232.5, 245, *et seq.*, 432, 510, 512, 558, 1102.5, 1174, 1174.5, 1194, 1197,  
16 1197.1, 1197.5, 1198.5, 2699, 2802, and 2810.5, among others.

17        7.        Labor Code section 2699, subdivisions (a) and (g), authorizes aggrieved employees  
18 such as Plaintiff, on behalf of Plaintiff and all other aggrieved current and former employees within  
19 the statutory period, to bring a civil action to recover civil penalties pursuant to the procedures  
20 specified in Labor Code section 2699.3.

21        8.        On or around December 16, 2022, Plaintiff provided written notice pursuant to Labor  
22 Code section 2699.3 online and by certified mail, with return receipt requested, of Defendants’  
23 violation of various, including the herein-described, provisions of the Labor Code, to the LWDA,  
24 as well as by certified mail, with return receipt requested to Defendants, and each of them.

25        9.        Pursuant to Labor Code section 2699.3, subdivision (a)(2)(A), the LWDA did not  
26 provide notice of its intention to investigate Defendants’ alleged violations within sixty-five (65)  
27 calendar days of the December 16, 2022 postmarked date of the herein-described notice sent by  
28 Plaintiff to the LWDA and Defendants.

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1 owed; and failing to pay split shift premiums, to the detriment of Plaintiff and other Aggrieved  
2 Employees.

3 12. At all relevant times mentioned herein, Defendants had and have a policy or practice  
4 of failing to provide Plaintiff and other Aggrieved Employees a thirty (30) minute uninterrupted,  
5 timely, and complete meal period for days on which the employee worked in excess of five (5) and  
6 ten (10) hours per day without being afforded uninterrupted, timely, and complete 30-minute meal  
7 periods or compensation in lieu thereof including, without limitation, by interrupting meal periods;  
8 not providing timely meal periods; failing to provide first and second meal periods; providing short  
9 meal periods; requiring that employees carry cellular telephones or walkie-talkies during meal  
10 periods; not permitting employees to leave the premises; otherwise requiring on-duty/on-call meal  
11 periods; and auto-deducting meal periods that could not be auto-deducted by law or during which  
12 employees worked, as required by California wage and hour laws.

13 13. At all relevant times mentioned herein, Defendants had and have a policy or practice  
14 of failing to provide Plaintiff and other Aggrieved Employees paid, uninterrupted, timely, and  
15 complete rest periods of at least ten (10) minutes per four (4) hours worked or major fractions  
16 thereof, or compensation in lieu thereof, including, without limitation, by failing to provide rest  
17 periods all together; requiring that they be bundled together and/or with meal periods; interrupting  
18 them; requiring that employees carry cellular telephones or walkie-talkies during rest periods not  
19 providing them in a timely fashion; and not permitting employees to leave the premises; and  
20 otherwise requiring on-duty/on-call rest periods, as required by California wage and hour laws.

21 14. At all relevant times mentioned herein, Defendants had and have a policy or practice  
22 of failing to comply with Labor Code section 226, subdivision (a) by intentionally failing to furnish  
23 Plaintiff and other Aggrieved Employees with itemized wage statements that accurately reflect gross  
24 wages earned; total hours worked by the employee; net wages earned; all deductions; all applicable  
25 hourly rates in effect during the pay period and the corresponding number of hours worked at each  
26 hourly rate by the employee; the legal name of the employer and/or the name and address of the  
27 legal entity securing the employer's services if the employer is a farm labor contractor; and other  
28 such information as required by Labor Code section 226, subdivision (a).

1        15.        At all relevant times mentioned herein, Defendants had and have a policy or practice  
2 of failing to comply with Labor Code section 226, subdivision (a) by intentionally failing to furnish  
3 Plaintiff and other Aggrieved Employees with documents signed to obtain or hold employment  
4 under Labor Code section 432, personnel records under Labor Code section 1198.5, and time records  
5 under Labor Code section 1174, making it difficult for Plaintiff and other Aggrieved Employees to  
6 calculate their unpaid wages and/or premium payments, to the detriment of Plaintiff and other  
7 Aggrieved Employees.

8        16.        At all relevant times mentioned herein, Defendants had and have a policy or practice  
9 of failing to timely pay Plaintiff and other Aggrieved Employees, among other wages, all wages  
10 owed as a result of Defendants' practice or policy of failing to pay, among other wages, overtime  
11 wages, minimum wages, premium wages, paid time off and vacation time owed as required by Labor  
12 Code sections 201, 202, and 203.

13        17.        At all relevant times herein, Defendants had and have a policy or practice of failing  
14 to pay Plaintiff and Aggrieved Employees their paid time off and vacation time owed upon  
15 separation of employment as wages at their final rate of pay in violation of Labor Code section 227.3  
16 and applicable Wage Orders.

17        18.        At all relevant times mentioned herein, Defendants have had a policy or practice of  
18 failing and refusing, and continue to fail and refuse, to reimburse employees, including, without  
19 limitation, Plaintiff and other Aggrieved Employees, with their costs incurred for driving personal  
20 vehicles (*i.e.*, mileage and gas), purchasing uniforms, providing uniform and other deposits,  
21 separately laundering mandatory uniforms, for the purchase of tools and safety equipment, for the  
22 purchase and maintenance of cellular phones and cellular phone plans, in direct consequence of the  
23 discharge of their duties, or of their obedience to the directions of Defendants, as required by Labor  
24 Code 2802.

25        19.        At all relevant times mentioned herein, Defendants have had a policy or practice of  
26 failing to comply with the notice requirements of Labor Code section 2810.5 (*i.e.*, the Wage Theft  
27 Protection Act of 2011) by, among other things, failing to provide Plaintiff and other Aggrieved  
28 Employees with the rates of pay and overtime rates of pay applicable to their employment;

1 allowances claimed as part of the minimum wage; the regular payday designated by Defendants; the  
2 name, address, and telephone number of the workers' compensation insurance carrier; information  
3 regarding paid sick leave; and other pertinent information required to be disclosed by Defendants  
4 under Labor Code section 2810.5.

5 20. At all relevant times mentioned herein, Defendants failed to provide Plaintiff and  
6 other Aggrieved Employees with the amount of paid sick leave required to be provided pursuant to  
7 California law (including, without limitation Labor Code section 245, *et seq.*), and also did not  
8 permit its use upon request as contemplated under California laws, to the detriment of Plaintiff and  
9 all other Aggrieved Employees.

10 21. At all relevant times mentioned herein, Defendants have had a policy or practice of  
11 failing to pay Plaintiff and Aggrieved Employees their wages in accordance with Labor Code  
12 Section 204, which requires that: "[l]abor performed between the 1st and 15th days, inclusive, of  
13 any calendar month shall be paid for between the 16th and 26th day of the month during which the  
14 labor was performed, and labor performed between the 16th and the last day, inclusive of any  
15 calendar month, shall be paid for between the 1st and 10th day of the following month."

16 22. At all relevant times mentioned herein, Defendants had and have a policy or practice  
17 of preventing Plaintiff and/or Aggrieved Employees from using or disclosing the skills, knowledge  
18 and experience they obtained at Defendants for purposes of competing with Defendants, including,  
19 without limitation, preventing Employees from disclosing their wages in negotiating a new job with  
20 a prospective employer, and from disclosing who else works at Defendants and under what  
21 circumstances that they might be receptive to an offer from a rival employer. Plaintiff is informed  
22 and believes that this policy and/or practice violates Business and Professions Code sections 17200,  
23 16600 and 16700, and, by virtue thereof, various provisions of the Labor Code, including Labor  
24 Code sections 232, 232.5, and 1197.5, subdivision (k).

25 23. Defendants had and have a policy or practice of preventing Plaintiff and/or other  
26 Aggrieved Employees from disclosing violations of state and federal law, either within Defendants  
27 to their managers or outside to private attorneys or government officials, among others, in violation  
28 of Business and Professions Code section 17200, and, thus, in violation of Labor Code section

1 1102.5. In addition, Plaintiff is informed and believes that Defendants' herein-described policies  
2 and/or practices prevent Plaintiff and/or other Aggrieved Employees from disclosing information  
3 about unsafe or discriminatory working conditions, or about wage and hour violations in violation  
4 of Labor Code section 232 and 232.5.

5 24. Defendants had and have a policy or practice of preventing Plaintiff and/or other  
6 Aggrieved Employees from engaging in lawful conduct during non-work hours, thus violating state  
7 statutes entitling employees to disclose wages, working conditions, and illegal conduct, including,  
8 without limitation, Labor Code sections 96, subdivision (k), 98.6, 232, 232.5, and 1197.5,  
9 subdivision (k). Plaintiff is informed and believes that this lawful conduct includes the exercise of  
10 Plaintiff's and/or other Aggrieved Employee's constitutional rights of freedom of speech and  
11 economic liberty.

12 25. Plaintiff, in Plaintiff's representative capacity, seeks civil penalties under Labor  
13 Code sections 210, 226.3, 558, 1174.5, 1197.1, and 2699 for the herein-described acts, which violate  
14 the California Labor Code as described above, including on behalf of Plaintiff and other Aggrieved  
15 Employees pursuant to PAGA.

## 16 **PARTIES**

### 17 **A. Plaintiff**

18 26. Plaintiff is a resident of the State of California. At all relevant times herein, Plaintiff  
19 is informed and believes, and based thereon alleges, that Defendants employed Plaintiff as a non-  
20 exempt employee, with duties that included, but were not limited to, customer service and assisting  
21 customer with obtaining car insurance. Plaintiff is informed and believes that Plaintiff worked for  
22 Defendants from approximately October of 2021 through at least July of 2022.

### 23 **B. Defendants**

24 27. Plaintiff is informed and believes and based thereon alleges that defendant Auto  
25 International is, and at all times relevant hereto was, a corporation organized and existing under and  
26 by virtue of the laws of the State of California and doing business in the County of Kern, State of  
27 California.

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1       28.       The true names and capacities, whether individual, corporate, associate, or otherwise,  
2 of defendants sued herein as DOES 1 through 100, inclusive, are currently unknown to Plaintiff,  
3 who therefore sues defendants by such fictitious names under Code of Civil Procedure section 474.  
4 Plaintiff is informed and believes and based thereon alleges that each of the defendants designated  
5 herein as DOE is legally responsible in some manner for the unlawful acts referred to herein.  
6 Plaintiff will seek leave of court to amend this Complaint to reflect the true names and capacities of  
7 the defendants designated hereinafter as DOES when such identities become known. Plaintiff is  
8 informed and believes, and based thereon alleges, that each defendant acted in all respects pertinent  
9 to this action, as the agent of the other defendant(s), carried out a joint scheme, business plan or  
10 policy in all respects pertinent hereto, and the acts of each defendant are legally attributable to the  
11 other defendants. Whenever, heretofore or hereinafter, reference is made to “Defendants,” it shall  
12 include Auto International, and any of their parent, subsidiary, or affiliated companies within the  
13 State of California, as well as DOES 1 through 100 identified herein.

14                                   **JOINT LIABILITY ALLEGATIONS**

15       29.       Plaintiff is informed and believes, and based thereon alleges, that at all times  
16 mentioned herein, each of the defendants was the agent, principal, employee, employer,  
17 representative, joint venture or co-conspirator of each of the other defendants, either actually or  
18 ostensibly, and in doing the things alleged herein acted within the course and scope of such agency,  
19 employment, joint venture, and conspiracy.

20       30.       All of the acts and conduct described herein of each and every corporate defendant  
21 was duly authorized, ordered, and directed by the respective and collective defendant corporate  
22 employers, and the officers and management-level employees of said corporate employers. In  
23 addition thereto, said corporate employers participated in the aforementioned acts and conduct of  
24 their said employees, agents, and representatives, and each of them; and upon completion of the  
25 aforesaid acts and conduct of said corporate employees, agents, and representatives, the defendant  
26 corporation respectively and collectively ratified, accepted the benefits of, condoned, lauded,  
27 acquiesced, authorized, and otherwise approved of each and all of the said acts and conduct of the  
28 aforementioned corporate employees, agents and representatives.

1 31. As a result of the aforementioned facts, Plaintiff is informed and believes, and based  
2 thereon alleges that Defendants, and each of them, are joint employers.

3 **FIRST CAUSE OF ACTION**

4 **(Civil Penalties Under the Private Attorneys' General Act (2004) – Against All Defendants)**

5 32. Plaintiff re-alleges and incorporates by reference all of the allegations set forth in the  
6 preceding paragraphs as though fully set forth hereat.

7 **Civil Penalties Under Labor Code § 210**

8 33. At all relevant times herein, Labor Code section 204, requires and required that:  
9 “[l]abor performed between the 1<sup>st</sup> and 15<sup>th</sup> days, inclusive, of any calendar month shall be paid for  
10 between the 16<sup>th</sup> and 26<sup>th</sup> day of the month during which the labor was performed, and labor  
11 performed between the 16<sup>th</sup> and the last day, inclusive, of any calendar month, shall be paid for  
12 between the 1<sup>st</sup> and 10<sup>th</sup> day of the following month.”

13 34. At all relevant times herein, Labor Code section 210, subdivision (a) states and stated  
14 that “[i]n addition to, and entirely independent and apart from, any other penalty provided in this  
15 article, every person who fails to pay the wages of each employee as provided in Sections 201.3,  
16 204, 204b, 204.1, 205, 205.5, and 1197.5, shall be subject to a civil penalty as follows: (1) For any  
17 initial violation, one hundred dollars (\$100) for each failure to pay each employee” and “(2) For  
18 each subsequent violation, or any willful or intentional violation, two hundred dollars (\$200) for  
19 each failure to pay each employee, plus 25 percent of the amount unlawfully withheld.”

20 35. At all relevant times herein, Defendants have had a consistent policy or practice of  
21 failing to pay Plaintiff and/or Aggrieved Employees during their employment on a timely basis as  
22 per Labor Code section 204. Thus, pursuant to Labor Code section 210, Plaintiff and other  
23 Aggrieved Employees are entitled to recover civil penalties for Defendants’ violations of Labor  
24 Code section 204, in the amount of one hundred dollars (\$100) for each Aggrieved Employee for  
25 each initial violation per employee, and two hundred dollars (\$200) for each Aggrieved Employee  
26 for each subsequent violation in connection with each payment that was made in violation of Labor  
27 Code section 204.

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Civil Penalties Under Labor Code § 226.3

36. Defendants had and have a policy or practice of failing to comply with Labor Code section 226, subdivision (a) by intentionally failing to furnish Plaintiff and Aggrieved Employees with itemized wage statements that accurately reflect gross wages earned; total hours worked; net wages earned; the name and address of each employer with whom they have been placed to work; all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate; the legal name of the employer and/or the name and address of the legal entity securing the employer's services if the employer is a farm labor contractor; and other such information as required by Labor Code section 226, subdivision (a).

37. Labor Code section 226.3 states that "[a]ny employer who violates subdivision (a) of Section 226 shall be subject to a civil penalty in the amount of two hundred fifty dollars (\$250) per employee per violation in an initial citation and one thousand dollars (\$1,000) per employee for each violation in a subsequent citation, for which the employer fails to provide the employee a wage deduction statement or fails to keep the records required in subdivision (a) of Section 226."

38. Labor Code section 226.3 further provides that "[t]he civil penalties provided for in this section are in addition to any other penalty provided by law."

39. Plaintiff is informed and believes, and based thereon alleges, that Defendants had and have a policy or practice of failing to furnish non-exempt employees, including, without limitation, Plaintiff, with itemized wage statements that accurately reflect gross wages earned; total hours worked; net wages earned; all deductions; all applicable hourly rates in effect and the corresponding number of hours worked at each hourly rate in effect during the pay period; the legal name of the employer and/or the name and address of the legal entity securing the employer's services if the employer is a farm labor contractor; and other such information as required by Labor Code section 226, subdivision (a).

40. Pursuant to Labor Code section 226.3, Plaintiff and other Aggrieved Employees are entitled to recover civil penalties for Defendants' violation of Labor Code section 226, subdivision (a) in the amount of two hundred fifty dollars (\$250) for each Aggrieved Employee per pay period for the initial violation, and one thousand dollars (\$1,000) for each Aggrieved Employee per pay

1 period for each subsequent violation.

2 Violation of Labor Code § 558

3 41. Pursuant to Labor Code section 558, subdivision (a): “Any employer or other person  
4 acting on behalf of an employer who violates, or causes to be violated . . . any provision regulating  
5 hours and days of work in any of the Industrial Welfare Commission” shall be subject to a civil  
6 penalty as follows:

7 (1) For any initial violation, fifty dollars (\$50) for each underpaid employee and for each  
8 pay period for which the employee was underpaid in addition to an amount sufficient  
9 to recover underpaid wages;

10 (2) For each subsequent violation, one hundred dollars (\$100) for each underpaid  
11 employee for each pay period for which the employee was underpaid in addition to  
12 an amount sufficient to recover underpaid wages;

13 (3) Wages recovered pursuant to this section shall be paid to the affected employee.”

14 42. Plaintiff is informed and believes, and based thereon alleges, that Defendants, and  
15 each of them, violated, or caused to be violated, the Labor Code sections described herein, including  
16 causing Plaintiff and other Aggrieved Employees not to: be paid with the rates of pay and overtime  
17 rates of pay applicable to their employment, allowances claimed as part of the minimum wage, the  
18 regular payday designated by employer, the name of the employer, including any “doing business  
19 as” names used, the name, address, and telephone number of the workers’ compensation insurance  
20 carrier, information regarding paid sick leave, and other pertinent information.

21 43. As a direct and proximate result of the herein-described Labor Code violations,  
22 pursuant to Labor Code section 558, Plaintiff and other Aggrieved Employees are entitled to recover  
23 civil penalties for Defendants’ herein-described Labor Code violations in the amount fifty dollars  
24 (\$50) for each Aggrieved Employee per pay period for the initial violation, and one hundred dollars  
25 (\$100) for each Aggrieved Employee per pay period for each subsequent violation.

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Violation of Labor Code § 1174.5

44. At all times mentioned herein, Labor Code section 1174, subdivision (b) has required every person employing labor in California to “[a]llow any member of the commission or the employees of the Division of Labor Standards Enforcement free access to the place of business or employment of the person to secure any information or make any investigation that they are authorized by this chapter to ascertain or make. The commission may inspect or make excerpts, relating to the employment of employees, from the books, reports, contracts, payrolls, documents, or papers of the person.”

45. At all times mentioned herein, Labor Code section 1174, subdivision (c) has required every person employing labor in California to “[k]eep a record showing the names and addresses of all employees employed and the ages of all minors.”

46. At all times mentioned herein, Labor Code section 1174, subdivision (d) has required every person employing labor in California to “[k]eep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept in accordance with rules established for this purpose by the commission, but in any case, shall be kept on file for not less than three years. An employer shall not prohibit an employee from maintaining a personal record of hours worked, or, if paid on a piece-rate basis, piece-rate units earned.”

47. Pursuant to Labor Code section 1174.5, “[a]ny person employing labor who willfully fails to maintain the records required by subdivision (c) of [Labor Code] Section 1174 or accurate and complete records required by subdivision (d) of [Labor Code] Section 1174, or to allow any member of the commission or employees of the division to inspect records pursuant to subdivision (b) of [Labor Code] Section 1174, shall be subject to a civil penalty of five hundred dollars (\$500).

48. Plaintiff is informed and believes, and based thereon alleges, that Defendants have willfully failed to keep adequate or accurate time records including wage statements and similar payroll documents under Labor Code section 226, documents signed to obtain or hold employment

1 under Labor Code section 432, personnel records under Labor Code section 1198.5, and time records  
2 under Labor Code section 1174.

3 49. As a direct and proximate result of the herein-described Labor Code violations,  
4 pursuant to Labor Code section 1174.5, Plaintiff and other Aggrieved Employees are entitled to  
5 recover civil penalties for Defendants' herein-described Labor Code violations in the amount of five  
6 hundred dollars (\$500) per violation per Aggrieved Employee.

7 Violation of Labor Code § 1197.1

8 50. Pursuant to Labor Code section 1197.1, subdivision (a): "Any employer or other  
9 person acting either individually or as an officer, agent, or employee of another person, who pays  
10 or causes to be paid to any employee a wage less than the minimum fixed by an applicable state or  
11 local law, or by an order of the commission shall be subject to a civil penalty, restitution of wages,  
12 liquidated damages payable to the employee, and any applicable penalties imposed pursuant to  
13 Section 203 as follows:

14 (1) For any initial violation that is intentionally committed, one hundred dollars  
15 (\$100) for each underpaid employee for each pay period for which the  
16 employee is underpaid. This amount shall be in addition to an amount  
17 sufficient to recover underpaid wages, liquidated damages pursuant to Section  
18 1194.2, and any applicable penalties imposed pursuant to Section 203.

19 (2) For each subsequent violation for the same specific offense, two hundred fifty  
20 dollars (\$250) for each underpaid employee for each pay period for which the  
21 employee is underpaid regardless of whether the initial violation is  
22 intentionally committed. This amount shall be in addition to an amount  
23 sufficient to recover underpaid wages, liquidated damages pursuant to Section  
24 1194.2, and any applicable penalties imposed pursuant to Section 203.

25 (3) Wages, liquidated damages, and any applicable penalties imposed pursuant to  
26 Section 203, recovered pursuant to this section shall be paid to the affected  
27 employee."

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51. Plaintiff is informed and believes, and based thereon alleges, that Defendants caused Plaintiff and Aggrieved Employees not to be paid minimum wages as a result of Defendants, without limitation, routinely failing to pay Plaintiff or other Aggrieved Employees' minimum wages for all hours worked or otherwise under Defendants' control due to, without limitation, routinely failing to accurately track and/or pay for all hours actually worked; detrimental rounding or manipulation of time entries; paying straight pay instead of overtime or otherwise failing to pay overtime hours at the proper overtime rate of pay; engaging, suffering, or permitting employees to work off the clock, entitling Plaintiff and other aggrieved Employees to actual and liquidated damages.

52. As a direct and proximate result of the herein-described Labor Code violations, pursuant to Labor Code section 1197.1, Plaintiff and other Aggrieved Employees are entitled to recover civil penalties for Defendants' herein-described Labor Code violations in the amount one hundred dollars (\$100) for each Aggrieved Employee per pay period for the initial violation, and two hundred and fifty dollars (\$250) for each Aggrieved Employee per pay period for each subsequent violation.

### Civil Penalties Under Labor Code § 2699

53. Pursuant to Labor Code section 2699, subdivision (a), notwithstanding any other provision of law, any provision of the Labor Code that provides for a civil penalty to be assessed and collected by the LWDA or any of its departments, divisions, commissions, boards, agencies or employees for a violation of the Labor Code may, as an alternative, be recovered through a civil action brought by an aggrieved employee on behalf of himself or herself and other current or former employees pursuant to the procedures specified in Labor Code section 2699.3.

54. Pursuant to Labor Code section 2699, subdivision (f), for all provisions of the Labor Code except those for which a civil penalty is specifically provided, the established civil penalty for a violation of those provisions is as follows: if, at the time of the alleged violation, the person employs one or more employees, the civil penalty is one hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation and two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent violation.

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1       55.       Plaintiff is informed and believes, and based thereon alleges that Defendants, and  
2 each of them, violated the Labor Code sections described herein, including, without limitation, for  
3 the failure to: pay the rates of pay and overtime rates of pay applicable to their employment,  
4 allowances claimed as part of the minimum wage, the regular payday designated by Defendants, the  
5 name of the employer, including “doing business as” names used, the name, address, and telephone  
6 number of the workers’ compensation insurance carrier, information regarding paid sick leave, and  
7 other pertinent information required to be disclosed by Defendants under Labor Code section  
8 2810.5, failing to provide Plaintiff and other Aggrieved Employees with the amount of paid sick  
9 leave required to be provided pursuant to California and local laws.

10       56.       Moreover, Plaintiff and other Aggrieved Employees within the State of California  
11 whom he seeks to represent are entitled to an award of reasonable attorneys’ fees and costs in  
12 connection with their herein-described claims for civil penalties.

13                               **REQUEST FOR JURY TRIAL**

14       57.       Plaintiff hereby requests a trial by jury.

15                               **PRAYER**

16       **WHEREFORE**, on behalf of Plaintiff and Aggrieved Employees, Plaintiff prays for  
17 judgment against Defendants as follows:

18       A.       An award of civil penalties pursuant to Labor Code sections 210, 226.3, 558,  
19               1174.5, 1197.1, and 2699;

20       B.       An award of reasonable attorneys’ fees and costs pursuant to Labor Code sections  
21               210, 226.3, 558, 1174.5, 1197.1, and 2699;

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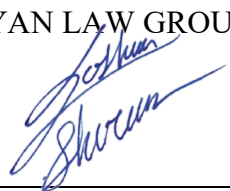
28       ///



- 1 C. Pre-judgment and post-judgment interest;  
2 D. For costs of suit incurred herein; and  
3 E. Such other and further relief as the Court deems just and proper.

4 Dated: April 7, 2023

BIBIYAN LAW GROUP, P.C.

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6  
7 BY:   
8

DAVID D. BIBIYAN

JEFFREY D. KLEIN

JOSHUA SHIRIAN

9 Attorneys for Plaintiff SANDRA LETICIA  
10 MARTINEZ, as an aggrieved employee, and  
11 on behalf of all other aggrieved employees  
12 under the Labor Code Private Attorneys'  
13 General Act of 2004,  
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