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COUNTY OF SAN BERNARDINO
SAN BERNARDINO DISTRICT
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Attorneys for Plaintiff EULALIA RAMIREZ MATEO,
on behalf of herself and current and former aggrieved employees

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN BERNARDINO

EULALIA RAMIREZ MATEO, on behalf of
herself and current and former aggrieved
employees

Plaintiff,

vs.

COUNTRY ARCHER, INC.; SKILLSET
GROUP, INC.; SKILLSET GROUP, LLC; and
DOES 1 to 100, inclusive,

Defendants.

Case No.: CIVSB2535927

PAGA ACTION

**PLAINTIFF EULALIA RAMIREZ
MATEO'S COMPLAINT FOR:**

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

COMES NOW Plaintiff EULALIA RAMIREZ MATEO ("Plaintiff"), who alleges and
complains against Defendants COUNTRY ARCHER, INC.; SKILLSET GROUP, INC.;
SKILLSET GROUP, LLC; 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, herself
and other current and former aggrieved employees of Defendants who worked as hourly non-exempt

1 employees in California during the relevant time period seeking civil penalties associated with
2 Defendants' violation of the Labor Code based on Defendants' failure to pay wages for all hours
3 worked at minimum wage and all overtime hours worked at the overtime rate of pay; failure to
4 authorize or permit all legally required and/or compliant meal periods or pay meal period premium
5 wages; failure to authorize or permit all legally required and/or compliant rest periods or pay rest
6 period premium wages; indemnification for all necessary expenditures or losses incurred by
7 employees in direct consequence of discharging their duties; statutory penalties for failure to timely
8 pay earned wages during employment; statutory penalties for failure to provide accurate wage
9 statements; statutory waiting time penalties in the form of continuation wages for failure to timely
10 pay employees all wages due upon separation of employment. Plaintiff experienced these violations
11 personally, as well as is informed and believes other aggrieved employees did as well. Plaintiff
12 seeks on a representative basis, following notice to the Labor and Workforce Development Agency,
13 civil penalties, reasonable attorneys' fees pursuant to Labor Code section 2699(g)(1) and costs
14 brought on behalf of Plaintiff, the State of California, and others aggrieved.

15 **II. JURISDICTION AND VENUE**

16 2. This Court has jurisdiction over the claims of Plaintiff and all other current and
17 former aggrieved California-based hourly non-exempt employees because Plaintiff's lawsuit seeks
18 civil penalties on behalf of herself, all other current and former aggrieved California-based hourly
19 non-exempt employees, and the State of California in excess of twenty-five thousand dollars
20 (\$25,000); Defendants employed Plaintiff and all other current and former aggrieved California-
21 based hourly non-exempt employees; and the injuries to Plaintiff and all other current and former
22 aggrieved California-based hourly non-exempt employees occurred in locations throughout
23 California, including but not limited to San Bernardino County, at 1055 E. Cooley Ave, San
24 Bernardino, CA 92408.

25 **III. PARTIES**

26 1. Plaintiff brings this action as a representative of the Labor and Workforce
27 Development Agency on behalf of herself and other current and former employees subject to
28 violations of the Labor Code. The named Plaintiff and the persons on whose behalf this action is

1 filed include current, former and/or future employees of Defendants who work, worked, or will work
2 for Defendants as direct employees as well as temporary employees employed through temp
3 agencies as hourly non-exempt employees in California. At all times mentioned herein, the currently
4 named Plaintiff is and was domiciled and a resident and citizen of California and was employed by
5 Defendants in an hourly position at Defendants' location in San Bernardino from in or around March
6 9, 2025, until on or about June 3, 2025.

7 2. Plaintiff is informed and believes and thereon alleges that Defendant COUNTRY
8 ARCHER, INC. is authorized to do business within the State of California and is doing business in
9 the State of California and/or that Defendants DOES 1-25 are, and at all times relevant hereto were
10 persons acting on behalf of Defendant COUNTRY ARCHER, INC. in the establishment of, or
11 ratification of, the aforementioned illegal wage and hour practices or policies. Defendant
12 COUNTRY ARCHER, INC. operates in San Bernardino County and employed Plaintiff and
13 aggrieved employees in San Bernardino County, including but not limited to, at 1055 E. Cooley
14 Ave, San Bernardino, CA 92408.

15 3. Plaintiff is informed and believes and thereon alleges that Defendant SKILLSET
16 GROUP, INC. is authorized to do business within the State of California and is doing business in
17 the State of California and/or that Defendants DOES 26-50 are, and at all times relevant hereto were
18 persons acting on behalf of Defendant SKILLSET GROUP, INC. in the establishment of, or
19 ratification of, the aforementioned illegal wage and hour practices or policies. Defendant
20 SKILLSET GROUP, INC. operates in San Bernardino County and employed Plaintiff and aggrieved
21 employees in San Bernardino County, including but not limited to, at 1055 E. Cooley Ave, San
22 Bernardino, CA 92408.

23 4. Plaintiff is informed and believes and thereon alleges that Defendant SKILLSET
24 GROUP, LLC is authorized to do business within the State of California and is doing business in
25 the State of California and/or that Defendants DOES 51-75 are, and at all times relevant hereto were
26 persons acting on behalf of Defendant SKILLSET GROUP, LLC in the establishment of, or
27 ratification of, the aforementioned illegal wage and hour practices or policies. Defendant
28 SKILLSET GROUP, LLC operates in San Bernardino County and employed Plaintiff and aggrieved

1 employees in San Bernardino County, including but not limited to, at 1055 E. Cooley Ave, San
2 Bernardino, CA 92408.

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

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

14 7. Plaintiff is unaware of the true names of Defendants DOES 1 through 100. Plaintiff
15 sues said defendants by said fictitious names, and will amend this complaint when the true names
16 and capacities are ascertained or when such facts pertaining to liability are ascertained, or as
17 permitted by law or by the Court. Plaintiff is informed and believes that each of the fictitiously
18 named defendants is in some manner responsible for the events and allegations set forth in this
19 complaint.

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

23 **FIRST CAUSE OF ACTION**

24 **CIVIL PENALTIES PURSUANT TO THE PRIVATE ATTORNEYS GENERAL ACT OF**
25 **2004, LABOR CODE SECTIONS 2698, ET SEQ.**

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

28 9. Plaintiff incorporates all paragraphs above as though fully set forth herein.

1 10. During Plaintiff's employment and continuing through the present, Plaintiff alleges
2 Defendants violated Labor Code sections 201, 202, 203, 204, 223, 226, 226.7, 510, 512, 1194, 1197,
3 2802, and the applicable Wage Orders.

4 11. Specifically, Defendants have committed the following violations of California
5 Labor Code:

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

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

15 14. In this case, Plaintiff and other current and former aggrieved California-based hourly
16 non-exempt employees worked more minutes per shift than Defendants credited them with having
17 worked. Specifically, Defendants failed to pay Plaintiff and other current and former aggrieved
18 California-based hourly non-exempt employees all wages at the applicable minimum wage for all
19 hours worked due to Defendants' policies, practices, and/or procedures including, but not limited
20 to:

21 (a) Requiring Plaintiff and other current and former aggrieved California-based hourly
22 non-exempt employees to remain on duty during off-the-clock meal breaks due to Defendants'
23 requirement that employees wash their hands and don their personal protective equipment ("PPE")
24 (including gloves, hairnet, glasses, apron, mask, and special shoes) prior to clocking back in from
25 meal breaks.

26 15. Therefore, Defendants suffered, permitted, and required Plaintiff and other current
27 and former aggrieved California-based hourly non-exempt employees to be subject to Defendants'
28 control without paying wages for that time. This resulted in Plaintiff and other current and former

1 aggrieved California-based hourly non-exempt employees working time for which they were not
2 compensated any wages, in violation of Labor Code sections 1194 and 1197 and the applicable
3 Wage Order.

4 16. Employee is further informed and believes, and based thereon alleges, that
5 Employer's conduct above that gave rise to such violations was malicious, fraudulent, or oppressive.
6 Employer would further be liable for civil penalties pursuant to Labor Code section
7 2699(f)(2)(B)(ii).

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

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

18 Any work in excess of eight (8) hours in one workday, any work in excess of forty (40) hours
19 in any one (1) workweek, and the first eight (8) hours worked on the seventh day of work in
20 any one (1) workweek, shall be compensated at the rate of no less than one-and-one-half
21 (1.5) times the regular rate of pay for an employee. Any work in excess of twelve (12) hours
22 in one (1) day shall be compensated at the rate of no less than twice the regular rate of pay
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.

23 Labor Code section 510.

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

27 (a) Requiring Plaintiff and other current and former aggrieved California-based hourly
28 non-exempt employees to remain on duty during off-the-clock meal breaks due to Defendants'

1 requirement that employees wash their hands and don their personal protective equipment (“PPE”)
2 (including gloves, hairnet, glasses, apron, mask, and special shoes) prior to clocking back in from
3 meal breaks.

4 20. Employee is further informed and believes, and based thereon alleges, that
5 Employer’s conduct above that gave rise to such violations was malicious, fraudulent, or oppressive.
6 Employer would further be liable for civil penalties pursuant to Labor Code section
7 2699(f)(2)(B)(ii).

8 21. The foregoing policies, practices, and/or procedures resulted in time during each
9 workday that Plaintiff and other current and former aggrieved California-based hourly non-exempt
10 employees were under the control of Defendants but were not compensated. To the extent that the
11 foregoing uncompensated time occurred when Plaintiff and other current and former aggrieved
12 California-based hourly non-exempt employees worked more than eight (8) hours in a workday,
13 more than forty (40) hours in a workweek, and/or seven (7) days in a workweek, Defendants failed
14 to pay them at their overtime rate of pay for overtime hours worked, in violation of Labor Code
15 sections 510, 1194 and 1198, and the applicable Wage Order.

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

21 23. California law requires an employer to authorize or permit an employee an
22 uninterrupted meal period of no less than thirty (30) minutes in which the employee is relieved of
23 all duties and the employer relinquishes control over the employee’s activities prior to the
24 employee’s sixth hour of work. Labor Code sections 226.7, 512, and 1198; Wage Order 1 at §11;
25 *Brinker Rest. Corp. v. Super Ct. (Hohnbaum)* (2012) 53 Cal.4th 1004. An employer may not employ
26 an employee for a work period of more than ten (10) hours per day without providing the employee
27 with a second such meal period of not less than thirty (30) minutes prior to the start of the eleventh
28 hour of work. *Id.* If the employee is not relieved of all duty during a meal period, the meal period

1 shall be considered an “on duty” meal period and counted as time worked. A paid “on duty” meal
2 period is only permitted when: (1) the nature of the work prevents an employee from being relieved
3 of all duty; and (2) the parties have a written agreement agreeing to on-duty meal periods.

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

8 25. In this case, Defendants failed to authorize or permit legally required and compliant
9 meal periods to Plaintiff and other current and former aggrieved California-based hourly non-
10 exempt employees due to Defendants’ policies, practices, and/or procedures, including but not
11 limited to:

12 (a) Failing to provide Plaintiff and other current and former aggrieved California-based
13 hourly non-exempt employees timely, uninterrupted, duty-free meal breaks due to Defendants’
14 requirement that employees wash their hands and don their personal protective equipment (“PPE”)
15 (including gloves, hairnet, glasses, apron, mask, and special shoes) prior to clocking back in from
16 meal breaks.

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

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

26 28. Employee is further informed and believes, and based thereon alleges, that
27 Employer’s conduct above that gave rise to such violations was malicious, fraudulent, or oppressive.
28 Employer would further be liable for civil penalties pursuant to Labor Code section

1 2699(f)(2)(B)(ii).

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

6 30. California law requires every employer to authorize and permit an employee a rest
7 period of ten (10) net minutes for every four (4) hours worked or major fraction thereof. Labor Code
8 section 226.7; Wage Order 1 at §12. Under California law, “[e]mployees are entitled to 10 minutes’
9 rest for shifts from three and one-half to six hours in length, 20 minutes for shifts of more than six
10 hours up to 10 hours, 30 minutes for shifts of more than 10 hours up to 14 hours, and so on.” *Brinker*
11 *Restaurant Corp. v. Sup. Ct. (Hohnbaum)* (2012) 53 Cal.4th 1004, 1029; Labor Code section 226.7;
12 Wage Order 1 at §12. Rest periods, insofar as practicable, shall be in the middle of each work period.
13 Wage Order 1 at §12. Additionally, the rest period requirement ““obligates employers to permit –
14 and authorizes employees to take – off-duty rest periods.” *Augustus v. ABM Security Services, Inc.*
15 (2016) 2 Cal.5th 257, 269. That is, during rest periods employers must relieve employees of all
16 duties and relinquish control over how employees spend their time. *Id.*

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

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

25 (a) Requiring Plaintiff and other current and former aggrieved California-based hourly
26 non-exempt employees to remain on the premises during their rest periods, resulting in rest periods
27 that were not duty-free; and

28 (b) Failing to provide Plaintiffs and other current and former aggrieved California-based

1 hourly non-exempt employees with timely, uninterrupted, duty-free net ten (10) minute rest breaks
2 for every four (4) hours worked or major fraction thereof.

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

8 34. Defendants' foregoing policies, practices, and/or procedures resulted in Plaintiff and
9 other current and former aggrieved California-based hourly non-exempt employees not receiving
10 wages to compensate them for workdays in which Defendants did not provide them with rest periods
11 in compliance with California law.

12 35. Employee is further informed and believes, and based thereon alleges, that
13 Employer's conduct above that gave rise to such violations was 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 36. **Failure to Indemnify for Losses and Expenditures Incurred as Part of**
17 **Employment:** California law requires that every employer must indemnify its employees for all
18 necessary expenditures or losses incurred by the employee in discharge of his or her duties or at the
19 obedience of the directions of the employer. Moreover, an employer is prohibited from passing the
20 ordinary business expenses and losses of the employer onto the employee. (Lab. Code, § 2802.)

21 37. Defendants have violated Labor Code Section 2802 by failing to indemnify Plaintiff
22 and other current and former aggrieved California-based non-exempt hourly employees' necessary
23 expenditures they incurred in the discharge of their duties. Specifically, Defendants employed
24 policies, practices, and/or procedures included, but not limited to:

25 (a) Requiring Plaintiff and other current and former aggrieved California-based non-
26 exempt hourly employees to purchase work-related equipment (steel boot/shoes)-without
27 reimbursing for such use.

28 (b) Requiring Plaintiff and other current and former aggrieved California-based non-

1 exempt hourly employees the use of their personal cell phone (including both telephone use and
2 cellular data use) for work-related purposes - without reimbursing Plaintiff and other current and
3 former aggrieved California-based non-exempt hourly employees for such use.

4 38. Moreover, Defendants employed policies and procedures which ensured Plaintiff and
5 aggrieved employees would not receive indemnification for their employment related expenses.
6 This practice resulted in Plaintiff and aggrieved employees not receiving such indemnification in
7 compliance with California law.

8 39. Therefore, Defendants are liable to Plaintiff and aggrieved employees for their
9 employment related expenses, including but not limited to costs related to use of their personal cell
10 phones and costs associated with their uniforms pursuant to Labor Code section 2802.

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

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

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

1 other current and former aggrieved California-based hourly non-exempt employees' their earned
2 wages within the applicable time frames outlined in Labor Code section 204.

3 43. Plaintiff also believes these failures were malicious, fraudulent, or oppressive.
4 Employer would further be liable for civil penalties pursuant to Labor Code section
5 2699(f)(2)(B)(ii).

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

15 45. Plaintiff also believes these failures were malicious, fraudulent, or oppressive.
16 Employer would further be liable for civil penalties pursuant to Labor Code section
17 2699(f)(2)(B)(ii).

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

1 applicable hourly rates in effect during the pay period and the corresponding number of hours
2 worked at each hourly rate by the employee.”

3 47. As a derivative of Plaintiff’s allegations above, Defendants’ failure to pay Plaintiff
4 and other current and former aggrieved California-based hourly non-exempt employees all wages
5 earned (including minimum wages, overtime wages, meal period premium wages, and/or rest period
6 premium wages) rendered Plaintiff’s and other current and former aggrieved California-based
7 hourly non-exempt employees’ wage statements inaccurate, in violation of Labor Code section
8 226(a)(1, 2, 5 & 9).

9 48. Plaintiff believes these failures were willful and intentional.

10 49. 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 50. **Failure to pay employees all wages due at time of termination/resignation:** An
14 employer is required to pay all unpaid wages timely after an employee’s employment ends. The
15 wages are due immediately upon termination (Labor Code section 201) or within seventy-two (72)
16 hours of resignation (Labor Code section 202).

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

22 52. Plaintiff believes these failures were willful and intentional.

23 53. Plaintiff also believes these failures were malicious, fraudulent, or oppressive.
24 Employer would further be liable for civil penalties pursuant to Labor Code section
25 2699(f)(2)(B)(ii).

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

1 section 2699.3.

2 55. Plaintiff has complied with the procedures for bringing suit specified in Labor Code
3 section 2699.3. On July 22, 2025, Plaintiff filed a PAGA Claim Notice with the LWDA and
4 provided notice to Defendants by certified mail which provided notice of the specific provisions of
5 the Labor Code alleged to have been violated, including the facts and theories to support the
6 violations alleged.

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

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

17 a. For violations of Labor Code sections 201, 202, 203, 226(a), 226.7, and 2802;
18 one hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation and
19 two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent
20 violation [penalty amounts established by Labor Code section 2699(f)(2)].

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

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

d. For violations of Labor Code section 204, one hundred dollars (\$100) for each failure to pay each employee in any initial violation, and for each subsequent violation, or any willful or intentional violation, two hundred dollars (\$200) for each failure to pay each employee, plus 25 percent of the amount unlawfully withheld [penalty amounts established by Labor Code section 210].

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

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

PRAYER FOR RELIEF

WHEREFORE, PLAINTIFF, ON BEHALF OF HERSELF AND ON OTHER AGGRIEVED EMPLOYEES, PRAYS AS FOLLOWS:

ON THE FIRST CAUSE OF ACTION:

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

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

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

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

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1 Dated: December 8, 2025

Respectfully submitted,
LAVI & EBRAHIMIAN, LLP

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By: /s/ Javad TahbazSalehi
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Attorneys for Plaintiff
EULALIA RAMIREZ MATEO, on behalf of herself
and current and former aggrieved employees

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