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

ANABELLE NAVARRETE, individually, and
on behalf of all others similarly situated,

Plaintiff,

v.

JM WIRELESS LLC, a limited liability
company; and DOES 1 through 10, inclusive,

Defendants.

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Superior Court of California
County of Stanislaus
Hugh K. Swift
Clerk of the Court
By: Brenda Williams, Deputy

Case No.: CV-25-008263

**FIRST AMENDED CLASS AND
REPRESENTATIVE ACTION
COMPLAINT FOR:**

1. Failure to Pay Minimum and Straight Time Wages (Lab. Code §§ 204, 1194, 1194.2, and 1197);
2. Failure to Pay Overtime Wages (Lab. Code §§ 510, 1194 and 1198);
3. Failure to Provide Meal Periods (Lab. Code §§ 226.7, 512);
4. Failure to Authorize and Permit Rest Periods (Lab. Code §§ 226.7);
5. Failure to Indemnify Employees for Expenditures (Lab. Code § 2802);
6. Failure to Provide Accurate Itemized Wage Statements (Lab. Code § 226);
7. Failure to Timely Pay Wages upon Separation of Employment (Lab. Code §§ 201-203);
8. Failure to Timely Pay Wages During Employment (Lab. Code § 204);
9. Unfair Business Practices (Cal. Bus. & Prof. Code §§ 17200, et seq.).
10. Civil Penalties Under PAGA [Cal. Lab. Code § 2699, et seq.]

DEMAND FOR JURY TRIAL

1 Plaintiff ANABELLE NAVARRETE (“Plaintiff”), based upon facts that either have
2 evidentiary support or are likely to have evidentiary support after a reasonable opportunity for
3 further investigation and discovery, individually and on behalf of all other members of the public
4 similarly situated, alleges as follows:

5 **INTRODUCTION & PRELIMINARY STATEMENT**

6 1. Plaintiff brings this action against Defendants JM WIRELESS LLC, and DOES 1
7 through 10 (hereinafter collectively referred to as “Defendants”) for California Labor Code
8 violations and unfair business practices stemming from Defendants’ failure to pay for all hours
9 worked (minimum, straight time, and overtime wages), failure to provide meal periods, failure to
10 authorize and permit rest periods, failure to indemnify employees for expenditures, failure to
11 furnish accurate wage statements, failure to timely pay wages upon separation of employment,
12 failure to timely pay wages during employment, and unfair business practices.

13 2. Plaintiff brings the First through Nine Causes of Action individually and as a class
14 action on behalf of Plaintiff and certain current and former employees of Defendants (hereinafter
15 collectively referred to as the “Class” or “Class Members,” and defined more fully below). The
16 Class consists of Plaintiff and all other persons who have been employed by any Defendant in
17 California as an hourly-paid or non-exempt employee during the statute of limitations period
18 applicable to the claims pleaded here.

19 3. Plaintiff brings the Tenth Cause of Action as a representative action under the
20 California Private Attorneys General Act (“PAGA”) to recover civil penalties that are owed to
21 Plaintiff, the State of California, and past and present non-exempt employees by Defendants in
22 the State of California during the statute of limitations period for his PAGA claim (hereinafter
23 referred to as the “Aggrieved Employees”).

24 4. Defendants own/owned and operate/operated an industry, business, and
25 establishment within the State of California, including Stanislaus County. As such and based upon
26 all the facts and circumstances incident to Defendants’ business in California, Defendants are
27 subject to the California Labor Code, IWC Wage Orders, (specifically Industrial Welfare
28

Commission Wage Order No. 7-2001, Mercantile Industry [“Wage Order No. 7-2001”]), issued by the Industrial Welfare Commission (“IWC”), and the California Business & Professions Code.

5. Despite these requirements, throughout the statutory period, Defendants have, at times:

- (a) Failed to pay some, but not necessarily all employees for all hours worked, including all minimum, straight time, and overtime wages in compliance with the California Labor Code and IWC Wage Order No. 7-2001;
- (b) Failed to provide some, but not necessarily all employees with timely and duty-free meal periods in compliance with the California Labor Code and IWC Wage Orders, failed to maintain accurate records of all meal periods taken or missed, and failed to pay an additional hour’s pay for each workday a meal period violation occurred;
- (c) Failed to authorize and permit some, but not necessarily all employees to take timely and duty-free rest periods in compliance with the California Labor Code and IWC Wage Order No. 7-2001, and failed to pay an additional hour’s pay for each workday a rest period violation occurred;
- (d) Failed to indemnify some, but not necessarily all employees for expenditures incurred in direct discharge of duties of employment; and
- (e) Failed to provide some, but not necessarily all employees with accurate, itemized wage statements containing all the information required by the California Labor Code and IWC Wage Order No. 7-2001
- (f) Willfully failed to pay some, but not necessarily all employees all minimum wage, straight time wages, overtime wages, meal period premium wages, and rest period premium wages due within the time period specified by California law when employment terminates.

6. On information and belief, Defendants were on actual and constructive notice of the improprieties alleged herein and intentionally refused to rectify their unlawful conduct.

Defendants' violations, as alleged above, during all relevant times herein were willful and deliberate.

7. At all relevant times, Defendants were and are legally responsible for all of the unlawful conduct, policies, acts and omissions as described in each and all of the foregoing paragraphs as the employers of Plaintiff and the Class. Further, Defendants are responsible for each of the unlawful acts or omissions complained of herein under the doctrine of "respondeat superior."

THE PARTIES

A. Plaintiff

8. Plaintiff is a California resident who worked for Defendants in Stanislaus County, California as a nonexempt employee earning approximately \$19.00 an hour from approximately September 2024 to approximately March 2025 as a Store Assistant Manager and as a Retail Store Manager from approximately September 2024 to approximately March 2025.

9. Plaintiff reserves the right to seek leave to amend this complaint to add new Plaintiffs, if necessary, in order to establish suitable representative(s) pursuant to *La Sala v. American Savings and Loan Association* (1971) 5 Cal.3d 864, 872, and other applicable law, as well as to add additional claims.

B. Defendants

10. Plaintiff alleges, on information and belief, that Defendants are, and at all times herein mentioned, were:

- (a) Business entities qualified to do business and actually conducting business in numerous counties throughout the State of California, including in Stanislaus County; and,
- (b) The former employers of Plaintiff and the current and/or former employer of the Class Members and aggrieved employees because Defendants engaged Plaintiff and the Class to work; and/or suffered and permitted Plaintiff and the Class to work, and/or controlled or had the power and authority to control their wages, hours, or working conditions;

1 11. At all relevant times, Defendants were and are legally responsible for all of the
2 unlawful conduct, policies, practices, acts, and omissions as described in each and all of the
3 foregoing paragraphs as the employer of Plaintiff and of the Class. Further, Defendants are
4 responsible for each of the unlawful acts or omissions complained of herein under the doctrine of
5 “respondeat superior.”

6 12. Plaintiff does not know the true names or capacities of the persons or entities sued
7 herein as Does 1-10, inclusive, and therefore sues said Defendants by such fictitious names. Each
8 of the Doe Defendants were in some manner legally responsible for the damages suffered by
9 Plaintiff and the Class as alleged herein. Plaintiff will amend this complaint to set forth the true
10 names and capacities of these Defendants when they have been ascertained, together with
11 appropriate charging allegations, as may be necessary.

12 13. At all times mentioned herein, the Defendants named as Does 1-10, inclusive, and
13 each of them, were residents of, doing business in, availed themselves of the jurisdiction of, and/or
14 injured a significant number of the Plaintiff and the Class in the State of California.

15 14. Plaintiff is informed and believes and thereon alleges that at all relevant times each
16 Defendant, directly or indirectly, or through agents or other persons, employed Plaintiff and the
17 other employees described in the class definitions below, and exercised control over their wages,
18 hours, and working conditions. Plaintiff is informed and believes and thereon alleges that, at all
19 relevant times, each Defendant was the principal, agent, partner, joint venturer, officer, director,
20 controlling shareholder, subsidiary, affiliate, parent corporation, successor in interest and/or
21 predecessor in interest of some or all of the other Defendants, and was engaged with some or all
22 of the other Defendants in a joint enterprise for profit, and bore such other relationships to some
23 or all of the other Defendants so as to be liable for their conduct with respect to the matters alleged
24 below. Plaintiff is informed and believes and thereon alleges that each Defendant acted pursuant
25 to and within the scope of the relationships alleged above, that each Defendant knew or should
26 have known about, and authorized, ratified, adopted, approved, controlled, aided and abetted the
27 conduct of all other Defendants.

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JURISDICTION AND VENUE

15. This Court has jurisdiction over this matter because Plaintiff brings this Complaint for various violations of the Labor Code and California Industrial Welfare Commission (“IWC”) orders, Specifically IWC Wage Order No. 7-2001, Defendants are business entities operating in California, and Plaintiff is a California resident.

16. This class action is brought pursuant to California Code of Civil Procedure section

17. The monetary damages, penalties, and restitution sought by Plaintiff exceed the minimal jurisdiction limits of the Superior Court and will be established according to proof at trial. This Court has jurisdiction over this action pursuant to the California Constitution, Article VI, section 10. The statutes under which this action is brought do not specify any other basis for jurisdiction. Plaintiff’s share of damages, penalties, and other relief sought in this action does not exceed \$75,000.

18. Venue is proper in this judicial district because Defendants maintain offices, have agents, and/or transact business in the County of Stanislaus, California.

ALLEGATIONS COMMON TO ALL CAUSES OF ACTION

19. Plaintiff worked for Defendants in Stanislaus County, California as an hourly-paid, non-exempt employee from approximately September 2024 to approximately March 2025. Defendants typically scheduled Plaintiff to work at least five days in a workweek and at least eight hours per day, but Plaintiff often worked more than eight hours per day and forty (40) hours in a workweek.

20. Plaintiff brings this action against Defendants for Labor Code violations and unfair business practices stemming from Defendants' failure to pay for all hours worked (including minimum, straight time, and overtime wages), failure to provide legally compliant meal periods, failure to authorize and permit rest periods, failure to reimburse business expenses, failure to furnish accurate wage statements, failure to pay final wages at termination, and failure to timely pay wages during employment. As discussed below, Plaintiff’s experience working for Defendants was typical and illustrative of the class.

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1 21. Plaintiff brings these causes of action individually and as a class action on behalf of
2 certain current and former employees of Defendants (hereinafter collectively referred to as the
3 “Class” or “Class Members,” and defined more fully below). The Class consists of Plaintiff and
4 all other persons who have been employed by Defendant in California as an hourly-paid or non-
5 exempt employee during the statute of limitations period applicable to the claims pleaded here.

6 22. Defendants own/owned and operate/operated an industry, business, and
7 establishment within the State of California, including Stanislaus County. As such and based upon
8 all the facts and circumstances incident to Defendants’ business in California, Defendants are
9 subject to the Labor Code, IWC Wage Order No. 7-2001 and the California Business & Professions
10 Code.

11 23. Despite these requirements, throughout the statutory period, Defendants willfully
12 failed to comply with the Labor Code and IWC Wage Order No. 7-2001 with respect to Plaintiff
13 and the Class and instead maintained a systematic, company-wide policy and practice of including,
14 but not limited to, the following violations on a regular basis:

15 (a) Failing to pay employees for all hours worked, including minimum, straight
16 time, and overtime wages. For example, Defendants:

17 1) required employees to perform work off-the-clock, without
18 compensation, including, but not limited to: assisting customers and
19 colleagues with work related matters and inquiries, checking and
20 responding to work related emails, and performing additional job
21 duties after clocking out; and/or

22 2) failed to pay for all hours worked and failed to pay some of this
23 unpaid work at the overtime rate, as required; and/or

24 3) required them to continue working during unpaid meal and rest
25 periods; and/or

26 4) failed to maintain accurate records of the hours worked.

27 (b) Failing to provide employees with timely and duty-free meal periods; for
28 example, Defendants:

- 1) required employees to work in excess of five consecutive hours a day without providing a 30-minute, uninterrupted, and duty-free meal period for every five hours of work; and/or
- 2) continued to assert control over employees by requiring, pressuring, or encouraging them to perform work tasks, which could not be completed without working in lieu of taking mandatory meal periods. For example: Plaintiff was often required to abstain from taking her breaks as she was the only employee in store that could assist customers, often had to forego her meal breaks as she needed to assist trainees during her meal breaks (they were not allowed to stay alone as they were unable to assist customers fully); and/or
- 3) interrupted Plaintiff's meal periods; and/or denied employees permission to take a meal period; and/or
- 4) prohibited Plaintiff from leaving the premises for meal periods; and/or
- 5) failed to maintain accurate records of all meal periods taken or missed and denied employees opportunities to do their own timekeeping.

24. Failing to authorize and permit employees to take timely and duty-free rest periods.

For example, Defendants:

- (a) required employees to work in excess of four consecutive hours a day without Defendants authorizing and permitting them to take a 10-minute, uninterrupted, duty-free rest period for every four hours of work (or major fraction of four hours); and/or
- (b) failed to compensate employees for rest periods that were not authorized or permitted; and/or

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(c) continued to assert control over employees by requiring, pressuring, or encouraging them to perform work tasks which could not be completed without working in lieu of taking mandatory rest periods.

25. Failing to indemnify employees for work-related expenses, such as having to use Plaintiff's personal cell phone for work-related communications, all without reimbursement.

26. Failing to provide employees with accurate, itemized wage statements containing all the information required by the Labor Code and IWC Wage Order No. 7-2001 such as the legal employing entity's address, rest/meal break premiums, and all wages for all hours worked, among other things.

27. Failing to timely pay employees their final wages due upon separation of employment, including, but not limited to, all expenditures, minimum wages, straight time wages, overtime wages, meal and rest period premium wages.

28. Failing to timely pay wages during employment in violation of §204 of Lab. Code.

29. On information and belief, Defendants, and each of them, were on actual and constructive notice of the improprieties alleged herein and intentionally refused to rectify their unlawful policies. Defendants' violations, as alleged above, during all relevant times herein were willful and deliberate.

30. As a result of these violations of Labor Code § 226(a), Plaintiff and the Class suffered injury because, among other things:

(a) the violations led them to believe that they were not entitled to be paid minimum, straight time, overtime, meal period premium, and rest period premium wages, even though they were entitled;

(b) the violations led them to believe that they had been paid the minimum, straight time, overtime, meal period premium, and rest period premium wages, even though they had not been;

(c) the violations led them to believe they were not entitled to be paid minimum, straight time, overtime, meal period premium, and rest period premium wages at the correct California rate even though they were entitled;

- 1 (d) the violations led them to believe they had been paid minimum, straight time,
2 overtime, meal period premium, and rest period premium wages at the
3 correct California rate even though they had not been;
- 4 (e) the violations hindered them from determining the amounts of minimum,
5 straight time, overtime, meal period premium, and rest period premium
6 wages owed to them;
- 7 (f) in connection with their employment before and during this action, and in
8 connection with prosecuting this action, the violations caused them to have
9 to perform mathematical computations to determine the amounts of wages
10 owed to them, computations they would not have to make if the wage
11 statements contained the required accurate information;
- 12 (g) by understating the wages truly due to them, the violations caused them to
13 lose entitlement and/or accrual of the full amount of Social Security,
14 disability, unemployment, and other governmental benefits; and,
- 15 (h) the wage statements inaccurately understated the wages, hours, and wage
16 rates to which Plaintiff and the Class were entitled, and Plaintiff and the
17 Class were paid less than the wages and wage rates to which they were
18 entitled.

19 31. Thus, Plaintiff and the Class are owed the amounts provided for in Labor Code §
20 226(e) and injunctive relief under Labor Code § 226(h).

21 **CLASS ACTION ALLEGATIONS**

22 32. Plaintiff brings certain claims individually, as well as on behalf of each and all other
23 persons similarly situated, and thus, seeks class certification under California Code of Civil
24 Procedure section 382.

25 33. All claims alleged herein arise under California law for which Plaintiff seeks relief
26 authorized by California law.

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1 34. The proposed Class consists of and is defined as:

2 All persons who worked for any Defendant in California as an hourly-paid or
3 non-exempt employee at any time during the period beginning four years before
4 the filing of the initial complaint in this action and ending on the first day of trial
 in this matter.

5 35. At all material times, Plaintiff was a member of the Class.

6 36. Plaintiff undertook this concerted activity to improve the wages and working
7 conditions of all Class Members and aggrieved employees.

8 37. There is a well-defined community of interest in the litigation and the Class is
9 readily ascertainable:

10 (a) Numerosity: The members of the Class (and each subclass, if any) are so
11 numerous that joinder of all members would be unfeasible and impractical.
12 The membership of the entire Class is unknown to Plaintiff at this time;
13 however, the Class is estimated to be greater than one hundred (100)
14 individuals and the identity of such membership is readily ascertainable by
15 inspection of Defendants' records.

16 (b) Typicality: Plaintiff is qualified to, and will, fairly and adequately protect
17 the interests of each Class Member with whom there is a shared, well-
18 defined community of interest, and Plaintiff's claims are typical of all Class
19 Members' and aggrieved employees claims as demonstrated herein.

20 (c) Adequacy: Plaintiff is qualified to, and will, fairly, and adequately protect
21 the interests of each Class Member with whom there is a shared, well-
22 defined community of interest and typicality of claims, as demonstrated
23 herein. Plaintiff has no conflicts with or interests antagonistic to any Class
24 Member. Plaintiff's attorneys, the proposed class counsel, are versed in the
25 rules governing class action discovery, certification, and settlement.
26 Plaintiff has incurred, and throughout the duration of this action, will
27 continue to incur costs and attorneys' fees that have been, are, and will be
28 necessarily expended for the prosecution of this action for the substantial

benefit of each class member.

- (d) Superiority: A Class action is superior to other available methods for the fair and efficient adjudication of the controversy, including consideration of:
- 1) The interests of the members of the Class in individually controlling the prosecution or defense of separate actions;
 - 2) The extent and nature of any litigation concerning the controversy already commenced by or against members of the Class;
 - 3) The desirability or undesirability of concentrating the litigation of the claims in the particular forum; and,
 - 4) The difficulties likely to be encountered in the management of a class action.
- (e) Public Policy Considerations: The public policy of the State of California is to resolve the Labor Code claims of many employees through a class action. Indeed, current employees are often afraid to assert their rights out of fear of direct or indirect retaliation. Former employees are also fearful of bringing actions because they believe their former employers might damage their future endeavors through negative references and/or other means. Class actions provide the Class Members and aggrieved employees who are not named in the complaint with a type of anonymity that allows for the vindication of their rights at the same time as their privacy is protected.

38. There are common questions of law and fact as to the Class (and each subclass, if any) that predominate over questions affecting only individual members, including without limitation, whether, as alleged herein, Defendants have:

- (a) Failed to pay Class Members and aggrieved employees for all hours worked, including minimum, straight time, and overtime wages;
- (b) Failed to provide meal periods and pay meal period premium wages to Class Members and aggrieved employees;
- (c) Failed to authorize and permit rest periods and pay rest period premium

wages to Class Members and aggrieved employees;

- (d) Failed to indemnify Class Members and aggrieved employees for expenditures
- (e) Failed to provide Class Members and aggrieved employees with accurate wage statements;
- (f) Failed to provide Class Members and aggrieved employees with timely final wages;
- (g) Failed to timely pay wages during employment in violation of §204 of Lab. Code; and
- (h) Violated California Business & Professions Code §§ 17200 *et. seq.* as a result of their illegal conduct as described above.

39. This Court should permit this action to be maintained as a class action pursuant to California Code of Civil Procedure § 382 because:

- (a) The questions of law and fact common to the Class predominate over any question affecting only individual members;
- (b) A class action is superior to any other available method for the fair and efficient adjudication of the claims of the members of the Class;
- (c) The members of the Class are so numerous that it is impractical to bring all members of the class before the Court;
- (d) Plaintiff, and the other members of the Class, will not be able to obtain effective and economic legal redress unless the action is maintained as a class action;
- (e) There is a community of interest in obtaining appropriate legal and equitable relief for the statutory violations, and in obtaining adequate compensation for the damages and injuries for which Defendants are responsible in an amount sufficient to adequately compensate the members of the Class for the injuries sustained;
- (f) Without class certification, the prosecution of separate actions by individual

members of the class would create a risk of:

- 1) Inconsistent or varying adjudications with respect to individual members of the Class which would establish incompatible standards of conduct for Defendants; and/or,
- 2) Adjudications with respect to the individual members which would, as a practical matter, be dispositive of the interests of other members not parties to the adjudications, or would substantially impair or impede their ability to protect their interests, including but not limited to the potential for exhausting the funds available from those parties who are, or may be, responsible Defendants; and,

- (g) Defendants have acted or refused to act on grounds generally applicable to the Class, thereby making final injunctive relief appropriate with respect to the class as a whole.

40. Plaintiff contemplates the eventual issuance of notice to the proposed members of the Class that would set forth the subject and nature of the instant action. Defendants' own business records may be utilized for assistance in the preparation and issuance of the contemplated notices. To the extent that any further notices may be required, Plaintiff contemplates the use of additional techniques and forms commonly used in class actions, such as published notice, e-mail notice, website notice, first-class mail, or combinations thereof, or by other methods suitable to the Class and deemed necessary and/or appropriate by the Court.

FIRST CAUSE OF ACTION

(Against All Defendants for Failure to Pay Minimum and Straight Time Wages for All Hours Worked)

41. Plaintiff incorporates by reference and realleges, as if fully stated herein, the above paragraphs.

42. "Hours worked" is the time during which an employee is subject to the control of an employer and includes all the time the employee is suffered or permitted to work, whether or not required to do so.

43. At all relevant times herein mentioned, Defendants knowingly failed to pay Plaintiff and the Class compensation for all hours they worked. For example, Plaintiff was often made to work while clocked out for meal and rest periods, often had to attend to customers during uncompensated meal periods and rest periods, and even had to assist with other duties before clocking in and/or after clocking out (i.e., Plaintiff was called during her off hours to assist her colleagues in translating for Spanish speaking customers). By their failure to pay compensation for each hour worked as alleged above, Defendants willfully violated the provisions of Labor Code § 1194, and IWC Wage Order No. 7-2001 that require such compensation to non-exempt employees.

44. Accordingly, Plaintiff and the Class are entitled to recover minimum and straight time wages for all non-overtime hours worked for Defendants.

45. By and through the conduct described above, Plaintiff and the Class have been deprived of their rights to be paid wages earned by virtue of their employment with Defendants.

46. By virtue of the Defendants' unlawful failure to pay additional compensation to Plaintiff and the Class for their non-overtime hours worked without pay, Plaintiff and the Class suffered, and will continue to suffer, damages in amounts which are presently unknown to Plaintiff and the Class and which will be ascertained according to proof at trial.

47. By failing to keep adequate time records required by Labor Code § 1174(d), Defendants have made it difficult to calculate the full extent of minimum wage compensation due Plaintiff and the Class.

48. Pursuant to Labor Code § 1194.2, Plaintiff and the Class are entitled to recover liquidated damages (double damages) for Defendants' failure to pay minimum wages.

49. Plaintiff and the Class are also entitled to seek recovery of all unpaid minimum and straight time wages, interest, and reasonable attorneys' fees and costs pursuant to Labor Code §§ 218.5, 218.6, and 1194(a).

SECOND CAUSE OF ACTION

(Against All Defendants for Failure to Pay Overtime Wages)

50. Plaintiff incorporates by reference and realleges, as if fully stated herein, the above paragraphs.

1 51. California Labor Code §§510, 1194 and 1198 require employers to pay at least
2 minimum wage for all hours worked, pay overtime wages payable at the rate of at least one and
3 one-half times the regular rate of pay for more than eight hours in one workday or more than forty
4 hours in one workweek. Employees are entitled to double overtime wages payable at the rate of at
5 least twice the regular rate of pay for work in excess of twelve hours in one workday or work in
6 excess of eight hours on any seventh day of a workweek. For purposes of computing the overtime
7 rate of compensation required to be paid to a non-exempt full time salaried employee, the
8 employee's regular hourly rate shall be 1/40th of the employee's weekly salary. The regular rate
9 shall be 1/8th of the employee's daily rate. Payment of a fixed salary to a non-exempt employee
10 shall be deemed to provide compensation only for the employee's regular, non-overtime hours,
11 notwithstanding any private agreement to the contrary. (Lab. Code §515(d))

12 52. At all times relevant to this Complaint, Plaintiff and the Class were non-exempt
13 employees and regularly worked more than eight hours in a workday and/or more than forty (40)
14 hours in a workweek and were entitled to the protections of California Labor Code §§ 510, 1194,
15 and IWC Wage Order No. 7-2001. Defendants failed to compensate Plaintiffs for all overtime
16 hours worked as required under the foregoing provision of the California Labor Code and IWC
17 Wage Order No. 7-2001, among other things: failing to pay overtime at one and one-half or double
18 the regular rate of pay; miscalculating the regular rate of pay by failing to include all remuneration
19 in addition to employees base hourly pay; requiring, permitting or suffering Plaintiff to work off
20 the clock; requiring, permitting or suffering Plaintiff to work through meal and rest breaks but not
21 compensating them for this time and failing to include this time in their hours worked; illegally
22 and inaccurately recording time in which Plaintiff worked; and failing to properly maintain
23 Plaintiff's records;

24 53. At all times relevant hereto, Defendants failed to pay Plaintiff and the Class
25 overtime compensation for the hours they have worked in excess of eight (8) hours in a workday
26 and/or forty (40) hours in a workweek, as required by Labor Code §§ 510 and 1198.

27 54. By virtue of Defendants' unlawful failure to pay additional premium rate
28 compensation to Plaintiff and the Class for their overtime hours worked, Plaintiff and the Class

1 have suffered, and will continue to suffer, damages in amounts which are presently unknown to
2 them but which exceed the jurisdictional minimum of this Court and which will be ascertained
3 according to proof at trial.

4 55. By failing to keep adequate time records required by Labor Code § 1174(d),
5 Defendants have made it difficult to calculate the full extent of overtime compensation due to
6 Plaintiff and the Class.

7 56. Plaintiff and the Class also request recovery of overtime compensation according to
8 proof, interest, attorneys' fees and costs pursuant to Labor Code § 1194(a), as well as the
9 assessment of any statutory penalties against Defendants, in a sum as provided by the Labor Code
10 and/or other statutes.

11 57. Labor Code § 204 requires employers to provide employees with all wages due and
12 payable twice a month. IWC Wage Order No. 7-2001 also provides that every employer shall pay
13 to each employee, on the established payday for the period involved, overtime wages for all
14 overtime hours worked in the payroll period. Defendants failed to provide Plaintiff and the Class
15 with all compensation due, in violation of Labor Code § 204.

16 **THIRD CAUSE OF ACTION**

17 **(Against All Defendants for Failure to Provide Meal Periods)**

18 58. Plaintiff incorporates by reference and realleges, as if fully stated herein, the above
19 paragraphs.

20 59. California law requires an employer to provide an employee an uninterrupted meal
21 period of no less than thirty minutes before the end of a five-hour work period during which
22 employees are relieved of all duties. A second meal period of not less than 30 minutes is required
23 if an employee works more than 10 hours in one day. (Lab. Code §§ 226.7, 512; IWC Wage Order
24 No. 7-2001; *Brinker Restaurant Corp v. Superior Ct.* (2012) 53 Cal.4th 1004, 1049.) The Wage
25 Order's meal period requirement is satisfied if the employee (1) has at least 30 minutes
26 uninterrupted, (2) is free to leave the premises, and (3) is relieved of all duty for the entire period.
27 (*Brinker Restaurant Corp. v. Superior Court, supra*, at 1036.) An employer must relinquish control
28 over their activities, permit a reasonable opportunity to take an uninterrupted 30-minute break, and

1 not impede or discourage an employee from taking a meal break. (*Id.* at p. 1040.) If the employee
2 is not relieved of all duty during a meal period, the meal period shall be considered an “on duty”
3 meal period and counted as time worked. (*Id.* at p. 1035.) “An employer may not undermine a
4 formal policy of providing meal breaks by pressuring employees to perform their duties in ways
5 that omit breaks. (*Cicairos v. Summit Logistics, Inc.* (2005) 133 Cal.App.4th 949, 962–963; see
6 also *Jaimez v. Daihatsu USA, Inc.*, (2010) 181 Cal.App.4th 1286, 1304–1305 [proof of common
7 scheduling policy that made taking breaks extremely difficult would show violation]; *Dilts v.*
8 *Penske Logistics, LLC* (S.D.Cal. 2010) 267 F.R.D. 625, 638 [indicating informal anti-meal-break
9 policy “enforced through ‘ridicule’ or ‘reprimand’” would be illegal].) The wage orders and
10 governing statute do not countenance an employer's exerting coercion against the taking of,
11 creating incentives to forgo, or otherwise encouraging the skipping of legally protected breaks.”
12 (*Id.* at p. 1040.)

13 60. If an employer fails to provide an employee a meal period in accordance with the
14 law, the employer must pay the employee one hour of pay at the employee’s regular rate of pay for
15 each workday that a legally required meal period was not timely provided or was not duty-free.
16 (Lab. Code §226.7(c)). The California Supreme Court held that premium pay for denying an
17 employee a meal or rest break constitutes “wages.” (*Naranjo v Spectrum Security Services, Inc.*
18 (2022) 13 Cal.5th 93.)

19 61. Defendants regularly failed to provide Plaintiff and the Class timely full thirty-
20 minute meal period for each five-hour period of work as required under the foregoing provisions
21 of the California Labor Code and IWC Wage Order No. 7-2001. For example, Plaintiff was
22 frequently deprived of an opportunity to take her legally compliant meal breaks due to being the
23 only employee at her store and thus was forced to remain in store to attend to potential customers,
24 Plaintiff’s meal periods were often interrupted, shortened, and/or missed in order to help her
25 colleagues with customers and ensure the store was being run properly, and Plaintiff was often
26 deprived of her second meal period, when she worked more than 10 hours. By their failure to
27 permit and authorize Plaintiff and the Class to take all meal periods as alleged above (or due to the
28 fact that Defendants made it impossible or impracticable to take these uninterrupted meal periods),

Defendants willfully violated the provisions of Labor Code § 226.7 and IWC Wage Order No. 7-2001.

62. Under California law, Plaintiff and the Class are entitled to be paid one hour of additional wages for each workday they were not provided with all required meal period(s), plus interest thereon.

FOURTH CAUSE OF ACTION

(Against All Defendants for Failure to Authorize and Permit Rest Periods)

63. Plaintiff incorporates by reference and realleges, as if fully stated herein, the above paragraphs.

64. California Labor Code §226.7 and the applicable Industrial Welfare Commission Order §12 requires that employers must provide employees timely, uninterrupted 10-minute rest breaks, free of all duty, for every 4 hours worked or major fraction thereof. If an employer fails to provide an employee a rest break in accordance with the applicable provisions of this order, the employer shall pay the employee one hour of pay at the employee's regular rate of compensation for each workday that the rest break is not provided as a rest break premium wage. Employees are entitled to a 10-minute rest break for shifts from three and one-half to six hours in length, 20 minutes for shifts of more than six hours up to 10 hours, 30 minutes for shifts of more than 10 hours up to 14 hours, and so on." (*Brinker Restaurant Corp. v. Superior Court* (2012) 53 Cal.4th 1004, 1029.) Furthermore, "Employers must relieve employees of all duties and relinquish control over how employees spend their time during rest periods. (*Augustus v. ABM Security Services, Inc.* (2016) 2 Cal.5th 257, 269.) This obligation includes allowing employees to leave the premises during their rest periods.

65. Under California law, Plaintiff and the Class are entitled to be paid one hour of premium wages at their regular rate of pay for each workday they were not provided with all required rest break(s), plus interest thereon.

66. Despite these legal requirements, Defendants failed to authorize Plaintiff and the Class to take rest breaks, regardless of whether employees worked more than four hours in a workday. Plaintiff was required to remain on the job site as she was one of the only employees

1 present. Additionally, due to Plaintiff's store being severely understaffed and lacking adequate
2 coverage, she was expected to be available to assist customers as they entered, with no other
3 personnel available to relieve her. By their failure to permit and authorize Plaintiff and the Class
4 to take rest periods as alleged above (or due to the fact that Defendants made it impossible or
5 impracticable to take these uninterrupted rest periods), Defendants willfully violated the provisions
6 of Labor Code § 226.7 and IWC Wage Order No. 7-2001.

7 67. Under California law, Plaintiff and the Class are entitled to be paid one hour of
8 premium wages rate for each workday they were not provided with all required rest break(s), plus
9 interest thereon.

10 **FIFTH CAUSE OF ACTION**

11 **(Against All Defendants for Failure to Indemnify Employees for Expenditures)**

12 68. Plaintiff incorporates by reference and realleges, as if fully stated herein, the above
13 paragraphs.

14 69. As set forth above, Plaintiff and the Class were required to incur substantial
15 necessary expenditures and losses in direct consequence of the discharge of their duties or of their
16 obedience to directions of Defendants.

17 70. Defendants violated Labor Code § 2802, by failing to pay and indemnify Plaintiff
18 and the Class for necessary expenditures and losses incurred in direct consequence of the discharge
19 of their duties or of their obedience to directions of Defendants, including, but not limited to, the
20 use of Plaintiff's personal cell phone for work-related communications all without reimbursement.

21 71. As a result, Plaintiff and the Class were damaged at least in the amounts of the
22 expenses they paid, or which were deducted by Defendants from their wages.

23 72. Plaintiff and the Class are entitled to reasonable attorney's fees, expenses, and costs
24 of suit pursuant to Labor Code § 2802(c) and interest pursuant to Labor Code § 2802(b).

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27 ///

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SIXTH CAUSE OF ACTION

**(Against All Defendants for Failure to Provide and Maintain
Accurate and Compliant Wage Records)**

73. Plaintiff incorporates by reference and realleges, as if fully stated herein, the above paragraphs.

74. At all material times set forth herein, Labor Code § 226(a) provides that every employer shall furnish each of his or her employees an accurate itemized wage statement in writing showing nine pieces of information, including: (1) gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and the last four digits of his or her social security number or an employee identification number other than a social security number, (8) the name and address of the legal entity that is the employer, and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee.

75. Defendants have intentionally and willfully failed to provide employees with complete and accurate wage statements compliant with these Labor Code sections. For example, Plaintiff's paystubs do not list the accurate rest/meal break premiums, and all wages for all hours worked, among other things.

76. As a result of Defendants' violation of Labor Code §§ 226(a), Plaintiff and the Class have suffered injury and damage to their statutorily protected rights.

77. Specifically, Plaintiff and the members of the Class have been injured by Defendants' intentional violations of California §§ 226(a) because they were denied both their legal right to receive, and their protected interest in receiving, accurate, itemized wage statements under Labor Code § 226(a).

78. Calculation of the true wage entitlement for Plaintiff and the Class is difficult and time consuming. As a result of this unlawful burden, Plaintiff and the Class were also injured as

1 a result of having to bring this action to attempt to obtain correct wage information following
2 Defendants' refusal to comply with many of the mandates of California's Labor Code and related
3 laws and regulations.

4 79. Plaintiff and the Class are entitled to recover from Defendants the greater of their
5 actual damages caused by Defendants' failure to comply with Labor Code § 226(a), or an aggregate
6 penalty not exceeding four thousand dollars (\$4,000) per employee.

7 80. Plaintiff and the Class are also entitled to injunctive relief, as well as an award of
8 attorney's fees and costs to ensure compliance with this section, pursuant to Labor Code § 226(h).

9 **SEVENTH CAUSE OF ACTION**

10 **(Against All Defendants for Failure to Pay Wages of**
11 **Discharged Employees – Waiting Time Penalties)**

12 81. Plaintiff incorporates by reference and realleges, as if fully stated herein, the above
13 paragraphs.

14 82. At all times herein set forth, Labor Code §§ 201 and 202 provide that, if an employer
15 discharges an employee, the wages earned and unpaid at the time of discharge are due and payable
16 immediately, and that if an employee voluntarily leaves his or her employment, his or her wages
17 shall become due and payable not later than seventy-two (72) hours thereafter, unless the employee
18 has given seventy-two (72) hours previous notice of his or her intention to quit, in which case the
19 employee is entitled to his or her wages at the time of quitting.

20 83. Within the applicable statute of limitations, the employment of many other members
21 of the Class ended, i.e., was terminated by quitting or discharge, and the employment of other
22 member will be. However, during the relevant time period, Defendants failed, and continue to fail
23 to pay terminated Class Members and aggrieved employees, without abatement, all wages required
24 to be paid by Labor Code §§ 201 and 202 either at the time of discharge, or within seventy-two
25 (72) hours of their leaving Defendants' employ.

26 84. Defendants' failure to pay those Class Members and aggrieved employees who are
27 no longer employed by Defendants their wages earned and unpaid at the time of discharge, or
28

1 within seventy-two (72) hours of their leaving Defendants' employ, is in violation of Labor Code
2 §§ 201 and 202.

3 85. Labor Code § 203 provides that if an employer willfully fails to pay wages owed,
4 in accordance with §§ 201 and 202, then the wages of the employee shall continue as a penalty
5 wage from the due date, and at the same rate until paid or until an action is commenced; but the
6 wages shall not continue for more than thirty (30) days.

7 86. The Class is entitled to recover from Defendants their additionally accruing wages
8 for each day they were not paid, at their regular hourly rate of pay, up to thirty (30) days maximum
9 pursuant to Labor Code § 203.

10 87. Pursuant to Labor Code §§ 218.5, 218.6 and 1194, the Class is also entitled to an
11 award of reasonable attorneys' fees, interest, expenses, and costs incurred in this action.

12 **EIGHTH CAUSE OF ACTION**

13 **(Against All Defendants for Failure to Timely Pay Wages During Employment)**

14 88. Plaintiff incorporates by reference and realleges, as if fully stated herein, the above
15 paragraphs.

16 89. This cause of action is dependent upon, and wholly derivative of, the overtime
17 wages, minimum wages, and/or meal and rest period premiums that were not timely paid to
18 Plaintiff, Class Members, and aggrieved employees during their employment.

19 90. At all times relevant herein set forth, Labor Code section 204 provides that all wages
20 earned by any person in any employment between the first (1st) and the fifteenth (15th) days,
21 inclusive, of any calendar month, other than those wages due upon termination of an employee,
22 are due and payable between the sixteenth (16th) and the twenty-sixth (26th) day of the month
23 during which the labor was performed.

24 91. At all times relevant herein, Labor Code section 204 provides that all wages earned
25 by any person in any employment between the sixteenth (16th) and the last day, inclusive, of any
26 calendar month, other than those wages due upon termination of an employee, are due and payable
27 between the first (1st) and the tenth (10th) day of the following month.

28 ///

1 92. At all times relevant herein, Labor Code section 204 provides that all wages earned
2 for labor in excess of the normal work period shall be paid no later than the payday for the next
3 regular payroll period. Alternatively, at all times relevant herein, Labor Code section 204 provides
4 that the requirements of this section are deemed satisfied by the payment of wages for weekly,
5 biweekly, or semimonthly payroll if the wages are paid not more than seven (7) calendar days
6 following the close of the payroll period.

7 93. During the relevant time period, Defendants willfully failed to pay Plaintiff, Class
8 Members, and aggrieved employees all wages due including, but not limited to, overtime wages,
9 minimum wages, and/or meal and rest period premiums, within the time periods specified by
10 California Labor Code section 204.

11 94. Defendants' failure to pay Plaintiff, Class Members, and aggrieved employees all
12 wages due violates Labor Code section 204. Plaintiff, Class Members, and aggrieved employees
13 are therefore entitled to recover from Defendants the statutory penalty wages pursuant to California
14 Labor Code section 210.

15 **NINTH CAUSE OF ACTION**

16 **(Against All Defendants for Violations of California**

17 **Business & Professions Code §§ 17200, et seq.)**

18 95. Plaintiff incorporates by reference and realleges, as if fully stated herein, the above
19 paragraphs.

20 96. Defendants, and each of them, are "persons" as defined under California Business
21 & Professions Code § 17201.

22 97. Defendants' conduct, as alleged herein, has been, and continues to be, unfair,
23 unlawful, and harmful to Plaintiff, other Class Members, aggrieved employees and to the general
24 public. Plaintiff seeks to enforce important rights affecting the public interest within the meaning
25 of Code of Civil Procedure § 1021.5.

26 98. Defendants' activities, as alleged herein, are violations of California law, and
27 constitute unlawful business acts and practices in violation of California Business & Professions
28 Code §§ 17200, et seq.

1 99. A violation of California Business & Professions Code §§ 17200, et seq. may be
2 predicated on the violation of any state or federal law. All of the acts described above in the
3 foregoing causes of action are unlawful and in violation of public policy; and are immoral,
4 unethical, oppressive, fraudulent and unscrupulous, and thereby constitute unfair, unlawful and/or
5 fraudulent business practices in violation of California Business & Professions Code §§ 17200, et
6 seq.

7 100. By and through their unfair, unlawful, and/or fraudulent business practices
8 described herein, the Defendants, have obtained valuable property, money and services from
9 Plaintiff, and all persons similarly situated, and has deprived Plaintiff, and all persons similarly
10 situated, of valuable rights and benefits guaranteed by law, all to their detriment.

11 101. Plaintiff, Class Members, and aggrieved employees suffered monetary injury as a
12 direct result of Defendants' wrongful conduct.

13 102. Plaintiff, individually, and on behalf of members of the putative Class, and
14 aggrieved employees are entitled to, and does, seek such relief as may be necessary to disgorge
15 money and/or property which the Defendants have wrongfully acquired, or of which Plaintiff and
16 the Class have been deprived, by means of the above-described unfair, unlawful and/or fraudulent
17 business practices. Plaintiff and the Class are not obligated to establish individual knowledge of
18 the wrongful practices of Defendants in order to recover restitution.

19 103. Plaintiff, individually, and on behalf of members of the putative class, is further
20 entitled to, and does, seek a declaration that the above-described business practices are unfair,
21 unlawful and/or fraudulent, and injunctive relief restraining the Defendants, and each of them,
22 from engaging in any of the above-described unfair, unlawful and/or fraudulent business practices
23 in the future.

24 104. Plaintiff, individually, and on behalf of members of the putative class, has no plain,
25 speedy, and/or adequate remedy at law to redress the injuries which the Class Members and
26 aggrieved employees suffered as a consequence of the Defendants' unfair, unlawful and/or
27 fraudulent business practices. As a result of the unfair, unlawful and/or fraudulent business
28 practices described above, Plaintiff, individually, and on behalf of members of the putative Class,

1 has suffered and will continue to suffer irreparable harm unless the Defendants, and each of them,
2 are restrained from continuing to engage in said unfair, unlawful and/or fraudulent business
3 practices.

4 105. Plaintiff also alleges that, if Defendants are not enjoined from the conduct set forth
5 herein above, they will continue to avoid paying the appropriate taxes, insurance, and other
6 withholdings.

7 106. Pursuant to California Business & Professions Code §§ 17200, et seq.,
8 Plaintiff, putative Class Members, and aggrieved employees are entitled to restitution of the wages
9 withheld and retained by Defendants during a period that commences four years prior to the filing
10 of this complaint; a permanent injunction requiring Defendants to pay all outstanding wages due
11 to Plaintiff, Class Members, and aggrieved employees; an award of attorneys' fees pursuant to
12 California Code of Civil Procedure § 1021.5 and other applicable laws; and an award of costs.

13 **TENTH CAUSE OF ACTION**

14 **(Against all Defendants for Civil Penalties Under the Private Attorneys General Act of**
15 **2004, Cal. Lab. Code § 2698, et seq.)**

16 107. At all times herein mentioned, Defendants were subject to the Labor Code of the
17 State of California and the applicable IWC Orders.

18 108. California Labor Code § 2699(a) specifically provides for a private right of action
19 to recover penalties for violations of the Labor Code: "Notwithstanding any other provision of law,
20 any provision of this code that provides for a civil penalty to be assessed and collected by the Labor
21 and Workforce Development Agency or any of its departments, divisions, commissions, boards,
22 agencies, or employees, for a violation of this code, may, as an alternative, be recovered through a
23 civil action brought by an aggrieved employee on behalf of himself or herself and other current or
24 former employees pursuant to the procedures specified in Section 2699.3."

25 109. has exhausted his administrative remedies pursuant to California Labor Code §
26 2699.3. On August 29, 2025, she gave written notice by online filing to the Labor and
27 Workforce Development Agency ("LWDA") and by certified mail to Defendants of the specific
28 provisions of the Labor Code that Defendants have violated against Plaintiff and current and

former Aggrieved Employees, including the facts and theories to support the violations. Plaintiff also paid the filing fee. Plaintiff's PAGA case number is LWDA-CM-1122042-25.

110. The statute of limitations is tolled while a plaintiff exhausts his or her administrative remedies with California's LWDA prior to suit, which is required by the statute. (*See* Labor Code § 2699.3(d).)

111. More than sixty-five (65) days has elapsed since Plaintiff provided notice, but the LWDA has not indicated that it intends to investigate Defendants' Labor Code violations discussed in the notice. Accordingly, Plaintiff may commence a civil action to recover penalties under Labor Code § 2699 pursuant to § 2699.3 for the violations of the Labor Code described in this Complaint. These penalties include, but are not limited to, penalties under California Labor Code §§ 210, 226.3, 1174.5, 1197.1, and 2699(f)(2).

112. Based on the conduct described in this Complaint, Plaintiff is entitled to an award of civil penalties on behalf of the State of California and similarly Aggrieved Employees of Defendants. The exact amount of the applicable penalties, in all, is in an amount to be shown according to proof at trial. These penalties are in addition to all other remedies permitted by law.

113. In addition, Plaintiff seeks an award of reasonable attorney's fees and costs pursuant to Labor Code § 2699(g)(1), which states, "Any employee who prevails in any action shall be entitled to an award of reasonable attorney's fees and costs."

PRAYER FOR RELIEF

Plaintiff, individually, and on behalf of all others similarly situated only with respect to the class claims, prays for relief and judgment against Defendants, jointly and severally, as follows:

CLASS CERTIFICATION

1. That this action be certified as a class action with respect to all of its causes of action;
2. That Plaintiff be appointed as the representative of the Class; and,
3. That counsel for Plaintiff be appointed as Class Counsel.

AS TO THE FIRST CAUSE OF ACTION

1. That the Court declare, adjudge and decree that Defendants violated California

1 Labor Code sections 1182.12, 1194, 1197, 1197.1, and 1198, and IWC Wage Order No. 7-2001
2 by willfully failing to pay minimum wages and/or straight time wages to Plaintiff, Class Members,
3 and aggrieved employees;

4 2. For general unpaid wages and such general and special damages as may be
5 appropriate;

6 3. For pre-judgment interest on any unpaid compensation from the date such amounts
7 were due, or as otherwise provided by law;

8 4. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to
9 California Labor Code section 1194(a);

10 5. For liquidated damages pursuant to California Labor Code section 1194.2; and

11 6. For such other and further relief as the Court may deem equitable and appropriate.

12 **AS TO THE SECOND CAUSE OF ACTION**

13 1. That the Court declare, adjudge, and decree that Defendants violated California
14 Labor Code sections 510 and 1198, and IWC Wage Order No. 7-2001 by willfully failing to pay
15 all overtime wages due to Plaintiff, Class Members, and aggrieved employees;

16 2. For general unpaid wages at overtime wage rates and such general and special
17 damages as may be appropriate;

18 3. For pre-judgment interest on any unpaid overtime compensation commencing from
19 the date such amounts were due, or as otherwise provided by law;

20 4. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to
21 California Labor Code section 1194(a); and

22 5. For such other and further relief as the Court may deem equitable and appropriate.

23 **AS TO THE THIRD CAUSE OF ACTION**

24 1. That the Court declare, adjudge, and decree that Defendants violated California
25 Labor Code sections 226.7, 512(a), 516, and 1198, and IWC Wage Order No. 7-2001 by willfully
26 failing to provide all meal periods to Plaintiff, Class Members, and aggrieved employees;

27 2. That the Court make an award to the Plaintiff, Class Members, and aggrieved
28 employees of one (1) hour of pay at each employee's regular rate of pay for each workday that a

meal period was not provided;

3. For all actual, consequential, and incidental losses and damages, according to proof;

4. For premiums pursuant to California Labor Code section 226.7(c);

5. For pre-judgment interest on any unpaid meal period premiums from the date such amounts were due, or as otherwise provided by law;

6. For attorneys' fees pursuant to California Code of Civil Procedure section 1021.5, or as otherwise provided by law; and

7. For such other and further relief as the Court may deem equitable and appropriate.

AS TO THE FOURTH CAUSE OF ACTION

1. That the Court declare, adjudge and decree that Defendants violated California Labor Code sections 226.7, 516, and 1198, and IWC Wage Order No. 7-2001 by willfully failing to authorize and permit Plaintiff, Class Members, and aggrieved employees to take all rest periods;

2. That the Court make an award to the Plaintiffs, Class Members, and aggrieved employees of one (1) hour of pay at each employee's regular rate of pay for each workday that a rest period was not authorized and permitted;

3. For all actual, consequential, and incidental losses and damages, according to proof;

4. For premiums pursuant to California Labor Code section 226.7(c);

5. For pre-judgment interest on any unpaid rest period premiums from the date such amounts were due, or as otherwise provided by law;

6. For attorneys' fees pursuant to California Code of Civil Procedure section 1021.5, or as otherwise provided by law; and

7. For such other and further relief as the Court may deem equitable and appropriate.

AS TO THE FIFTH CAUSE OF ACTION

1. That the Court declare, adjudge and decree that Defendants violated California Labor Code section 2802 by willfully failing to reimburse and/or indemnify all business-related expenses and costs incurred by Plaintiffs, Class Members, and aggrieved employees;

2. For unpaid business-related expenses and such general and special damages as may be appropriate;

3. For pre-judgment interest on any unpaid business-related expenses from the date such amounts were due, or as otherwise provided by law;

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

5. For attorneys' fees and costs pursuant to California Labor Code section 2802(c), or as otherwise provided by law; and

6. For such other and further relief as the Court may deem equitable and appropriate.

AS TO THE SIXTH CAUSE OF ACTION

1. That the Court declare, adjudge and decree that Defendants violated the recordkeeping provisions of California Labor Code section 226(a) and IWC Wage Order No. 7-2001 as to Plaintiff, Subclass Members, and aggrieved employees willfully failed to provide accurate itemized wage statements thereto;

2. For all actual, consequential, and incidental losses and damages, according to proof;

3. For injunctive relief pursuant to California Labor Code section 226(h);

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

5. For attorneys' fees and costs pursuant to California Labor Code section 226(e)(1);
and

6. For such other and further relief as the Court may deem equitable and appropriate.

AS TO THE SEVENTH CAUSE OF ACTION

1. That the Court declare, adjudge and decree that Defendants violated California Labor Code sections 201 and 202 by willfully failing to pay overtime wages, minimum wages, meal and rest period premiums, and/or sick leave pay owed at the time of termination of the employment of Plaintiffs and other terminated Class Members and aggrieved employees;

2. For all actual, consequential and incidental losses and damages, according to proof;

3. For waiting time penalties according to proof pursuant to California Labor Code section 203 for all employees who have left Defendants' employ;

4. For pre-judgment interest on any unpaid wages from the date such amounts were due, or as otherwise provided by law;

5. For attorneys' fees pursuant to California Code of Civil Procedure section 1021.5,

1 or as otherwise provided by law; and

2 6. For such other and further relief as the Court may deem equitable and appropriate.

3 **AS TO THE EIGHTH CAUSE OF ACTION**

4 1. That the Court declare, adjudge and decree that Defendants violated California Labor
5 Code section 204 by willfully failing to timely pay Plaintiff, Class Members, and aggrieved
6 employees overtime wages, minimum wages, meal and rest period premiums, and/or sick leave
7 pay during their employment;

8 2. For all actual, consequential and incidental losses and damages, according to proof;

9 3. For statutory penalties according to proof pursuant to California Labor Code section
10 210;

11 4. For pre-judgment interest on any unpaid wages from the date such amounts were due,
12 or as otherwise provided by law;

13 5. For attorneys' fees pursuant to California Code of Civil Procedure section 1021.5, or as
14 otherwise provided by law; and

15 6. For such other and further relief as the Court may deem equitable and appropriate.

16 **AS TO THE NINTH CAUSE OF ACTION**

17 1. That the Court declare, adjudge, and decree that Defendants violated California
18 Business & Professions Code §§ 17200, et seq. by failing to provide Plaintiff, Class Members, and
19 aggrieved employees all overtime wages due to them, failing to provide Plaintiff, Class Members,
20 and aggrieved employees all minimum wages due to them, failing to provide Plaintiff, Class
21 Members, and aggrieved employees all meal periods, failing to authorize and permit Plaintiff, Class
22 Members, and aggrieved employees to take all rest periods, failing to provide Plaintiff, Class
23 Members, and aggrieved employees accurate and complete wage statements, failing to maintain
24 accurate payroll records for Plaintiff, Class Members, and aggrieved employees failing to timely
25 pay Plaintiff, Class Members and aggrieved employees all earned wages during employment, and
26 failing to reimburse Plaintiff, Class Members, and aggrieved employees for business-related
27 expenses, constitutes an unlawful business practice in violation of California Business and
28 Professions Code sections 17200, et seq.;

2. For restitution of unpaid wages to Plaintiff, all Class Members, and aggrieved employees and prejudgment interest from the day such amounts were due and payable;

3. For the appointment of a receiver to receive, manage and distribute all funds disgorged from Defendants and determined to have been wrongfully acquired by Defendants as a result of violations of California Business & Professions Code §§ 17200 et seq.; and

4. For injunctive relief to ensure compliance with this section, pursuant to California Business & Professions Code §§ 17200, et seq.

AS TO THE TENTH CAUSE OF ACTION

1. That the Court declare, adjudge and decree that Defendants violated the California Labor Code by failing to pay for all hours worked (minimum, straight time, and overtime wages), failing to provide meal periods, failing to authorize and permit rest periods, failing to pay all earned wages twice per month, failing to maintain accurate records of hours worked and meal periods, failing to furnish accurate wage statements, and failing to indemnify for necessary business expenditures.

2. An award of civil penalties on behalf of himself and all similarly aggrieved employees pursuant to PAGA;

3. Pre-judgment and post-judgment interest at the maximum rate allowed;

4. Attorneys' fees and costs reasonably incurred;

5. Injunctive and declaratory relief to the extent allowed by PAGA; and,

6. Such other and further relief that the Court deems proper.

AS TO ALL CAUSES OF ACTION

1. For pre-judgment interest on any unpaid compensation commencing from the date such amounts were due or as provided by law;

2. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California Code of Civil Procedure § 1021.5 and/or Labor Code § 1194(a) and/or Labor Code § 2699(g) or as otherwise provided by law as to all causes of action that allow recovery of attorney's fees;

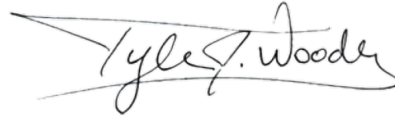
3. For a trial by jury as to all causes of action triable by jury; and

4. For such other and further relief as the Court may deem equitable and appropriate.

Dated: December 23, 2025

Respectfully submitted,

WILSHIRE LAW FIRM



By: _____

Tyler J. Woods, Esq.

James Yoo, Esq.

Heriberto Ponce, Esq.

Ruby Carrera, Esq.

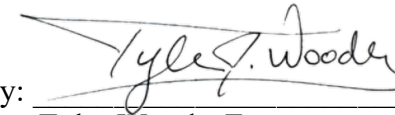
Attorneys for Plaintiff

DEMAND FOR JURY TRIAL

Plaintiffs demand a trial by jury as to all causes of action triable by jury.

Dated: December 23, 2025

WILSHIRE LAW FIRM



By: _____

Tyler Woods, Esq.

James Yoo, Esq.

Heriberto Ponce, Esq.

Ruby Carrera, Esq.

Attorneys for Plaintiff

PROOF OF SERVICE

Anabelle Navarrete v. JM Wireless LLC
CV-25-008263

STATE OF CALIFORNIA)
) ss
COUNTY OF LOS ANGELES)

I, Manuel Martinez, state that I am employed in the aforesaid County, State of California; I am over the age of eighteen years and not a party to the within action; my business address is 660 S. Figueroa Street, Sky Lobby. Los Angeles, California 90017. My electronic service address is manny.martinez@wilshirelawfirm.com.

On December 30, 2025, I served the foregoing **FIRST AMENDED CLASS AND REPRESENTATIVE ACTION COMPLAINT**, on the interested parties by following one of the methods of service as follows:

Pavneet Mac (SBN 303971)
pmac@nossaman.com
jgastelum@nossaman.com
Andrew H. Kim (SBN 329478)
akim@nossaman.com
isims@nossaman.com
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Telephone: (949) 833-7800
Facsimile: (949) 833-7878

Attorneys for Defendant,
JM WIRELESS LLC

(X) **BY E-MAIL:** I hereby certify that this document was served from Los Angeles, California, by e-mail delivery on the parties listed herein at their most recent known email address or e-mail of record in this action.

I declare under the penalty of perjury under the laws of the State of California, that the foregoing is true and correct.

Executed on December 30, 2025, at Los Angeles, California.



Manuel Martinez