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COUNTY OF SUTTER
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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SUTTER

MARIO ALEJANDRO ZAVALA, individually,
and on behalf of all others similarly situated,

Plaintiff,

vs.

PAPERBOARD PACKAGING
CORPORATION; and DOES 1 through 10,
inclusive,

Defendants

Case No.: CVCS25-0002060

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

[Amended as a matter of right pursuant to
Cal. Lab. Code § 2699.3]

1. Failure to Pay Minimum Wages [Cal. Lab. Code §§ 204, 1194, 1194.2, and 1197];
2. Failure to Pay Overtime Compensation [Cal. Lab. Code §§ 510, 1194, and 1198];
3. Failure to Provide Meal Periods [Cal. Lab. Code §§ 226.7 and 512];
4. Failure to Authorize and Permit Rest Breaks [Cal. Lab. Code §§ 226.7 and 558];
5. Failure to Indemnify Necessary Business Expenses [Cal. Lab. Code § 2802];
6. Failure to Timely Pay Final Wages at Termination [Cal. Lab. Code §§ 201-203];
7. Failure to Provide Accurate Itemized Wage Statements [Cal. Lab. Code § 226];
8. Unfair Business Practices [Cal. Bus. & Prof. Code §§ 17200, *et seq.*]; and
9. Civil Penalties under PAGA [Cal. Lab. Code §§ 2698, *et seq.*].

DEMAND FOR JURY TRIAL

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1 Plaintiff Mario Alejandro Zavala (“Plaintiff”), based upon facts that either have evidentiary
2 support or are likely to have evidentiary support after a reasonable opportunity for further
3 investigation and discovery, alleges as follows:

4 **INTRODUCTION & PRELIMINARY STATEMENT**

5 1. Plaintiff brings this action against Defendants Paperboard Packaging Corporation,
6 and Does 1 through 10 (collectively referred to as “Defendants”) for California Labor Code
7 violations and unfair business practices stemming from Defendants’ failure to pay minimum
8 wages, failure to pay overtime wages, failure to provide meal periods, failure to authorize and
9 permit rest periods, failure to maintain accurate records of hours worked and meal periods, failure
10 to timely pay all wages to terminated employees, failure to indemnify necessary business expenses,
11 and failure to furnish accurate wage statements.

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

18 3. Plaintiff brings the Ninth Cause of Action as a representative action under the
19 California Private Attorney General Act (“PAGA”) to recover civil penalties that are owed to
20 Plaintiff, the State of California, and past and present hourly-paid, non-exempt employees of
21 Defendants who worked in California during the applicable statute of limitations period (hereinafter
22 referred to as the “Aggrieved Employees”).

23 4. Defendants own/owned and operate/operated an industry, business, and
24 establishment within the State of California, including Sutter County. As such, and based upon all
25 the facts and circumstances incident to Defendants’ business in California, Defendants are subject
26 to the California Labor Code, Wage Orders issued by the Industrial Welfare Commission (“IWC”),
27 and the California Business & Professions Code.

1 5. Despite these requirements, throughout the statutory period Defendants maintained
2 a systematic, company-wide policy and practice of:

- 3 (a) Failing to pay employees for all hours worked, including all minimum
4 wages, and overtime wages in compliance with the California Labor Code
5 and IWC Wage Orders;
- 6 (b) Failing to provide employees with timely and duty-free meal periods in
7 compliance with the California Labor Code and IWC Wage Orders, failing
8 to maintain accurate records of all meal periods taken or missed, and failing
9 to pay an additional hour's pay for each workday a meal period violation
10 occurred;
- 11 (c) Failing to authorize and permit employees to take timely and duty-free rest
12 periods in compliance with the California Labor Code and IWC Wage
13 Orders, and failing to pay an additional hour's pay for each workday a rest
14 period violation occurred;
- 15 (d) Failing to indemnify employees for necessary business expenses incurred;
- 16 (e) Willfully failing to pay employees all minimum wages, overtime wages,
17 meal period premium wages, and rest period premium wages due within the
18 time period specified by California law when employment terminates;
- 19 (f) Failing to maintain accurate records of the hours that employees worked;
20 and
- 21 (g) Failing to provide employees with accurate, itemized wage statements
22 containing all the information required by the California Labor Code and
23 IWC Wage Orders.

24 6. On information and belief, Defendants, and each of them, were on actual and
25 constructive notice of the improprieties alleged herein and intentionally refused to rectify their
26 unlawful policies. Defendants' violations, as alleged above, during all relevant times herein were
27 willful and deliberate.
28

7. At all relevant times, Defendants were and are legally responsible for all of the unlawful conduct, policies, practices, acts and omissions as described in each and all of the foregoing paragraphs as the employer of Plaintiff, the Class, and the Aggrieved Employees. 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 the County of Sutter, State of California from approximately January 2024 to July 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.

B. Defendants

10. Plaintiff is informed and believes, and based upon that information and belief alleges, that Defendants are:

- (a) Business entities with their principal places of business in Sutter, California.
- (b) Business entities conducting business in numerous counties throughout the State of California, including in Sutter County; and
- (c) The former employers of Plaintiff, and the current and/or former employers of the putative Class and the Aggrieved Employees. Defendants suffered and permitted Plaintiff, the Class, and the Aggrieved Employees to work, and/or controlled their wages, hours, or working conditions; and
- (d) At all times mentioned herein, Defendants are and were the joint employers of Plaintiff, the Class, and the Aggrieved Employees.

11. Plaintiff does not currently know the true names or capacities of the persons or entities sued herein as Does 1-10, inclusive, and therefore sues said Defendants by such fictitious names. Each of the Doe Defendants was in some manner legally responsible for the damages suffered by Plaintiff, the Class, and the Aggrieved Employees as alleged herein. Plaintiff will

1 amend this complaint to set forth the true names and capacities of these Defendants when they
2 have been ascertained, together with appropriate charging allegations, as may be necessary.

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

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

20 **ALLEGATIONS COMMON TO ALL CAUSES OF ACTION**

21 14. Plaintiff is a California resident who worked for Defendants in the County of Sutter,
22 State of California during the statutory period. During the statutory time period, Defendants
23 classified Plaintiff as a non-exempt employee. Plaintiff was typically scheduled to work at least 5
24 days in a workweek, and typically in excess of 8 hours in a single workday.

25 15. Throughout the statutory period, Defendants failed to pay Plaintiff for all hours
26 worked (including minimum wages and overtime wages), failed to provide Plaintiff with
27 uninterrupted meal periods, failed to authorize and permit Plaintiff to take uninterrupted rest
28 periods, failed to indemnify Plaintiff for necessary business expenses, failed to timely pay all final

1 wages to Plaintiff when Defendants terminated Plaintiff's employment, and failed to furnish
2 accurate wage statements to Plaintiff. As discussed below, Plaintiff's experience working for
3 Defendants was typical and illustrative.

4 16. Throughout the statutory period, Defendants maintained a policy and practice of not
5 paying Plaintiff, the Class, and the Aggrieved Employees for all hours worked, including all
6 overtime wages. Plaintiff, the Class, and the Aggrieved Employees were required to work off-the-
7 clock, and uncompensated. For example, Plaintiff, the Class, and the Aggrieved Employees were
8 required to wait in line in order to clock into work and when returning from meal breaks, off the
9 clock and uncompensated. Also, Plaintiff, the Class, and the Aggrieved Employees were
10 sometimes interrupted during meal breaks, without compensation. Also throughout the statutory
11 period, Plaintiff, the Class, and the Aggrieved Employees received nondiscretionary bonuses and
12 other remuneration. However, Defendants failed to incorporate all remuneration when calculating
13 the correct overtime rate of pay, meal break premium rate of pay, and sick day rate of pay, leading
14 to underpayment. Also, Defendants failed to include the amount of unused and available paid sick
15 days available in wage statements.

16 17. Throughout the statutory period, Defendants have wrongfully failed to provide
17 Plaintiff, the Class, and the Aggrieved Employees with legally compliant meal periods.
18 Defendants sometimes, but not always, required Plaintiff, the Class, and the Aggrieved Employees
19 to work in excess of five consecutive hours a day without providing 30-minute, continuous and
20 uninterrupted, duty-free meal period for every five hours of work, or without compensating
21 Plaintiff, the Class, and the Aggrieved Employees for meal periods that were not provided by the
22 end of the fifth hour of work or tenth hour of work. Defendants also did not adequately inform
23 Plaintiff, the Class, and the Aggrieved Employees of their right to take a meal period by the end of
24 the fifth hour of work, or, for shifts greater than 10 hours, by the end of the tenth hour of work.
25 Accordingly, Defendants' policy and practice was to not provide meal periods to Plaintiff, the
26 Class, and the Aggrieved Employees in compliance with California law.

27 18. Throughout the statutory period, Defendants have wrongfully failed to authorize
28 and permit Plaintiff, the Class, and the Aggrieved Employees to take timely and duty-free rest

1 periods. Defendants sometimes, but not always, required Plaintiff, the Class, and the Aggrieved
2 Employees to work in excess of four consecutive hours a day without Defendants authorizing and
3 permitting them to take a 10-minute, continuous and uninterrupted, rest period for every four hours
4 of work (or major fraction of four hours), or without compensating Plaintiff, the Class, and the
5 Aggrieved Employees for rest periods that were not authorized or permitted. Defendants also did
6 not adequately inform Plaintiff, the Class, and the Aggrieved Employees of their right to take a
7 rest period. Moreover, Defendants did not have adequate policies or practices permitting or
8 authorizing rest periods for Plaintiff, the Class, and the Aggrieved Employees, nor did Defendants
9 have adequate policies or practices regarding the timing of rest periods. Defendants also did not
10 have adequate policies or practices to verify whether Plaintiff, the Class, and the Aggrieved
11 Employees were taking their required rest periods. Further, Defendants did not maintain accurate
12 records of employee work periods, and therefore Defendants cannot demonstrate that Plaintiff, the
13 Class, and the Aggrieved Employees took rest periods during the middle of each work period.
14 Accordingly, Defendants' policy and practice was to not authorize and permit Plaintiff, the Class,
15 and the Aggrieved Employees to take rest periods in compliance with California law.

16 19. Throughout the statutory period, Defendants wrongfully required Plaintiff, the
17 Class, and the Aggrieved Employees to pay expenses that they incurred in direct discharge of their
18 duties for Defendants without reimbursement, such as the occasional use of personal cellular
19 telephones, and maintenance of uniforms, and the purchase of additional uniform shirts (in excess
20 of the free shirts provided by Defendants).

21 20. Throughout the statutory period, Defendants willfully failed and refused to timely
22 pay Plaintiff, the Class, and the Aggrieved Employees at the conclusion of their employment all
23 wages for all minimum wages, overtime wages, meal period premium wages, and rest period
24 premium wages. Further, Defendants did not pay Plaintiff, the Class, and the Aggrieved Employees
25 their final paychecks immediately upon termination.

26 21. Throughout the statutory period, Defendants failed to furnish Plaintiff, the Class,
27 and the Aggrieved Employees with accurate, itemized wage statements showing all applicable
28 hourly rates, and all gross and net wages earned (including correct hours worked, correct wages

1 earned for hours worked, correct overtime hours worked, correct wages for meal periods that were
 2 not provided in accordance with California law, correct wages for rest periods that were not
 3 authorized and permitted to take in accordance with California law, and Defendant's address).
 4 Further, the wage statements do not show Defendant's address as required by California law. As
 5 a result of these violations of California Labor Code § 226(a), Plaintiff, the Class, and the
 6 Aggrieved Employees suffered injury because, among other things:

- 7 (a) the violations led them to believe that they were not entitled to be paid
 8 minimum wages, overtime wages, meal period premium wages, and rest
 9 period premium wages to which they were entitled, even though they were
 10 entitled;
- 11 (b) the violations led them to believe that they had been paid the minimum,
 12 overtime, meal period premium, and rest period premium wages, even
 13 though they had not been;
- 14 (c) the violations led them to believe they were not entitled to be paid minimum,
 15 overtime, meal period premium, and rest period premium wages at the
 16 correct California rate, even though they were;
- 17 (d) the violations led them to believe they had been paid minimum, overtime,
 18 meal period premium, and rest period premium wages at the correct
 19 California rate, even though they had not been;
- 20 (e) the violations hindered them from determining the amounts of minimum,
 21 overtime, meal period premium, and rest period premium owed to them;
- 22 (f) in connection with their employment before and during this action, and in
 23 connection with prosecuting this action, the violations caused them to have
 24 to perform mathematical computations to determine the amounts of wages
 25 owed to them, computations they would not have to make if the wage
 26 statements contained the required accurate information;

- 1 (g) by understating the wages truly due them, the violations caused them to lose
2 entitlement and/or accrual of the full amount of Social Security, disability,
3 unemployment, and other governmental benefits; and
4 (h) the wage statements inaccurately understated the wages, hours, and wages
5 rates to which Plaintiff and the Class were entitled, and Plaintiff and the
6 Class were paid less than the wages and wage rates to which they were
7 entitled.

8 Thus, Plaintiff, the Class, and the Aggrieved Employees are owed the amounts provided for in
9 California Labor Code § 226(e), including actual damages.

10 **CLASS ACTION ALLEGATIONS**

11 22. Plaintiff brings certain claims individually, as well as on behalf of each and all other
12 persons similarly situated, and thus, seek class certification under California Code of Civil
13 Procedure § 382.

14 23. All claims alleged herein arise under California law for which Plaintiff seeks relief
15 authorized by California law.

16 24. The proposed Class consists of and is defined as:
17 All persons who worked for any Defendant in California as an hourly, non-
18 exempt employee at any time during the period beginning four years before the
19 filing of the initial complaint in this action and ending when notice to the Class
is sent.

20 25. At all material times, Plaintiff was a member of the Class.
21 26. Plaintiff undertakes this concerted activity to improve the wages and working
22 conditions of all Class Members.

23 27. There is a well-defined community of interest in the litigation and the Class is
24 readily ascertainable:

- 25 (a) Numerosity: The members of the Class (and each subclass, if any) are so
26 numerous that joinder of all members would be unfeasible and impractical.
27 The membership of the entire Class is unknown to Plaintiff at this time,
28

however, the Class is estimated to be greater than 100 individuals and the identity of such membership is readily ascertainable by inspection of Defendants' records.

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

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

1 to resolve the California Labor Code claims of many employees through a
2 class action. Indeed, current employees are often afraid to assert their rights
3 out of fear of direct or indirect retaliation. Former employees are also fearful
4 of bringing actions because they believe their former employers might
5 damage their future endeavors through negative references and/or other
6 means. Class actions provide the class members who are not named in the
7 complaint with a type of anonymity that allows for the vindication of their
8 rights at the same time as their privacy is protected.

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

- 12 (a) Failed to pay Class Members for all hours worked, including minimum
13 wages, and overtime wages;
- 14 (b) Failed to provide meal periods and pay meal period premium wages to Class
15 Members;
- 16 (c) Failed to authorize and permit rest periods and pay rest period premium
17 wages to Class Members;
- 18 (d) Failed to promptly pay all wages due to Class Members upon their discharge
19 or resignation;
- 20 (e) Failed to maintain accurate records of all hours Class Members worked, and
21 all meal periods Class Members took or missed;
- 22 (f) Failed to reimburse Class Members for all necessary business expenses; and
23 (g) Violated California Business & Professions Code §§ 17200 *et. seq.* as a
24 result of their illegal conduct as described above.

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

- 27 (a) The questions of law and fact common to the Class predominate over any
28 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 Class 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.

30. 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

1 records may be utilized for assistance in the preparation and issuance of the contemplated notices.
2 To the extent that any further notices may be required, Plaintiff would contemplate the use of
3 additional techniques and forms commonly used in class actions, such as published notice, e-mail
4 notice, website notice, first-class mail, or combinations thereof, or by other methods suitable to the
5 Class and deemed necessary and/or appropriate by the Court.

6 **FIRST CAUSE OF ACTION**

7 **(Against all Defendants for Failure to Pay Minimum Wages for All Hours Worked)**

8 31. Plaintiff incorporates by reference and re-alleges as if fully stated herein the
9 foregoing paragraphs of this Complaint.

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

13 33. At all relevant times herein mentioned, Defendants knowingly failed to pay to
14 Plaintiff and the Class compensation for all hours they worked. By their failure to pay
15 compensation for each hour worked as alleged above, Defendants willfully violated the provisions
16 of California Labor Code § 1194 and any additional applicable IWC Wage Orders, which require
17 such compensation to non-exempt employees.

18 34. Accordingly, Plaintiff and the Class are entitled to recover minimum wages for all
19 non-overtime hours worked for Defendants.

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

22 36. By virtue of Defendants' unlawful failure to pay additional compensation to
23 Plaintiff and the Class for their non-overtime hours worked without pay, Plaintiff and the Class
24 suffered, and will continue to suffer, damages in amounts which are presently unknown to Plaintiff
25 and the Class, but which exceed the jurisdictional minimum of this Court, and which will be
26 ascertained according to proof at trial.

39. California Labor Code § 204 requires employers to provide employees with all wages due and payable twice a month. Throughout the statute of limitations period applicable to this cause of action, Plaintiff and the Class were entitled to be paid twice a month at rates required by law, including minimum wages. However, during all such times, Defendants systematically failed and refused to pay Plaintiff and the Class all such wages due, and failed to pay those wages twice a month.

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

(Against all Defendants for Failure to Pay Overtime Wages)

41. Plaintiff incorporates by reference and re-alleges as if fully stated herein the foregoing paragraphs of this Complaint.

42. California Labor Code § 510 provides that employees in California shall not be employed more than eight (8) hours in any workday or forty (40) hours in a workweek unless they receive additional compensation beyond their regular wages in amounts specified by law.

43. California Labor Code §§ 1194 and 1198 provide that employees in California shall not be employed more than eight hours in any workday unless they receive additional compensation beyond their regular wages in amounts specified by law. Additionally, California Labor Code § 1198 states that the employment of an employee for longer hours than those fixed by the Industrial Welfare Commission is unlawful.

44. At all times relevant hereto, Plaintiff and the Class have worked more than eight hours in a workday, as employees of Defendants.

later than the start of the eleventh hour of work in the workday. California Labor Code § 512 and Section 11 of the applicable IWC Wage Orders require that an employer provide unpaid meal periods of at least 30 minutes for each five-hour period worked. It is a violation of California Labor Code § 226.7 for an employer to require any employee to work during any meal period mandated under any IWC Wage Order.

52. Despite these legal requirements, Defendants regularly failed to provide Plaintiff and the Class with both meal periods as required by California law. By their failure to permit and authorize Plaintiff and the Class to take all meal periods as alleged above (or due to the fact that Defendants made it impossible or impracticable to take these uninterrupted meal periods), Defendants willfully violated the provisions of California Labor Code § 226.7 and the applicable IWC Wage Orders.

53. Under California law, Plaintiff and the Class are entitled to be paid one hour of additional wages for each workday he or she was 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)

54. Plaintiff incorporates by reference and re-alleges as if fully stated herein the foregoing paragraphs of this Complaint.

55. Defendants are required by California law to authorize and permit breaks of 10 uninterrupted minutes for each four hours of work or major fraction of four hours (i.e. more than two hours). California Labor Code § 512 and the applicable IWC Wage Orders require that the employer permit and authorize all employees to take paid rest periods of 10 minutes each for each 4-hour period worked. Thus, for example, if an employee's work time is 6 hours and ten minutes, the employee is entitled to two rest breaks. Each failure to authorize rest breaks as so required is itself a violation of California's rest break laws. It is a violation of California Labor Code § 226.7 for an employer to require any employee to work during any rest period mandated under any IWC Wage Order.

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

7 64. Within the applicable statute of limitations, the employment of Plaintiff and many
8 other members of the Class ended (i.e., was terminated by quitting or discharge), and the
9 employment of others will be. However, during the relevant time period, Defendants failed, and
10 continue to fail, to pay terminated Class Members, without abatement, all wages required to be
11 paid by California Labor Code §§ 201 and 202 either at the time of discharge, or within seventy-
12 two (72) hours of their leaving Defendants' employ.

13 65. Defendants' failure to pay Plaintiff and those Class Members who are no longer
14 employed by Defendants their wages earned and unpaid at the time of discharge, or within seventy-
15 two (72) hours of their leaving Defendants' employ, is in violation of California Labor Code §§
16 201 and 202.

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

21 67. Plaintiff and the Class are entitled to recover from Defendants their additionally
22 accruing wages for each day they were not paid, at their regular hourly rate of pay, up to 30 days
23 maximum pursuant to California Labor Code § 203.

24 68. Pursuant to California Labor Code §§ 218.5, 218.6, and 1194, Plaintiff and the Class
25 are also entitled to an award of reasonable attorneys' fees, interest, expenses, and costs incurred in
26 this action.

27 //

28 //

SEVENTH CAUSE OF ACTION

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

69. Plaintiff incorporates by reference and re-alleges as if fully stated herein the foregoing paragraphs of this Complaint.

70. At all material times set forth herein, California 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.

71. Defendants have intentionally and willfully failed to provide employees with complete and accurate wage statements. The deficiencies include, among other things, the failure to correctly identify the gross wages earned by Plaintiff and the Class, the failure to list the true “total hours worked by the employee,” and the failure to list the true net wages earned.

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

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

74. 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 75. Plaintiff and the Class are entitled to recover from Defendants their actual damages
5 caused by Defendants' failure to comply with California Labor Code § 226(a).

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

9 **EIGHTH CAUSE OF ACTION**

10 **(Against all Defendants for Violation of California Business & Professions Code §§ 17200,**
11 ***et seq.*)**

12 77. Plaintiff incorporates by reference and re-alleges as if fully stated herein the
13 foregoing paragraphs of this Complaint.

14 78. Defendants, and each of them, are "persons" as defined under California Business
15 & Professions Code § 17201.

16 79. Defendants' conduct, as alleged herein, has been, and continues to be, unfair,
17 unlawful, and harmful to Plaintiff, other Class Members, and to the general public. Plaintiff seeks
18 to enforce important rights affecting the public interest within the meaning of California Code of
19 Civil Procedure § 1021.5.

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

23 81. A violation of California Business & Professions Code §§ 17200, *et seq.* may be
24 predicated on the violation of any state or federal law. All of the acts described herein as violations
25 of, among other things, the California Labor Code, are unlawful and in violation of public policy;
26 and in addition are immoral, unethical, oppressive, fraudulent, and unscrupulous, and thereby
27 constitute unfair, unlawful and/or fraudulent business practices in violation of California Business
28 & Professions Code §§ 17200, *et seq.*

1 **Failure to Pay Minimum Wages**

2 82. Defendants' failure to pay minimum wages, and other benefits in violation of the
3 California Labor Code and the applicable IWC Wage Orders, as alleged above, constitutes unfair,
4 unlawful, and/or fraudulent activity prohibited by California Business & Professions Code §§
5 17200, *et seq.*

6 **Failure to Pay Overtime Wages**

7 83. Defendants' failure to pay overtime compensation and other benefits in violation of
8 California Labor Code §§ 510, 1194, and 1198 and the applicable IWC Wage Orders, as alleged
9 above, constitutes unfair, unlawful, and/or fraudulent activity prohibited by California Business &
10 Professions Code §§ 17200, *et seq.*

11 **Failure to Maintain Accurate Records of All Hours Worked**

12 84. Defendants' failure to maintain accurate records of all hours worked in accordance
13 with California Labor Code § 1174.5 and the applicable IWC Wage Orders constitutes unfair,
14 unlawful, and/or fraudulent activity prohibited by California Business & Professions Code §§
15 17200, *et seq.*

16 **Failure to Provide Meal Periods**

17 85. Defendants' failure to provide meal periods in accordance with California Labor
18 Code §§ 226.7 and 512 and the applicable IWC Wage Orders, as alleged above, constitutes unfair,
19 unlawful, and/or fraudulent activity prohibited by California Business & Professions Code §§
20 17200, *et seq.*

21 **Failure to Authorize and Permit Rest Periods**

22 86. Defendants' failure to authorize and permit rest periods in accordance with
23 California Labor Code § 226.7 and the applicable IWC Wage Orders, as alleged above, constitutes
24 unfair, unlawful, and/or fraudulent activity prohibited by California Business & Professions Code
25 §§ 17200, *et seq.*

26 **Failure to Indemnify Necessary Business Expenses**

27 87. Defendants' failure to indemnify employees for necessary business expenses in
28 accordance with California Labor Code § 2802 and the applicable IWC Wage Orders, as alleged

above, constitutes unfair, unlawful, and/or fraudulent activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

Failure to Provide Accurate Itemized Wage Statements

88. Defendants' failure to provide accurate itemized wage statements in accordance with California Labor Code § 226, as alleged above, constitutes unfair, unlawful, and/or fraudulent activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

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

90. Plaintiff and the Class Members suffered monetary injury as a direct result of Defendants' wrongful conduct.

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

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

93. Plaintiff, individually, and on behalf of members of the putative Class, has no plain, speedy, and/or adequate remedy at law to redress the injuries which Plaintiff and Class Members suffered as a consequence of Defendants' unfair, unlawful, and/or fraudulent business practices. As a result of the unfair, unlawful, and/or fraudulent business practices described above, Plaintiff, individually, and on behalf of members of the putative Class, has suffered, and will continue to

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

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

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

12 **NINTH CAUSE OF ACTION**

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

15 96. Plaintiff incorporates by reference and re-alleges as if fully stated herein the
16 foregoing paragraphs of this Complaint.

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

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

27 99. Plaintiff has exhausted his administrative remedies pursuant to California Labor Code
28 § 2699.3. On August 17, 2025, he gave written notice by online filing to the LWDA and by certified

1 mail to Defendants of the specific provisions of the Labor Code that Defendants have violated against
2 Plaintiff and certain current and former Aggrieved Employees, including the facts and theories to
3 support the violations. Plaintiff also paid the filing fee. Plaintiff's PAGA case number is LWDA-
4 CM-1119230-25.

5 100. More than 65 days has elapsed since Plaintiff provided notice, but the LWDA has not
6 indicated that it intends to investigate Defendants' Labor Code violations discussed in the notice.
7 Accordingly, Plaintiff may commence a civil action to recover penalties under California Labor Code
8 § 2699, pursuant to California Labor Code § 2699.3, for the violations of the Labor Code described
9 in this Complaint. These penalties include, without limitation, penalties under California Labor Code
10 §§ 210, 226.3, 558, and 2699(f)(2).

11 101. In addition, Plaintiff seeks penalties for Defendants' violation of California Labor
12 Code § 1174(d). Pursuant to California Labor Code § 1174.5, any person, including any entity,
13 employing labor who willfully fails to maintain accurate and complete records required by California
14 Labor Code § 1174 is subject to a penalty under California Labor Code § 1174.5. Pursuant to the
15 applicable IWC Order § 7(A)(3), every employer shall keep time records showing when the
16 employee begins and ends each work period. Meal periods and total hours worked daily shall also
17 be recorded. Additionally, pursuant to the applicable IWC Order § 7(A)(5), every employer shall
18 keep total hours worked in the payroll period and applicable rates of pay.

19 102. During the time period of employment for Plaintiff and the Aggrieved Employees,
20 Defendants failed to maintain records pursuant to the California Labor Code and applicable IWC
21 Orders by failing to maintain accurate records showing meal periods. Defendants' failure to provide
22 and maintain records required by the California Labor Code and applicable IWC Wage Orders
23 deprived Plaintiff and the Aggrieved Employees the ability to know, understand, and question the
24 accuracy and frequency of meal periods. Therefore, Plaintiff and the Aggrieved Employees had no
25 way to dispute the resulting failure to pay wages, all of which resulted in an unjustified economic
26 enrichment to Defendants. As a direct result, Plaintiff and the Aggrieved Employees have suffered,
27 and continue to suffer, substantial losses related to the use and enjoyment of such wages, lost interest
28 on such wages, and expenses and attorneys' fees in seeking to compel Defendants to fully perform

its obligation under state law, all to their respective damage in amounts according to proof at trial. Because of Defendants’ knowing failure to comply with the California Labor Code and applicable IWC Wage Orders, Plaintiff and the Aggrieved Employees have also suffered an injury in that they were prevented from knowing, understanding, and disputing the wage payments paid to them.

103. Based on the conduct described in this Complaint, Plaintiff is entitled to an award of civil penalties on behalf of himself, 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.

104. In addition, Plaintiff seeks an award of reasonable attorneys’ fees and costs pursuant to California Labor Code § 2699(k)(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 and PAGA 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 the First, Second, Third, Fourth, Fifth, Sixth, Seventh, and Eighth 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

4. That the Court declare, adjudge, and decree that Defendants violated California Labor Code §§ 204 and 1194 and the applicable IWC Wage Orders by willfully failing to pay all minimum wages due;
5. For general unpaid wages as may be appropriate;
6. For pre-judgment interest on any unpaid compensation commencing from the date such amounts were due;
7. For liquidated damages;

1 8. For reasonable attorneys’ fees and for costs of suit incurred herein pursuant to
2 California Labor Code § 1194(a); and

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

4 As to the Second Cause of Action

5 10. That the Court declare, adjudge, and decree that Defendants violated California
6 Labor Code §§ 510 and 1198 and the applicable IWC Wage Orders by willfully failing to pay all
7 overtime wages due;

8 11. For general unpaid wages at overtime wage rates as may be appropriate;

9 12. For pre-judgment interest on any unpaid overtime compensation commencing from
10 the date such amounts were due;

11 13. For reasonable attorneys’ fees and for costs of suit incurred herein pursuant to
12 California Labor Code § 1194(a); and

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

14 As to the Third Cause of Action

15 15. That the Court declare, adjudge, and decree that Defendants violated California
16 Labor Code §§ 226.7 and 512 and the applicable IWC Wage Orders;

17 16. For unpaid meal period premium wages as may be appropriate;

18 17. For pre-judgment interest on any unpaid compensation commencing from the date
19 such amounts were due;

20 18. For reasonable attorneys’ fees under California Code of Civil Procedure § 1021.5,
21 and for costs of suit incurred herein; and

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

23 As to the Fourth Cause of Action

24 20. That the Court declare, adjudge, and decree that Defendants violated California
25 Labor Code §§ 226.7 and 558 and the applicable IWC Wage Orders;

26 21. For unpaid rest period premium wages as may be appropriate;

27 22. For pre-judgment interest on any unpaid compensation commencing from the date
28 such amounts were due;

23. For reasonable attorneys' fees under California Code of Civil Procedure § 1021.5,
and for costs of suit incurred herein; and

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

As to the Fifth Cause of Action

25. That the Court declare, adjudge, and decree that Defendants violated California
Labor Code § 2802 and the applicable IWC Wage Orders;

26. For general unpaid wages and reimbursement of business expenses as may be
appropriate;

27. For pre-judgment interest on any unpaid compensation commencing from the date
such amounts were due;

28. For reasonable attorneys' fees and for costs of suit incurred herein; and

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

As to the Sixth Cause of Action

30. That the Court declare, adjudge, and decree that Defendants violated California
Labor Code §§ 201, 202, and 203 by willfully failing to pay all compensation owed at the time of
termination of the employment;

31. For statutory wage penalties pursuant to California Labor Code § 203 for former
employees who have left Defendants' employ;

32. For pre-judgment interest on any unpaid wages from the date such amounts were
due;

33. For reasonable attorneys' fees and for costs of suit incurred herein; and

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

As to the Seventh Cause of Action

35. That the Court declare, adjudge, and decree that Defendants violated the record
keeping provisions of California Labor Code § 226(a) and the applicable IWC Wage Orders, and
willfully failed to provide accurate itemized wage statements thereto;

36. For penalties and actual damages pursuant to California Labor Code § 226(e);

37. For injunctive relief to ensure compliance with this section, pursuant to California Labor Code § 226(h);

38. For reasonable attorneys' fees and for costs of suit incurred herein; and

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

As to the Eighth Cause of Action

40. That the Court declare, adjudge, and decree that Defendants violated California Business & Professions Code §§ 17200, *et seq.*, by failing to pay wages for all hours worked (including minimum and overtime wages), failing to provide meal periods, failing to maintain accurate records of meal periods, failing to authorize and permit rest periods, failing to maintain accurate records of all hours worked and meal periods, failing to furnish accurate wage statements, and failing to indemnify necessary business expenses;

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

42. For the appointment of a receiver to receive, manage, and distribute any and 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.*;

43. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California Code of Civil Procedure § 1021.5;

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

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

As to the Ninth Cause of Action

46. That the Court declare, adjudge, and decree that Defendants violated the California Labor Code by failing to pay all wages owed, including minimum, straight time, regular, overtime double time, sick pay, and/or vacation pay wages, failing to provide meal periods, failing to maintain accurate records of meal periods, failing to authorize and permit rest periods, failing to reimburse necessary business expenses, failing to pay final wages at termination, and failing to furnish accurate wage statements;

1 47. For all civil penalties pursuant to California Labor Code §§ 2698, *et seq.*, and all other
2 applicable California Labor Code provisions, on behalf of Plaintiff, the State of California, and all
3 Aggrieved Employees;

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

5 49. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California
6 Labor Code § 2699;

7 50. Injunctive and declaratory relief to the extent allowed by PAGA; and

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

9 As to All Causes of Action

10 52. For any additional relief that the Court deems just and proper.

11
12 Dated: December 19, 2025

Respectfully submitted,

13 MOON LAW GROUP, PC

14
15 By: 

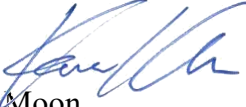
16 Kane Moon
17 Allen Feghali
Charlotte Mikat-Stevens
Attorneys for Plaintiff

18 **DEMAND FOR JURY TRIAL**

19 Plaintiff demands a trial by jury as to all causes of action triable by jury.

20
21 Dated: December 19, 2025

MOON LAW GROUP, PC

22
23 By: 

24 Kane Moon
25 Allen Feghali
Charlotte Mikat-Stevens
Attorneys for Plaintiff

PROOF OF SERVICE

STATE OF CALIFORNIA)
) ss
COUNTY OF LOS ANGELES)

I am employed in the county of Los Angeles, State of California. I am over the age of 18 and not a party to the within action; my business address is 725 S Figueroa St., 31st Floor, Los Angeles, California 90017. On **December 19, 2025**, I served the foregoing document described as:

FIRST AMENDED CLASS AND REPRESENTATIVE ACTION COMPLAINT

X by placing ___ the original X a true copy thereof enclosed in sealed envelope(s) addressed as follows:

CSC Lawyers Incorporating Service, Authorized Agent for Service of Process
2710 Gateway Oaks Drive, Suite 150N
Sacramento, CA 95833

[✓] **BY U.S. MAIL:** I deposited such envelope in the mail at Los Angeles, California. The envelope was mailed with postage thereon fully prepaid. I am “readily familiar” with the firm’s practice of collection and processing correspondence for mailing. Under that practice it would be deposited with U.S. postal service on that same day with postage thereon fully prepaid at Los Angeles, California in the ordinary course of business. I am aware that on motion of the party served, service is presumed invalid if postal cancellation date or postage meter date is more than one day after date of deposit for mailing in affidavit.

X (State) I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on **December 19, 2025**, at Los Angeles, California.

Steven Delgado
Name

/s/ Steven Delgado
Signature