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CASE NAME: Marco Jimenez vs. Pina Enterprises, Inc.	CASE NUMBER: CIVSB2301756
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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN BERNARDINO

MARCO JIMENEZ, individually, on a
representative basis, and on behalf of all
others similarly situated;

Plaintiff,

vs.

PINA ENTERPRISES, INC., a California
Corporation; and DOES 1 through 20,
inclusive;

Defendants.

Case No.: CIVSB2301756
*[Assigned to Hon. Judge David Cohn,
Dept S26, for all purposes]*

FIRST AMENDED COMPLAINT

CLASS ACTION CLAIMS

- (1) Failure to Pay Minimum Wages;
- (2) Failure to Pay Overtime Wages;
- (3) Failure to Provide Meal Periods;
- (4) Failure to Provide Rest Breaks;
- (5) Failure to Reimburse Bus. Expenses;
- (6) Failure to Timely Pay Final Wages;
- (7) Failure to Provide Accurate Itemized Wage Statements;
- (8) Unfair and Unlawful Competition;

PAGA CLAIMS

- (9) Failure to Pay Minimum Wages;
- (10) Failure to Pay Overtime Wages;
- (11) Failure to Provide Meal Periods;
- (12) Failure to Provide Rest Breaks;
- (13) Failure to Reimburse Bus. Expenses;
- (14) Failure to Timely Pay Wages;
- (15) Failure to Timely Pay Final Wages; and
- (16) Failure to Provide Accurate Itemized Wage Statements

JURY TRIAL DEMANDED

1 Plaintiff Marco Jimenez (“Plaintiff”) on behalf of himself, on a representative basis, and
2 on behalf of others similarly situated, complains and alleges as follows.

3 **I. INTRODUCTION AND GENERAL ALLEGATIONS**

4 1. Plaintiff brings this action against his former employer(s), Defendants Pina
5 Enterprise, Inc.; and DOES 1 through 20, inclusive, (collectively, “Defendants”) on behalf of all
6 current and former nonexempt employees employed by Defendants in California (the “Class” or
7 “Represented Employees”), for Labor Code violations stemming from Defendants’ failure to pay
8 all wages owed, including minimum, regular, and overtime wages, failure to provide meal
9 periods, failure to provide rest breaks, failure to timely pay wages each period, failure to timely
10 pay wages upon separation of employment, and failure to provide accurate itemized wage
11 statements.

12 2. Plaintiff was employed by Defendants from approximately September 2021
13 through January 2023.

14 3. Plaintiff alleges on information and belief that the Represented Employees were
15 subjected to the same policies, working conditions, and corresponding wage and hour violations
16 to which Plaintiff was subjected during employment.

17 4. Plaintiff and the Represented Employees were not provided all minimum, regular,
18 and overtime wages due to Defendants’ failure to accurately record and compensate for all hours
19 worked. For instance, although Plaintiff and the Represented Employees routinely worked more
20 than 8 hours per day, Defendants only provided compensation for 8 hours per day, regardless of
21 the actual time worked. Furthermore, Defendants required Plaintiff to clock out for meal periods
22 but continue performing work for Defendants. As a result of these practices, Defendants failed to
23 pay proper minimum, regular, and overtime wages each time it paid only 8 hours per day,
24 regardless of how many hours were worked, as well as for each occasion that Defendant failed to
25 pay for all hours worked when a compliant off-duty meal period was not taken.

26 5. Also, at all relevant times, Plaintiff and the Represented Employees frequently
27 worked in excess of 8 and/or 12 hours per day and/or 40 hours per week. However, on such
28 occasions, Defendants failed to provide proper overtime compensation and, instead, only paid at

1 the base rate for 8 hours per day and/or 40 hours per week. Additionally, Plaintiff and the
2 Represented Employees were paid on an hourly basis but were entitled to and did receive
3 additional nondiscretionary compensation in the form of commissions and/or bonuses. But,
4 during workweeks where the Represented Employees worked overtime hours and earned
5 additional nondiscretionary compensation, Defendants failed to include the additional
6 compensation in the calculations for overtime, as required by law.

7 6. Plaintiff and the Represented Employees were also denied 30-minute off-duty
8 meal periods, as mandated by California law. As a result of Defendants' policies and practices,
9 the Represented Employees were subjected to meal period violations when they were: (1) unable
10 to take a meal period due to workload, (2) forced to take an on-duty meal period while under the
11 control of the Company, (3) forced to take a shortened meal period, (4) forced to take a meal
12 period after the 5th hour of work, and (5) not provided a mandated second meal period for shifts
13 in excess of 10 hours.

14 7. Defendants also failed to provide Plaintiff and the Represented Employees with
15 10 minutes of net rest break time for every 4 hours worked, or major fraction thereof, as
16 mandated by California law. Defendants did not schedule rest breaks and the Represented
17 Employees were often not authorized and/or permitted to take mandated rest breaks due to being
18 overwhelmed by their hectic workload. Furthermore, on occasions when Plaintiff and the
19 Represented Employees worked longer shifts, Defendants failed to authorize and/or permit
20 mandated third or fourth rest breaks.

21 8. Moreover, at all relevant times, Defendants required Plaintiff and the Represented
22 Employees to incur necessary business-related expenses and costs without reimbursement. For
23 example, Plaintiff was required to incur substantial expenses without reimbursement during
24 employment, including but not limited to maintaining a personal cellular phone and data plan in
25 order to carry out their duties for Defendants without reimbursement.

26 9. Plaintiff also alleges that he and the Represented Employees were not paid all
27 wages due and owing each pay period (Labor Code § 204) and upon separation of employment
28 within the time required by Labor Code §§ 201 – 203. Plaintiff further alleges that Defendants

engaged in the practice of failing to pay all wages due and owing to Plaintiff and the Represented Employees at the time their employment ended with Defendants, including, but not limited to minimum, regular, and overtime wages, wage premiums, vacation wages, among others.

10. Plaintiff further alleges that Defendants failed to provide accurate itemized wage statements that fully complied with the requirements of Labor Code § 226(a).

11. Plaintiff alleges that Defendants' violations of the wage and hour components of the Labor Code and IWC Wage Orders enabled them to decrease expenses and to increase their level of productivity and profits, thereby allowing Defendants to gain an unfair advantage over its competitors.

12. At all material times, Defendants and DOES 1 through 20 were and/or are the Represented Employees' employers or persons acting on behalf of the Represented Employees' employer, within the meaning of California Labor Code § 558, who violated or caused to be violated, a section of Part 2, Chapter 1 of the California Labor Code or any provision regulating hours and days of work in an IWC Wage Order and, as such, are subject to penalties for each underpaid employee as set forth in Labor Code § 558 and under California law.

13. Plaintiff brings this lawsuit seeking declaratory, injunctive, equitable, and monetary relief against Defendants and each of them, on behalf of himself and the Represented Employees to recover, among other things, unpaid wages and benefits, interest, attorneys' fees, penalties, costs and expenses pursuant to California Labor Code §§ 200, 201, 202, 203, 204, 208, 210, 218.6, 226, 226.3, 226.7, 510, 512, 558, 1194, 1194.2, 1197, 1197.1, 1198, and 1199, among possibly other sections inadvertently omitted. Plaintiff also reserves the right to name additional representatives throughout the State of California.

II. JURISDICTION

14. This Court has jurisdiction over the claims for relief of Plaintiff and the Represented Employees pursuant to the Labor Code and the IWC Wage Orders.

III. VENUE

15. Venue as to each Defendant is proper in this Court pursuant to Code of Civil Procedure § 395(a). Defendants transact business in San Bernardino County and the unlawful

1 acts alleged herein have a direct effect on Plaintiff and the Represented Employees in San
2 Bernardino County. Furthermore, Defendants employed or employ Plaintiff and Represented
3 Employees in San Bernardino County.

4 **IV. PARTIES**

5 **Plaintiff**

6 16. Plaintiff and Class Representative Marco Jimenez was employed by Defendants
7 from approximately September 2021 through January 2023 and performed work for Defendants
8 in San Bernardino County.

9 **Defendants**

10 17. Plaintiff is informed and believes and thereon alleges that Defendant Pina
11 Enterprise, Inc. is a California corporation authorized to and doing business in San Bernardino
12 County, California. Plaintiff is also informed and believes that Defendant Pina Enterprise, Inc. is
13 and/or was the legal employer of Plaintiff and the Represented Employees during the applicable
14 statutory periods.

15 18. Plaintiff is ignorant of the true names, capacities, relationships, and extent of
16 participation in the conduct herein alleged, of Defendants sued herein as DOES 1 through 20,
17 inclusive, but on information and belief alleges that those Defendants are legally responsible for
18 the payment of penalties and damages to Plaintiff and all Represented Employees by virtue of
19 Defendants' unlawful actions and practices and therefore sue these Defendants by such fictitious
20 names. Plaintiff will amend this complaint to allege the true names and capacities of the DOE
21 Defendants when ascertained.

22 19. Plaintiff is informed and believes and thereon alleges that he and the Represented
23 Employees worked under the joint direction and control of Defendants and that Defendants, and
24 each of them, acted in all respects pertinent to this action as the agent of the other Defendants,
25 carried out a joint scheme, business plan or policy in all respect pertinent hereto, and the acts of
26 each Defendant are legally attributable to the other Defendants. On information and belief, a
27 unity of interest and ownership between each Defendant exists such that all Defendants acted as
28 a single employer of Plaintiff and other Represented Employees.

1 20. Furthermore, Plaintiff is informed and believes and thereon alleges that
2 Defendants, and each of them, are an integrated enterprise and should be treated as a single
3 employer because these entities share an interrelation of operations, with common human
4 resources and personnel policies and shared common offices and facilities. Additionally,
5 Defendants also have a shared website, common management, a centralized control of labor
6 operations, and common ownership or financial control.

7 21. Plaintiff is informed and believes and thereon alleges that, in conducting
8 themselves in the manner described herein, Defendants, and each of them, were acting in active
9 concert with one another such that the acts of each were and are fully attributable to the others in
10 all material respects. Plaintiff is further informed and believes that at all relevant times
11 Defendants and each of them are now, and at all material times herein mentioned were, the
12 agents, servants, employees, partners, affiliates, and/or representatives of each of their remaining
13 co-Defendants, and were, at all times herein mentioned, acting within the course, scope, and
14 purpose of such relationship(s) and with the knowledge, consent and/or ratification of each of
15 their remaining co-Defendants.

16 22. Plaintiff is further informed and believes that at all relevant times, Defendants
17 have been inadequately capitalized to conduct business, have failed to follow appropriate
18 corporate formalities, and have simply been a shell and instrumentality through which
19 Defendants DOES 11 through 20, inclusive, have conducted their personal affairs. Accordingly,
20 the corporate veil should be pierced, and any liability attached to Defendants should be imposed
21 jointly and severally against Defendants DOES 11 through 20. Adherence to the fiction of the
22 separate existence of these corporate entities would permit abuse of the corporate privilege,
23 thereby sanctioning fraud and promoting injustice.

24 **V. CLASS ACTION ALLEGATIONS**

25 23. Plaintiff incorporates the preceding paragraphs of the First Amended Complaint
26 (the "Complaint") as if fully alleged herein.

27 24. Plaintiff brings this action on behalf of himself and all others similarly situated as
28 a class action, pursuant to Code of Civil Procedure § 382.

1 25. The relevant time period for this class action is defined as the period beginning
2 four years prior to the filing of this action until class certification (the “Relevant Time Period”).

3 26. The Class, also referred to as the “Represented Employees,” that Plaintiff seeks to
4 represent is defined as follows:

5 All current and former nonexempt employees employed by
6 Defendants in California during the Relevant Time Period.

7 27. Plaintiff also seeks to represent the following subclasses:

8 **Meal Break Subclass**

9 All Represented Employees who worked a shift in excess of
10 5 hours during the Relevant Time Period.

11 **Rest Break Subclass**

12 All Represented Employees who worked a shift of at least
13 3.5 hours during the Relevant Time Period.

14 **Unreimbursed Expense Subclass**

15 All Represented Employees who were required to incur
16 expenses to discharge their duties for Defendants without
17 reimbursement during the Relevant Time Period.

18 **Waiting Time Penalties Subclass**

19 All Represented Employees who separated from their
20 employment with Defendants during the period three years
21 before the filing of this action and ending when final
22 judgment is entered.

23 **Wage Statement Penalties Subclass**

24 All Represented Employees during the period one year
25 before the filing of this action and ending when final
26 judgment is entered.

27 28. Plaintiff reserves the right to amend or modify the class description with greater
28 specificity or further division into subclasses or limitation to particular issues as appropriate.

1 29. Plaintiff, as Class Representative, is a member of the class and subclasses that he
2 seeks to represent.

3 30. This action has been brought and may properly be maintained as a class action
4 under Code of Civil Procedure § 382 because there is a well-defined community of interest in the
5 litigation and the proposed class is easily ascertainable from Defendants' records.

6 31. **Numerosity:** The potential members of the Class as defined are so numerous that
7 a joinder of all Represented Employees is impracticable. Although the exact number is currently
8 unknown to Plaintiff, this information is easily ascertainable from Defendants' records.

9 32. **Commonality:** There are questions of law and fact common to the class which
10 predominate over any questions affecting only individual members of the class, including
11 without limitation:

12 i. Whether Defendants violated the California Labor Code and applicable
13 IWC Wage Order by failing to pay wages to Plaintiff and the Represented Employees for all
14 hours worked;

15 ii. Whether Defendants violated the California Labor Code and applicable
16 IWC Wage Order by failing to pay proper overtime wages to Plaintiff and the Represented
17 Employees for hours above 8 and/or 12 per day and/or 40 per week;

18 iii. Whether Defendants violated the California Labor Code and applicable
19 IWC Wage Order by failing to provide compliant meal periods to Plaintiff and the Meal Break
20 Subclass and whether Defendants failed to compensate Plaintiff and the Meal Break Subclass
21 with one additional hour of wages at the regular rate of pay for each instance when a compliant
22 meal period was not provided;

23 iv. Whether Defendants violated the California Labor Code and applicable
24 IWC Wage Order by failing to provide compliant rest breaks to Plaintiff and the Rest Break
25 Subclass and whether Defendants failed to compensate Plaintiff and the Rest Break Subclass
26 with one additional hour of wages at the regular rate of pay for each instance when a paid rest
27 break was not provided;

28 ///

1 v. Whether Defendants violated the Labor Code and applicable IWC Wage
2 Order by failing to reimburse Plaintiff and the Unreimbursed Expense Subclass for business
3 expenses incurred discharging their duties or in obedience to the directions of their employer;

4 vi. Whether Defendants violated the California Labor Code by failing to
5 timely pay all wages due upon separation of employment between Defendants and Plaintiff and
6 the Waiting Time Penalties Subclass, whether such separation was voluntary or involuntary;

7 vii. Whether Defendants violated the California Labor Code by failing to
8 provide Plaintiff and the Wage Statement Penalties Subclass with complete, accurate, itemized
9 wage statements;

10 viii. Whether Defendants violated California Business & Professions Code §§
11 17200 *et seq.* due to the: failure to pay all wages owed, failure to provide mandated paid rest
12 breaks, failure to provide mandated meal periods, and failure to timely pay final wages; and

13 ix. Whether Plaintiff and Represented Employees are entitled to equitable
14 relief pursuant to California Business & Professions Code §§ 17200 *et seq.*

15 33. **Typicality:** Plaintiff's claims, as the Class Representative, are typical of the
16 claims of The Class. Plaintiff, like other members of The Class, was subjected to Defendants'
17 ongoing Labor Code and Wage Order violations including pertaining to the failure to pay all
18 wages owed, failure to provide mandated meal periods, failure to provide mandated paid rest
19 breaks, failure to reimburse for business expenses, failure to timely pay wages upon separation of
20 employment, and failure to provide accurate itemized wage statements.

21 34. **Adequacy of Representation.** Plaintiff, as the Class Representative, will fairly
22 and adequately represent and protect the interests of the Class. Plaintiff's interests are not in
23 conflict with those of the Class. Class Representative's counsel are competent and experienced in
24 litigating large employment class actions and other complex litigation matters, including cases
25 like this case.

26 35. **Superiority of Class Action.** Class certification is appropriate because a class
27 action is superior to other available means for the fair and efficient adjudication of this
28 controversy. Individual joinder of all Represented Employees is not practicable, and questions of

1 law and fact common to the Class predominate over any questions affecting only individual
2 members of the Class. Each Represented Employee has been damaged and is entitled to
3 recovery by reason of Defendants' illegal policies and practices set forth above. Class action
4 treatment will allow those similarly situated persons to litigate their claims in the manner that is
5 most efficient and economical for the parties and the judicial system.

6 **FIRST CAUSE OF ACTION**

7 **FAILURE TO PAY MINIMUM WAGES**

8 (Labor Code §§ 200, 1194, 1194.2, 1197; IWC Wage Order § 4)

9 *Plaintiff and the Represented Employees Against All Defendants*

10 36. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
11 alleged herein.

12 37. Plaintiff and the Represented Employees were not exempt from the requirement
13 to be paid at least the applicable California minimum wage throughout the statutory period for
14 each hour worked.

15 38. Plaintiff and the Represented Employees were not provided proper minimum and
16 regular wages due to Defendants' failure to accurately record and compensate for all hours
17 worked. As a result of this policy and practice, Plaintiff and the Represented Employees were
18 required to perform off-the-clock work that Defendants either knew or should have known they
19 were performing.

20 39. For instance, when Plaintiff and the Represented Employees worked more than 8
21 hours per day, Defendants only provided compensation for 8 hours per day, regardless of the
22 actual time worked. Furthermore, Defendants required Plaintiff to clock out for meal periods but
23 continue performing work for Defendants. As a result of these practices, Defendants failed to pay
24 proper minimum and regular wages each time it paid only 8 hours per day, regardless of how
25 many hours were worked, as well as for each occasion that Defendant failed to pay for all hours
26 worked when a compliant off-duty meal period was not taken.

27 40. Consequently, Defendants violated California Labor Code laws and minimum
28 wage laws, *inter alia*, Labor Code §§ 200, 221, 222, 223, 1197, IWC Wage Order 9, § 4, and

1 Cal. Code Regs., tit. 8, section 11090, subds. 1 and 4(B).

2 41. Plaintiff is informed and believes and thereon alleges that Defendants
3 intentionally, willfully, and improperly failed to pay wages to Plaintiff and the Represented
4 Employees for each hour worked in violation of Labor Code §§ 221-223, 1194 and 1197.

5 42. Defendants' conduct was willful, as Defendants knew that Plaintiff and the
6 Represented Employees were entitled to be paid wages throughout the statutory period for each
7 hour worked, including proper minimum and regular wages, yet Defendants chose not to pay
8 them in accordance thereto.

9 43. At all material times, Defendants DOES 1 through 20 were and/or are the
10 employer of Plaintiff and the Represented Employees or were persons acting on behalf of said
11 employer(s), within the meaning of California Labor Code § 558, who violated or caused to be
12 violated Labor Code § 204 and a provision or provisions of Part 2, Chapter 1 of the California
13 Labor Code regulating hours and days of work respectively.

14 44. During employment of Plaintiff and the Represented Employees, Defendants
15 failed to pay them all wages to which they were entitled, thereby receiving an economic benefit.

16 45. As a result of the Defendants' wrongful conduct, Plaintiff and the Represented
17 Employees have been damaged in amounts to be proven at trial.

18 46. Plaintiff, on behalf of himself and the Represented Employees, seeks recovery of
19 all unpaid minimum wages, liquidated damages, penalties, interest, attorneys' fees and costs of
20 suit, pursuant to Labor Code §§ 1194 and 1194.2, against Defendants in an amount to be proven
21 at trial.

22 **SECOND CAUSE OF ACTION**

23 **FAILURE TO PAY OVERTIME WAGES**

24 (Labor Code §§ 204 and 510; IWC Wage Order § 3(A))

25 *Plaintiff and the Represented Employees Against All Defendants*

26 47. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
27 alleged herein.

28 ///

1 48. Plaintiff and the Represented Employees were employees of Defendants who did
2 not receive proper protections and benefits of the laws governing payment of overtime wages.

3 49. Labor Code § 204 requires that the employer timely pay all overtime wages to its
4 employees. Labor Code § 510(a) and the applicable IWC Wage Order § 3(A) provide that any
5 work performed in excess of eight (8) hours in one workday or in excess of forty (40) hours in
6 any one workweek shall be compensated at the rate of no less than one and one-half times the
7 regular rate of pay for an employee. Furthermore, any work performed in excess of twelve (12)
8 in one workday shall be compensated at twice the regular rate of pay for an employee.

9 50. At all relevant times, Plaintiff and the Represented Employees were required by
10 Defendants to work hours in excess of 8 and/or 12 per day and/or 40 per week. However, due to
11 Defendants' failure to accurately record and compensate for all hours worked Plaintiff and the
12 Represented Employees did not receive proper overtime compensation.

13 51. For instance, although Plaintiff and the Represented Employees worked more
14 than 8 hours per day, Defendants only provided compensation for 8 hours per day, regardless of
15 the actual time worked. Furthermore, Defendants required Plaintiff to clock out for meal periods
16 but continue performing work for Defendants. As a result of these practices, Defendants failed to
17 pay proper overtime wages each time it paid only 8 hours per day, regardless of how many hours
18 were worked, as well as for each occasion that Defendant failed to pay for all hours worked
19 when a compliant off-duty meal period was not taken.

20 52. Also, at all relevant times, Plaintiff and the Represented Employees frequently
21 worked in excess of 8 and/or 12 hours per day and/or 40 hours per week. However, on such
22 occasions, Defendants failed to provide any overtime compensation and, instead, only paid at the
23 base rate for 8 hours per day and/or 40 hours per week. Additionally, Plaintiff and the
24 Represented Employees were paid on an hourly basis but were entitled to and did receive
25 additional nondiscretionary compensation in the form of commissions and/or bonuses. But,
26 during workweeks where the Represented Employees worked overtime hours and earned
27 additional nondiscretionary compensation, Defendants failed to include the additional
28 compensation in the calculations for overtime, as required by law.

1 53. Defendants violate Labor Code §§ 204 and 510 and the applicable IWC Wage
2 Order § 3(A) every pay period with respect to Plaintiff and the Represented Employees because
3 Defendants required its employees to work hours in excess of 8 and/or 12 per day and/or 40 per
4 week without proper overtime compensation.

5 54. Plaintiff is informed and believes and thereon alleges that Defendants
6 intentionally, willfully, and improperly failed to pay proper overtime wages to Plaintiff and the
7 Represented Employees in violation of Labor Code §§ 204, 221-223, 510, 1194 and 1197.

8 55. Defendants' conduct was willful, as Defendants knew that Plaintiff and the
9 Represented Employees were entitled to be paid proper overtime wages throughout the statutory
10 period, yet Defendants chose not to pay them in accordance thereto.

11 56. At all material times, Defendants DOES 1 through 20 were and/or are the
12 employer of Plaintiff and the Represented Employees or were persons acting on behalf of said
13 employer(s), within the meaning of California Labor Code § 558, who violated or caused to be
14 violated Labor Code § 204 and a provision or provisions of Part 2, Chapter 1 of the California
15 Labor Code regulating hours and days of work respectively.

16 57. During the employment of Plaintiff and the Represented Employees, Defendants
17 failed to pay them all wages to which they were entitled, thereby receiving an economic benefit.

18 58. As a result of Defendants' wrongful conduct, Plaintiff and the Represented
19 Employees have been damaged in amounts to be proven at trial.

20 59. Plaintiff, on behalf of himself and the Represented Employees, seeks recovery of
21 all unpaid overtime wages, penalties, interest, attorneys' fees, and costs of suit against
22 Defendants in an amount to be proven at trial.

23 **THIRD CAUSE OF ACTION**

24 **FAILURE TO PROVIDE MEAL PERIODS**

25 (Labor Code §§ 226.7 and 512; IWC Wage Order § 11, 12)

26 *Plaintiff and the Meal Break Subclass Against All Defendants*

27 60. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
28 alleged herein.

1 61. Plaintiff and the Meal Break Subclass are and/or were employees of Defendants
2 who did not receive proper protections and benefits of the laws governing mandatory meal
3 periods.

4 62. Labor Code § 226.7 requires employers, including Defendants, to provide
5 employees with meal periods as mandated by the Industrial Welfare Commission.

6 63. Labor Code § 512(a), in part, provides that employers, including Defendants, may
7 not employ an employee for a work period of more than five hours per day without providing an
8 employee the opportunity to take an uninterrupted meal period of not less than 30 minutes,
9 except that if the total work period per day of the employee is no more than six hours, the meal
10 period may be waived by mutual consent of both the employer and the employee. Employers
11 may not employ an employee for a work period more than 10 hours per day without providing
12 the employee with a second meal period of not less than 30 minutes.

13 64. Pursuant to Labor Code § 226.7(b) and the applicable IWC Wage Order § 11(B),
14 Defendants shall pay an employee one additional hour of pay at the employee's regular rate of
15 pay for each meal period that is missed.

16 65. At all relevant times herein, Plaintiff and the Meal Break Subclass were denied
17 the 30-minute meal periods to which they were entitled. As a result of Defendants' policies and
18 practices, Plaintiff and the Represented Employees were subjected to meal period violations
19 when they were: (1) unable to take a meal period due to workload, (2) forced to take an on-duty
20 meal period while under the control of the Company, (3) forced to take a shortened meal period,
21 (4) forced to take a meal period after the 5th hour of work, and (5) not provided a mandated
22 second meal period for shifts in excess of 10 hours.

23 66. Defendants violated Labor Code §§ 226.7, 512, and the applicable IWC Wage
24 Order every pay period because Plaintiff and the Meal Break Subclass were not provided with all
25 mandatory meal periods and Defendants failed to pay Plaintiff and the Meal Break Subclass one
26 additional hour of compensation at the regular rate of pay in lieu thereof.

27 67. At all relevant times herein, Defendants failed to provide Plaintiff and the Meal
28 Break Subclass all mandated meal periods and failed to pay wage premiums in lieu of mandated

1 meal or rest periods, thereby receiving an economic benefit.

2 68. On information and belief, Plaintiff and the Meal Break Subclass did not
3 voluntarily or willfully waive the mandated meal periods. Any expressed or implied waivers
4 obtained from Plaintiff and the Meal Break Subclass were not willfully obtained, were not
5 voluntarily agreed to, were a condition of employment, or were a part of a contract of an
6 unlawful adhesion. Defendants did not permit or authorize Plaintiff and the Meal Break Subclass
7 to take meal periods in accordance with California law.

8 69. By their failure to provide Plaintiff and the Meal Break Subclass with meal
9 periods as required by California law, and failing to pay one hour of additional wages in lieu of
10 each meal period not provided, Defendants willfully violated Labor Code §§ 226.7 and 512, and
11 IWC Wage Order § 11. Accordingly, Defendants are liable for one hour of additional wages at
12 the employee's regular rate of compensation for each work day that a meal period was not
13 lawfully provided in an amount to be proven at time of trial.

14 70. Also, as a direct result of Defendants' violations of Labor Code §§ 226.7 and 512,
15 and IWC Wage Order § 11, Defendants, and each of them, are liable to Plaintiff and the Meal
16 Break Subclass for unpaid wage premiums, penalties, costs, and interest.

17 **FOURTH CAUSE OF ACTION**

18 **FAILURE TO PROVIDE REST BREAKS**

19 (Labor Code §§ 226.7 and 512; IWC Wage Order § 12)

20 *Plaintiff and the Rest Break Subclass Against All Defendants*

21 71. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
22 alleged herein.

23 72. Plaintiff and the Rest Break Subclass are and/or were employees of Defendants
24 who did not receive proper protections and benefits of the laws governing mandatory rest breaks.

25 73. Labor Code § 226.7 requires employers, including Defendants, to provide rest
26 breaks to its employees as mandated by Order of the Industrial Welfare Commission.

27 74. The IWC Wage Order § 12 states, in part, that every employer shall authorize and
28 permit all employees to take rest periods, which insofar as practicable shall be in the middle of

1 each work period. Employees shall receive a 10-minute rest period every four hours or major
2 fraction thereof that they are required to work. Authorized rest period time shall be counted, as
3 hours worked, for which there shall be no deduction from wages.

4 75. Pursuant to Labor Code § 226.7(b) and Section 12(B) of the applicable Wage
5 Order, Defendants shall pay Plaintiff and the Represented Employees one additional hour of pay
6 at his regular rate of compensation for each day that the rest period is not provided.

7 76. At all relevant times, Defendants also failed to provide Plaintiff and the Rest
8 Break Subclass with 10 minutes of net rest break time for every 4 hours worked, or major
9 fraction thereof, as mandated by California law. Defendants did not schedule rest breaks and the
10 Rest Break Subclass were often not authorized and/or permitted to take mandated rest breaks due
11 to being overwhelmed by their hectic workload. Furthermore, on occasions when Plaintiff and
12 he Rest Break Subclass worked lengthy shifts, Defendants failed to authorize and/or permit
13 mandated third or fourth rest breaks.

14 77. Defendants violated Labor Code §§ 226.7, 512, and the applicable IWC Wage
15 Order every pay period because Plaintiff and the Rest Break Subclass were not provided with all
16 mandatory rest periods and Defendants failed to pay Plaintiff and the Represented Employees
17 one additional hour of compensation in lieu thereof.

18 78. At all relevant times herein, Defendants failed to provide Plaintiff and the Rest
19 Break Subclass all mandated rest breaks and failed to pay wage premiums in lieu of mandated
20 rest periods, thereby receiving an economic benefit.

21 79. By their failure to provide Plaintiff and the Rest Break Subclass with rest breaks
22 as required by California law, and failing to pay one hour of additional wages in lieu of each rest
23 break not provided, Defendants willfully violated Labor Code §§ 226.7 and 512, and IWC Wage
24 Order § 12. Accordingly, Defendants are liable for one hour of additional wages at the
25 employee's regular rate of compensation for each workday that a paid rest break was not
26 lawfully provided in an amount to be proven at time of trial.

27 80. Also, as a direct result of Defendants' violations of Labor Code §§ 226.7 and 512,
28 and IWC Wage Order § 12, Defendants, and each of them, are liable to Plaintiff and the Rest

1 Break Subclass for unpaid wage premiums, penalties, costs, and interest.

2 **FIFTH CAUSE OF ACTION**

3 **FAILURE TO REIMBURSE BUSINESS EXPENSES**

4 (Labor Code § 2802)

5 *Plaintiff and the Unreimbursed Expense Subclass Against All Defendants*

6 81. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
7 alleged herein.

8 82. Plaintiff and the Unreimbursed Expense Subclass are and/or were employees of
9 Defendants who did not receive proper protections and benefits of the laws governing
10 reimbursement of business expenses.

11 83. Labor Code § 2802(a) requires that the employer indemnify its employees for
12 expenses and losses incurred while discharging their duties or in obedience to the directions of
13 their employer.

14 84. Moreover, at all relevant times, Defendants required Plaintiff and the Represented
15 Employees to incur necessary business-related expenses and costs without reimbursement. For
16 example, Plaintiff was required to incur substantial expenses without reimbursement during
17 employment, including but not limited to maintaining a personal cellular phone and data plan in
18 order to carry out their duties for Defendants without reimbursement.

19 85. At all relevant times herein, Defendants violated Labor Code § 2802(a) when they
20 failed to reimburse Plaintiff and the Unreimbursed Expense Subclass for expenses incurred as a
21 direct consequence of employment with Defendants and/or under the direction of Defendants.

22 86. At all relevant times herein, Defendants failed to reimburse the Unreimbursed
23 Expense Subclass, including Plaintiff, for expenses incurred while discharging duties to
24 Defendants, thereby receiving an economic benefit.

25 87. As a direct result of Defendants' violation of Labor Code § 2802 and IWC Wage
26 Order § 9(B), Plaintiff and the Unreimbursed Expense Subclass have suffered, and continue to
27 suffer, substantial losses related to such incurred expenses, expenses, and attorney's fees in
28 seeking to compel Defendants to fully perform their obligations under the law, all in an amount

1 to be proved at time of trial.

2 88. Labor Code § 2802(b) states that “[a]ll awards made by a Court for
3 reimbursement of necessary expenditures” shall carry interest, at the same rate as judgments in
4 civil actions, and said interest will accrue from the date on which the employee incurred the
5 necessary expenditure or loss including, but not limited to, reasonable costs and attorney’s fees
6 incurred by the employee enforcing the rights granted pursuant to Labor Code § 2802. The exact
7 amount of the necessary expenditures or losses is in an amount to be proven at time of trial.

8 89. Furthermore, Labor Code § 2802(c) states that “[f]or the purposes of this section,
9 the term 'necessary expenditures or losses' shall include all reasonable costs, including, but not
10 limited to, attorney’s fees incurred by the employee in enforcing the rights granted by this
11 section.” Therefore, Plaintiff and the Unreimbursed Expense Subclass seek to recover the
12 unreimbursed expenses, interest on the unreimbursed expenses, and the costs and attorney’s fees
13 necessarily incurred in pursuing same. The exact amount of reimbursements, interest, costs, and
14 attorney’s fees will be in an amount to be proved at the time of trial.

15 **SIXTH CAUSE OF ACTION**

16 **FAILURE TO TIMELY PAY FINAL WAGES**

17 (Labor Code §§ 201 – 203)

18 *Plaintiff and the Waiting Time Penalties Subclass against All Defendants*

19 90. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
20 alleged herein.

21 91. Plaintiff and the Waiting Time Penalties Subclass are and/or were employees of
22 Defendants who did not receive proper protections and benefits of the laws governing the timing
23 and payment of wages.

24 92. Labor Code § 201 requires that the employer immediately pay any wages, without
25 abatement or reduction, to any employee who is discharged.

26 93. Labor Code § 202 requires that the employer pay all wages earned and unpaid,
27 without abatement or reduction, no later than 72 hours of receiving an employee's notice of
28 intent to quit or immediately at the time of quitting if at least a 72-hour notice was provided.

1 94. Labor Code §§ 201-203 cause the unpaid wages of the employee to continue as a
2 penalty from the due date thereof at the same rate until paid or until an action therefore is
3 commenced, but the wages shall not continue for more than thirty (30) days.

4 95. At all relevant times, Defendants employed a policy and practice whereby
5 Plaintiff and the Waiting Time Penalties Subclass were not paid all wages due and owing upon
6 separation of employment within the time required by Labor Code §§ 201 and 202.

7 96. Also, at all relevant times, Defendants engaged in the practice of failing to pay all
8 wages due and owing to Plaintiff and the Waiting Time Penalties Subclass upon separation of
9 employment, including, but not limited to, minimum, regular, overtime, and vacation wages, as
10 well as meal and rest period premiums.

11 97. Plaintiff alleges that, at all times material to this action, Defendants had a planned
12 pattern and practice of failing to timely pay Plaintiff and the Waiting Time Penalties Subclass all
13 wages due and owing upon separation of employment as required by Labor Code §§ 201 and
14 202. Consequently, pursuant to Labor Code § 203, Defendants owe Plaintiff and the Waiting
15 Time Penalties Subclass the above-described waiting time penalty, all in an amount to be shown
16 according to proof at trial and within the jurisdiction of this Court.

17 **SEVENTH CAUSE OF ACTION**

18 **FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS**

19 (Labor Code § 226)

20 *Plaintiff and the Wage Statement Penalties Subclass against All Defendants*

21 98. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
22 alleged herein.

23 99. Plaintiff and the Wage Statement Penalties Subclass are and/or were employees of
24 Defendants who did not receive proper protections and benefits of the laws governing the
25 provision of accurate itemized wage statements.

26 100. Labor Code § 226(a) requires an employer to provide its employees with itemized
27 wage statements accurately stating gross wages earned, all deductions, net wages earned, the
28 inclusive dates of the pay period, the employee's name and the last four digits of his or her

1 Social Security number (or employee identification number), the name and address of the legal
2 entity that is the employer, and all applicable hourly rates in effect during the pay period and the
3 corresponding number of hours worked at each hourly rate by the employee.

4 101. Defendants violate Labor Code § 226(a) every pay period with respect to Plaintiff
5 and the Wage Statement Penalties Subclass due to violations including: failure to accurately state
6 total hours worked (the wage statements failed to accurately reflect total compensable hours due
7 to the illegal auto-deduct policy); failure to accurately state gross wages earned; failure to
8 accurately state all deductions; failure to accurately state net wages earned; failure to state the
9 applicable hourly rates (including the accurate overtime rate of pay); failure to accurately state
10 the corresponding number of hours worked at each hourly rate; and failure to accurately name
11 and list the address of the legal entity that is the employer.

12 102. Therefore, Defendants violate Labor Code § 226(a) every pay period with respect
13 to Plaintiff and the Wage Statement Penalties Subclass because Defendants failed to provide a
14 wage statement to Plaintiff and the Wage Statement Penalties Subclass that complied with the
15 requirements of Labor Code § 226(a).

16 103. Defendants' failure to provide the required writing deprived Plaintiff and the
17 Wage Statement Penalties Subclass of the ability to know, understand, and question the
18 calculation and rate of pay and hours used to calculate the wages paid by Defendants. Therefore,
19 Plaintiff and the Wage Statement Penalties Subclass had no way to dispute the resulting
20 miscalculation of wages, all of which resulted in an unjustified economic enrichment to said
21 Defendants. As a direct result, Plaintiff and the Wage Statement Penalties Subclass have suffered
22 and continue to suffer, substantial losses related to the use and enjoyment of such wages, lost
23 interest on such wages and expenses and attorney's fees in seeking to compel Defendants to fully
24 perform its obligation under state law, all to their respective damages in amounts according to
25 proof at trial.

26 104. As a result of Defendants' knowing and intentional failure to comply with Labor
27 Code § 226(a), Plaintiff and the Wage Statement Penalties Subclass have suffered an injury in
28 that each was prevented from knowing, understanding and disputing the wage payments paid to

1 them. Furthermore, Plaintiff and the Wage Statement Penalties Subclass have each suffered an
2 injury in that the failure to show all wages earned on the itemized wage statements resulted in
3 Plaintiff and the Represented Employees being denied all necessary deductions, payments, and
4 withholdings owed by the employer, including, but not limited to, the failure to make all
5 necessary contributions for unemployment benefits, social security benefits, proper payment of
6 taxes and withholdings, and other mandated state and federal benefits.

7 105. Plaintiff has also been injured as a result of having to bring this action to attempt
8 to obtain correct wage information following Defendants' refusal to comply with many of the
9 mandates of California's Labor Code and related laws and regulations.

10 106. Labor Code § 226(e) requires Defendants to pay the greater of all actual damages
11 or fifty dollars (\$50.00) per employee for the initial pay period in which a violation occurred, and
12 one hundred dollars (\$100.00) per employee for each violation in subsequent pay periods, plus
13 attorney's fees and costs, to Plaintiff and the Wage Statement Penalties Subclass who were
14 injured by Defendants' failure to comply with Labor Code § 226(a). The exact amount of the
15 applicable penalty is all in an amount to be shown according to proof at trial.

16 **EIGHTH CAUSE OF ACTION**

17 **UNFAIR AND UNLAWFUL COMPETITION**

18 (Business and Professions Code § 17200 *et seq.*)

19 *Plaintiff and the Represented Employees against All Defendants*

20 107. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
21 alleged herein.

22 108. California Business & Professions Code § 17200, *et seq.*, prohibits acts of unfair
23 competition, which includes any "unlawful, unfair or fraudulent business act or practice." The
24 Represented Employees, including Plaintiff, have suffered and continue to suffer injuries in fact,
25 due to the unfair and unlawful business practices of Defendants as alleged herein.

26 109. Defendants, and each of them, are "persons" as defined under Business &
27 Professions Code § 17021.

28 ///

1 110. As alleged herein, Defendants engaged in conduct that violated California's wage
2 and hour laws, including failure to pay minimum, regular, and overtime wages, failure to provide
3 mandated meal periods and rest breaks, and failure to timely pay wages each period and upon
4 separation of employment, all to decrease their costs and increase their profits.

5 111. At all times relevant herein, Defendants did not pay Plaintiff and the Represented
6 Employees wages and monies and other financial obligations to which they were entitled.

7 112. As a result of Defendants' failure to comply with the Labor Code and IWC
8 Orders, Represented Employees, including Plaintiff, suffered a loss of wages and monies, all in
9 an amount to be shown according to proof at trial. Defendants' ongoing violations of the
10 foregoing statutes and laws constitute a violation of Bus. & Prof. Code § 17200, *et seq.*

11 113. Defendants' violations of the California Labor Code and IWC Wage Orders and
12 its scheme to lower its payroll costs as alleged herein, constitute unlawful and unfair business
13 practices because it was done in a systematic manner over a period of time to the detriment of the
14 Plaintiff and all others similarly-situated.

15 114. Defendants' conduct, as alleged herein, has been, and continues to be, unfair,
16 unlawful, and harmful to Plaintiff, other Represented Employees, and to the general public.
17 Plaintiff seek to enforce important rights affecting the public interest within the meaning of Code
18 of Civil Procedure § 1021.5.

19 115. A violation of California Business & Professions Code § 17200, *et seq.* may be
20 predicated on the violation of any state or federal law. All of the acts described herein as
21 violations of, among other things, the California Labor Code and IWC Wage Orders, are
22 unlawful and in violation of public policy, and in addition are immoral, unethical, oppressive,
23 fraudulent and unscrupulous, and thereby constitute unfair, unlawful and/or fraudulent business
24 practices in violation of California Business and Professions Code §§ 17200, *et seq.*

25 116. Plaintiff, individually, and on behalf of the Represented Employees, has no plain,
26 speedy, and/or adequate remedy at law to redress the injuries which they have suffered as a
27 consequence of Defendants' unfair, unlawful and/or fraudulent business practices. As a result of
28 the unfair, unlawful and/or fraudulent business practices described above, Plaintiff, individually,

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

4 117. Plaintiff, individually, and on behalf of the Represented Employees, is entitled to,
5 and does, seek such relief as may be necessary to disgorge the profits which Defendants have
6 acquired, or of which Plaintiff and Represented Employees have been deprived, by means of the
7 above-described unfair, unlawful and/or fraudulent business practices. Plaintiff and the
8 Represented Employees are not obligated to establish individual knowledge of the unfair
9 practices of Defendants in order to recover restitution.

10 118. Plaintiff, individually, and on behalf of the Represented Employees, is further
11 entitled to and do seek a declaration that the above described business practices are unfair,
12 unlawful and/or fraudulent, and injunctive relief restraining Defendants, and each of them, from
13 engaging in any of the above-described unfair, unlawful and/or fraudulent business practices in
14 the future.

15 119. Pursuant to Business & Professions Code §§ 17200, et seq., Plaintiff and
16 Represented Employees are entitled to restitution of the wages withheld and retained by
17 Defendants during a period that commences four years prior to the filing of this complaint; a
18 permanent injunction requiring Defendants to pay all outstanding wages due to Plaintiff and
19 Represented Employees; an award of attorneys' fees pursuant to California Code of Civil
20 Procedure § 1021.5 and other applicable laws; and an award of costs.

21 **VI. LABOR CODE PRIVATE ATTORNEYS GENERAL ACT CAUSES OF ACTION**
22 **(Cal. Lab. Code. §§ 2698 – 2699.5)**

23 120. Plaintiff is an “aggrieved employee” under the PAGA as he was employed by
24 Defendants during the applicable statutory period and suffered one or more of the Labor Code
25 violations alleged herein. As such, Plaintiff may recover the remedies described herein in a civil
26 action filed on behalf of himself and all other similarly situated current and former aggrieved
27 employees in California against whom one or more of the alleged violations was committed
28 (hereinafter the “Aggrieved Employees”).

1 121. Plaintiff seeks to recover all applicable and available PAGA remedies pursuant to
2 Labor Code § 2699, as well as attorneys' fees, costs, and/or other damages as permitted by
3 PAGA through a representative action pursuant to the PAGA and the California Supreme Court
4 in *Arias v. Superior Court* (2009) 46 Cal. 4th 969. Therefore, Plaintiff is not required to, nor
5 does she, seek class certification of the PAGA claims under Code of Civil Procedure § 382.

6 122. Pursuant to Labor Code § 2699.3(a), Plaintiff has provided written notice by
7 online filing to the Labor and Workforce Development Agency ("LWDA") and by certified mail
8 to Defendants of the specific provisions of the Labor Code alleged to have been violated,
9 including the facts and theories to support the alleged violations.

10 123. Therefore, as more than sixty-five (65) days have passed since that date, Plaintiff
11 has fully satisfied the administrative prerequisites to suit under the PAGA and this Complaint
12 will be deemed amended to include the PAGA allegations enumerated below. Once this occurs,
13 Plaintiff seeks to recover all applicable and available PAGA remedies pursuant to Labor Code §
14 2699, as well as attorneys' fees, costs, and/or other damages as permitted by PAGA through a
15 representative action pursuant to the PAGA and the California Supreme Court in *Arias v.*
16 *Superior Court* (2009) 46 Cal. 4th 969. Plaintiff is not required to, nor does he, seek class
17 certification of the PAGA claims under Code of Civil Procedure § 382.

18 **NINTH CAUSE OF ACTION**

19 **PAGA ASSESSMENT FOR FAILURE TO PAY MINIMUM WAGES**

20 (Labor Code §§ 200, 1194, 1194.2, 1197; IWC Wage Order § 4)

21 *Plaintiff and the Aggrieved Employees against All Defendants*

22 124. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged
23 herein.

24 125. Plaintiff and the Aggrieved Employees were not exempt from the requirement to
25 be paid at least the applicable California minimum wage throughout the statutory period for each
26 hour worked.

27 126. Plaintiff and the Aggrieved Employees were not provided proper minimum and
28 regular wages due to Defendants' failure to accurately record and compensate for all hours

1 worked. For instance, although Plaintiff and the Aggrieved Employees routinely worked more
2 than 8 hours per day, Defendants only provided compensation for 8 hours per day, regardless of
3 the actual time worked. Furthermore, Defendants required Plaintiff to clock out for meal periods
4 but continue performing work for Defendants. As a result of these practices, Defendants failed to
5 pay proper minimum and regular wages each time it paid only 8 hours per day, regardless of how
6 many hours were worked, as well as for each occasion that Defendant failed to pay for all hours
7 worked when an off-duty meal period was not taken.

8 127. As a result of this policy and practice, Plaintiff and the Aggrieved Employees
9 were required to perform off-the-clock work that Defendants either knew or should have known
10 they were performing.

11 128. Consequently, Defendants violated California Labor Code laws and minimum
12 wage laws, inter alia, Labor Code §§ 200, 221, 222, 223, 1197, IWC Wage Order 9, § 4, and Cal.
13 Code Regs., tit. 8, section 11090, subds. 1 and 4(B).

14 129. Plaintiff is informed and believes and thereon alleges that Defendants
15 intentionally, willfully, and improperly failed to pay wages to Plaintiff and the Aggrieved
16 Employees for each hour worked in violation of Labor Code §§ 221-223, 1194 and 1197.

17 130. As a result of the unlawful employment practices alleged herein, Plaintiff seeks
18 the assessment of all applicable and available PAGA remedies pursuant to Labor Code § 2699,
19 and seeks to recover all attorneys' fees, costs, and/or any other damages permitted under PAGA.

20 **TENTH CAUSE OF ACTION**

21 **PAGA ASSESSMENT FOR FAILURE TO PAY OVERTIME WAGES**

22 (Labor Code §§ 204 and 510; IWC Wage Order § 3(A))

23 *Plaintiff and the Aggrieved Employees against All Defendants*

24 131. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged
25 herein.

26 132. Plaintiff and the Aggrieved Employees were employees of Defendants who did
27 not receive proper protections and benefits of the laws governing payment of overtime wages.

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1 133. Labor Code § 204 requires that the employer timely pay all overtime wages to its
2 employees. California law requires that any overtime hours as defined by the applicable Labor
3 Code sections and/or IWC Wage Order § 3(A) shall be compensated at the rate of no less than
4 one and one-half times the regular rate of pay for an employee. Furthermore, any work
5 performed in excess of twelve (12) in one workday shall be compensated at twice the regular rate
6 of pay for an employee.

7 134. At all relevant times, Plaintiff and the Aggrieved Employees were required by
8 Defendants to work hours in excess of 8 and/or 12 per day and/or 40 per week. However, due to
9 Defendants' failure to accurately record and compensate for all hours worked Plaintiff and the
10 Aggrieved Employees did not receive proper overtime compensation.

11 135. For instance, although Plaintiff and the Aggrieved Employees routinely worked
12 more than 8 hours per day, Defendants only provided compensation for 8 hours per day,
13 regardless of the actual time worked. Furthermore, Defendants required Plaintiff to clock out for
14 meal periods but continue performing work for Defendants. As a result of these practices,
15 Defendants failed to pay proper overtime wages each time it paid only 8 hours per day,
16 regardless of how many hours were worked, as well as for each occasion that Defendant failed to
17 pay for all hours worked when a complaint off-duty meal period was not taken.

18 136. Also, at all relevant times, Plaintiff and the Aggrieved Employees frequently
19 worked in excess of 8 and/or 12 hours per day and/or 40 hours per week. However, on such
20 occasions, Defendants failed to provide any overtime compensation and, instead, only paid at the
21 base rate for 8 hours per day and/or 40 hours per week. Additionally, Plaintiff and the
22 Represented Employees were paid on an hourly basis but were entitled to and did receive
23 additional nondiscretionary compensation in the form of commissions and/or bonuses. But,
24 during workweeks where the Aggrieved Employees worked overtime hours and earned
25 additional nondiscretionary compensation, Defendants failed to include the additional
26 compensation in the calculations for overtime, as required by law.

27 137. Defendants violate Labor Code §§ 204 and 510 and the applicable IWC Wage
28 Order § 3(A) every pay period with respect to Plaintiff and the Aggrieved Employees because

Defendants required its employees to work overtime hours without proper overtime compensation.

138. Plaintiff is informed and believes and thereon alleges that Defendants intentionally, willfully, and improperly failed to pay proper overtime wages to Plaintiff and the Aggrieved Employees in violation of Labor Code §§ 204, 221-223, 510, 1194 and 1197.

139. As a result of the unlawful employment practices alleged herein, Plaintiff seeks the assessment of all applicable and available PAGA remedies pursuant to Labor Code § 2699, and seeks to recover all attorneys' fees, costs, and/or any other damages permitted under PAGA.

ELEVENTH CAUSE OF ACTION

PAGA ASSESSMENT FOR FAILURE TO PROVIDE COMPLIANT MEAL PERIODS

(Labor Code § 226.7 and 512; IWC Wage Order § 11, 12)

Plaintiff and the Aggrieved Employees against All Defendants

140. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged herein.

141. Plaintiff and the Aggrieved Employees are and/or were employees of Defendants who did not receive proper protections and benefits of the laws governing mandatory meal periods.

142. Labor Code § 226.7 requires employers, including Defendants, to provide employees with meal periods as mandated by the Industrial Welfare Commission.

143. Labor Code § 512(a), in part, provides that employers, including Defendants, may not employ an employee for a work period of more than five hours per day without providing an employee the opportunity to take an uninterrupted meal period of not less than 30 minutes, except that if the total work period per day of the employee is no more than six hours, the meal period may be waived by mutual consent of both the employer and the employee. Employers may not employ an employee for a work period more than 10 hours per day without providing the employee with a second meal period of not less than 30 minutes.

144. Pursuant to Labor Code § 226.7(b) and the applicable IWC Wage Order, Defendants shall pay an employee one additional hour of pay at the employee's regular rate of

1 pay for each meal period that is missed.

2 145. At all relevant times herein, Plaintiff and the Aggrieved Employees were denied
3 the 30-minute meal periods to which they were entitled. As a result of Defendants' policies and
4 practices, Plaintiff and the Aggrieved Employees were subjected to meal period violations when
5 they were: (1) unable to take a meal period due to workload, (2) forced to take an on-duty meal
6 period while under the control of the Company, (3) forced to take a shortened meal period, (4)
7 forced to take a meal period after the 5th hour of work, and (5) not provided mandated second or
8 third meal periods for shifts in excess of 10 and 15 hours, respectively.

9 146. Furthermore, on the occasions that Defendants paid Plaintiff and the Aggrieved
10 Employees a meal premium under Labor Code § 226.7 for a missed/denied meal period,
11 Defendants paid this premium at the base rate of pay instead of at the "regular rate" which
12 incorporates additional nondiscretionary compensation (such as commissions and bonuses).

13 147. Defendants violated Labor Code §§ 226.7, 512, and the applicable IWC Wage
14 Order every pay period because Plaintiff and the Aggrieved Employees were not provided with
15 all mandatory meal periods and Defendants failed to pay Plaintiff and the Aggrieved Employees
16 one additional hour of compensation at the regular rate of pay in lieu thereof.

17 148. On information and belief, Plaintiff and the Aggrieved Employees did not
18 voluntarily or willfully waive the mandated meal periods. Any expressed or implied waivers
19 obtained from Plaintiff and the Aggrieved Employees were not willfully obtained, were not
20 voluntarily agreed to, were a condition of employment, or were a part of a contract of an
21 unlawful adhesion. Defendants did not permit or authorize Plaintiff and the Aggrieved
22 Employees to take meal periods in accordance with California law.

23 149. As a result of the unlawful employment practices alleged herein, Plaintiff seeks
24 the assessment of all applicable and available PAGA remedies pursuant to Labor Code § 2699,
25 and seeks to recover all attorneys' fees, costs, and/or any other damages permitted under PAGA.

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1 **TWELFTH CAUSE OF ACTION**

2 **PAGA ASSESSMENT FOR FAILURE TO PROVIDE REST BREAKS**

3 (Labor Code § 226.7 and 512; IWC Wage Order § 12)

4 *Plaintiff and the Aggrieved Employees against All Defendants*

5 150. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged
6 herein.

7 151. Plaintiff and the Aggrieved Employees are and/or were employees of Defendants
8 who did not receive proper protections and benefits of the laws governing mandatory rest breaks.

9 152. Labor Code § 226.7 requires employers, including Defendants, to provide rest
10 breaks to its employees as mandated by Order of the Industrial Welfare Commission.

11 153. The IWC Wage Order § 12 states, in part, that every employer shall authorize and
12 permit all employees to take rest periods, which insofar as practicable shall be in the middle of
13 each work period. Employees shall receive a 10-minute rest period every four hours or major
14 fraction thereof that they are required to work. Authorized rest period time shall be counted, as
15 hours worked, for which there shall be no deduction from wages.

16 154. Pursuant to Labor Code § 226.7(b) and Section 12 of the applicable Wage Order,
17 Defendants shall pay Plaintiff and the Represented Employees one additional hour of pay at his
18 regular rate of compensation for each day that the rest period is not provided.

19 155. At all relevant times, Defendants also failed to provide Plaintiff and the Aggrieved
20 Employees with 10 minutes of net rest break time for every 4 hours worked, or major fraction
21 thereof, as mandated by California law. Defendants did not schedule rest breaks and the
22 Aggrieved Employees were often not authorized and/or permitted to take mandated rest breaks
23 due to the lack of adequate staffing and coverage and being overwhelmed by their hectic
24 workload. Furthermore, on occasions when Plaintiff and the Aggrieved Employees worked
25 lengthy shifts, Defendants failed to authorize and/or permit mandated third and fourth rest
26 breaks.

27 156. Defendants violated Labor Code §§ 226.7, 512, and the applicable IWC Wage
28 Order every pay period because Plaintiff and the Aggrieved Employees were not provided with

1 all mandatory rest periods and Defendants failed to pay Plaintiff and the Aggrieved Employees
2 one additional hour of compensation in lieu thereof.

3 157. As a result of the unlawful employment practices alleged herein, Plaintiff seeks
4 the assessment of all applicable and available PAGA remedies pursuant to Labor Code § 2699,
5 and seeks to recover all attorneys' fees, costs, and/or any other damages permitted under PAGA.

6 **THIRTEENTH CAUSE OF ACTION**

7 **PAGA ASSESSMENT FOR FAILURE TO REIMBURSE BUSINESS EXPENSES**

8 (Labor Code § 2802)

9 *Plaintiff and the Unreimbursed Expense Subclass Against All Defendants*

10 158. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged
11 herein.

12 159. Plaintiff and the Aggrieved Employees are and/or were employees of Defendants
13 who did not receive proper protections and benefits of the laws governing reimbursement of
14 business expenses.

15 160. Labor Code § 2802(a) requires that the employer indemnify its employees for
16 expenses and losses incurred while discharging their duties or in obedience to the directions of
17 their employer.

18 161. Moreover, at all relevant times, Defendants required Plaintiff and the Represented
19 Employees to incur necessary business-related expenses and costs without reimbursement. For
20 example, Plaintiff was required to incur substantial expenses without reimbursement during
21 employment, including but not limited to maintaining a personal cellular phone and data plan in
22 order to carry out their duties for Defendants without reimbursement.

23 162. At all relevant times herein, Defendants violated Labor Code § 2802(a) when they
24 failed to reimburse Plaintiff and the Aggrieved Employees for expenses incurred as a direct
25 consequence of employment with Defendants and/or under the direction of Defendants.

26 163. As a result of the unlawful employment practices alleged herein, Plaintiff seeks
27 the assessment of all applicable and available PAGA remedies pursuant to Labor Code § 2699,
28 and seeks to recover all attorneys' fees, costs, and/or any other damages permitted under PAGA.

1 **FOURTEENTH CAUSE OF ACTION**

2 **PAGA ASSESSMENT FOR FAILURE TO TIMELY PAY WAGES EACH PERIOD**

3 (Labor Code § 204)

4 *Plaintiff and the Aggrieved Employees against All Defendants*

5 164. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged
6 herein.

7 165. Plaintiff and the Aggrieved Employees are and/or were “nonexempt” employees
8 of Defendants who did not receive proper protections and benefits of the laws regarding the
9 timing of payment of wages each period.

10 166. Labor Code § 204(a) states that all wages earned by a person are due and payable
11 twice during each calendar month, and further states that wages earned during the first through
12 fifteenth days of the month must be paid no later than the twenty-sixth day of the month, and that
13 wages earned between the sixteenth and last day of the month must be paid by the tenth day of
14 the following month.

15 167. Furthermore, Labor Code § 204(d) states “[t]he requirements of this section shall
16 be deemed satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if
17 the wages are paid not more than seven calendar days following the close of the payroll period.”

18 168. At all relevant times herein, Defendants did not provide Plaintiff and the
19 Aggrieved Employees with all wages due and owing each period within the time required by
20 Labor Code § 204. Moreover, Defendants did not provide Plaintiff and the Aggrieved
21 Employees with all wages due and owing each pay period, including, but not limited to,
22 minimum, regular, and overtime wages, as well as meal and rest period premiums, within the
23 time specified by Labor Code § 204.

24 169. As a result of the unlawful employment practices alleged herein, Plaintiff seeks
25 the assessment of all applicable and available PAGA remedies pursuant to Labor Code § 2699,
26 and seeks to recover all attorneys’ fees, costs, and/or any other damages permitted under PAGA.

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1 **FIFTEENTH CAUSE OF ACTION**

2 **PAGA ASSESSMENT FOR FAILURE TO TIMELY PAY FINAL WAGES**

3 (Labor Code §§ 201 – 203 and 256)

4 *Plaintiff and the Aggrieved Employees against All Defendants*

5 170. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged
6 herein.

7 171. Plaintiff and the Aggrieved Employees are and/or were “non-exempt” employees
8 of Defendants who did not receive proper protections and benefits of the laws governing the
9 timing and payment of final wages.

10 172. Labor Code § 201 requires that the employer immediately pay any wages, without
11 abatement or reduction, to any employee who is discharged.

12 173. Labor Code § 202 requires that the employer pay all wages earned and unpaid,
13 without abatement or reduction, no later than 72 hours of receiving an employee's notice of
14 intent to quit or immediately at the time of quitting if at least a 72-hour notice was provided.

15 174. Labor Code §§ 201-203 cause the unpaid wages of the employee to continue as a
16 penalty from the due date thereof at the same rate until paid or until an action therefore is
17 commenced, but the wages shall not continue for more than thirty (30) days.

18 175. At all relevant times here, Defendants did not provide Plaintiff and the Aggrieved
19 Employees with all wages due and owing upon separation of employment, including, but not
20 limited to, minimum, regular, and overtime wages, as well as meal and rest period premiums,
21 within the time specified by Labor Code §§ 201 – 203.

22 176. Plaintiff alleges that, at all times material to this action, Defendants had a planned
23 pattern and practice of failing to timely pay to Plaintiff and the Aggrieved Employees all wages
24 due and owing upon separation of employment as required by Labor Code §§ 201 and 202.

25 177. As a result of the unlawful employment practices alleged herein, Plaintiff seeks
26 the assessment of all applicable and available PAGA remedies pursuant to Labor Code § 2699,
27 and seeks to recover all attorneys’ fees, costs, and/or any other damages permitted under PAGA.

28 ///

1 **SIXTEENTH CAUSE OF ACTION**

2 **PAGA ASSESSMENT FOR**

3 **FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS**

4 (Labor Code § 226)

5 *Plaintiff and the Aggrieved Employees against All Defendants*

6 178. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged
7 herein.

8 179. Plaintiff and the Aggrieved Employees are and/or were employees of Defendants
9 who did not receive proper protections and benefits of the laws governing the provision of
10 accurate itemized wage statements.

11 180. Labor Code § 226(a) requires an employer to provide its employees with itemized
12 wage statements accurately stating gross wages earned, all deductions, net wages earned, the
13 inclusive dates of the pay period, the employee's name and the last four digits of his or her
14 Social Security number (or employee identification number), the name and address of the legal
15 entity that is the employer, and all applicable hourly rates in effect during the pay period and the
16 corresponding number of hours worked at each hourly rate by the employee.

17 181. Defendants violate Labor Code § 226(a) every pay period with respect to Plaintiff
18 and the Aggrieved Employees because due to violations including: failure to accurately state
19 total hours worked (the wage statements failed to accurately reflect total compensable hours);
20 failure to accurately state gross wages earned; failure to accurately state all deductions; failure to
21 accurately state net wages earned; failure to state the applicable hourly rates (including the
22 accurate overtime rate of pay); failure to accurately state the corresponding number of hours
23 worked at each hourly rate, failure to accurately name and list the address of the legal entity that
24 is the employer, and; the failure to accurately state the amount and rate of pay for meal and rest
25 break premiums under Labor Code § 226.7.

26 182. Therefore, Defendants violate Labor Code § 226(a) every pay period with respect
27 to because Defendants failed to provide a wage statement to Plaintiff and the Aggrieved
28 Employees that complied with the requirements of Labor Code § 226(a).

1 183. As a result of the Defendants' violations of Labor Code § 226(a), Plaintiff seeks
2 the assessment of all applicable and available PAGA remedies pursuant to Labor Code § 2699,
3 and seeks to recover all attorneys' fees, costs, and/or any other damages permitted under PAGA.
4 See *Raines v. Coastal Pacific Food Distributors, Inc.* (2018) 23 Cal.App.5th 667, 675 ("Section
5 226.3 provides the civil penalty for failure to comply" with Labor Code § 226).

6 **VII. PRAYER FOR RELIEF**

7 WHEREFORE, Plaintiff, on behalf of himself, on a representative basis, and all others
8 similarly situated, prays for judgment and relief against Defendants, jointly and severally, as
9 follows:

- 10 1. That the First through Eighth Causes of Action be certified as a class action;
- 11 2. That Plaintiff be appointed as Class Representative;
- 12 3. That counsel for Plaintiff be appointed Class Counsel;
- 13 4. For all applicable statutory penalties recoverable under the First through Eighth
14 Causes of Action to the extent permitted by law, including those pursuant to Labor Code and
15 Orders of the Industrial Welfare Commission;
- 16 5. For reasonable attorneys' fees, costs of suit, and interest to the extent permitted by
17 law, including those pursuant to the Labor Code;
- 18 6. For injunctive relief and/or restitution as provided by the Labor Code and
19 Business and Professions Code § 17200, *et seq.*;
- 20 7. As to the Ninth through Sixteenth Causes of Action, the assessment of all
21 applicable and available remedies under the PAGA;
- 22 8. For reasonable attorneys' fees and costs as permitted under the PAGA;
- 23 9. For a declaratory judgment that Defendants have violated Labor Code §§ 200,
24 201, 202, 203, 204, 208, 210, 218.6, 221, 226, 226.3, 226.7, 510, 512, 558, 1194, 1197, 1198,
25 and 1199, among other sections inadvertently omitted;
- 26 10. For an award of damages in the amount of unpaid compensation including, but
27 not limited to, unpaid wages, benefits, and penalties according to proof, including interest
28 thereon;

1 11. For pre- and post-judgment interest; and

2 12. For such other relief as the Court deems just and proper.

3 **DEMAND FOR JURY TRIAL**

4 WHEREFORE, Plaintiff, on behalf of himself and all others similarly situated, hereby
5 demands a jury trial as to the First through Eighth Causes of Action pled herein.

6
7 Dated: May 5, 2023

LAUBY, MANKIN & LAUBY LLP

8
9 BY:



Brian J. Mankin, Esq.
Kristina Bui Carlson, Esq.
Attorneys for Plaintiff

PROOF OF SERVICE
(Pursuant to CCP §§ 1013(a)(1) and 2015.5)

STATE OF CALIFORNIA)
) ss.
COUNTY OF RIVERSIDE)

I am employed in the County of Riverside, State of California. I am over the age of 18 and not a party to the within action; my business address is 5198 Arlington Avenue, PMB 513, Riverside, CA 92504.

On May 12, 2023, I caused to be served the foregoing document(s) described as follows:

FIRST AMENDED COMPLAINT

I declare that I am "readily familiar" with the firm's practice of collection and processing correspondence for mailing. It is deposited with the U.S. postal service on that same day in the ordinary course of business. I am aware that on motion of 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.

☐ **By Mail** I deposited such envelope in the mail at Riverside, California. The envelope was mailed with postage thereon fully prepaid.

☐ **By Facsimile** I sent this document via fax to all parties as listed on attached service list, on

☐ **By Overnight Service** I deposited such envelope in a facility regularly maintained by the United Parcel Service for receipt of items for overnight delivery, with overnight delivery expenses prepaid, addressed to the person to be served.

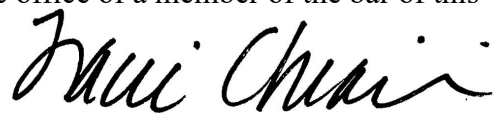
☒ **By Email or Electronic Transmission:** Pursuant to CCP § 1010.6 or an agreement of the parties to accept service by email or electronic transmission, I caused the document(s) to be sent from email address tracie@lmlfirm.com to the persons at the electronic notification address listed in the service list. I did not receive, within a reasonable time after the transmission, any electronic message or other indication that the transmission was not successful.

☐ **By Certified Mail-Return Receipt Requested** I caused such envelope with postage fully prepaid thereon, to be placed in the United States mail at Riverside, California

☐ **By Personal Service** I caused said document(s) to be personally served by hand on the parties listed on the attached service list.

☒ **State** I declare under penalty of perjury under the laws of the State of California that the above is true and correct. Executed on May 12, 2023, Riverside, California.

☐ **Federal** I declare that I am employed in the office of a member of the bar of this court at whose direction the service was made.



Tracie Chiarito, Declarant

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