

11/17/2025 12:04:05 PM

Clerk of the Superior Court
By M. Sepulveda ,Deputy Clerk

1 Nicholas J. Ferraro (State Bar No. 306528)
2 Lauren N. Vega (State Bar No. 306525)
3 Xavier L. Woodford (State Bar No. 355326)
4 Ferraro Vega Employment Lawyers, Inc.
5 3333 Camino del Rio South, Suite 300
6 San Diego, California 92108
7 (619) 693-7727 main / (619) 350-6855 fax
8 nick@ferrarovega.com / lauren@ferrarovega.com
9 xavier@ferrarovega.com

Attorneys for Plaintiff Leyla Nunez-Acosta

8 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
9 **FOR THE COUNTY OF SAN DIEGO**

11 LEYLA NUNEZ-ACOSTA, on behalf of others
12 similarly situated and the State of California
13 under the Private Attorneys General Act,

Plaintiffs,

14 vs.

15 SANTIAGO COMMUNITIES, INC. and DOES
16 1 through 50, inclusive,

Defendants.

Case No. 25CU051457C

Judge: Marcella O. McLaughlin
Department: 72

CLASS ACTION

**FIRST AMENDED CLASS AND
REPRESENTATIVE ACTION
COMPLAINT**

1. Failure to Pay All Wages Owed
2. Failure to Pay All Overtime Wages
3. Meal Period Violations
4. Rest Period Violations
5. Paid Sick Leave Violations
6. Unpaid Vacation Wages
7. Untimely Payment of Wages
8. Wage Statement Violations
9. Waiting Time Penalties
10. Failure to Reimburse Business Expenses
11. Unfair Competition
12. Unpaid Reporting Time Wages
13. Civil Penalties under the Private Attorneys
General Act (Labor Code §§ 2698 *et seq.*)

Action Filed: September 24, 2025

1 Plaintiff LEYLA NUNEZ-ACOSTA, on behalf of all others similarly situated and the State of
2 California under the Private Attorneys General Act (“Plaintiff”) brings this FIRST AMENDED
3 CLASS AND REPRESENTATIVE ACTION COMPLAINT against Defendants SANTIAGO
4 COMMUNITIES, INC. and DOES 1 through 50, inclusive (collectively “Defendants”), alleging as
5 follows:

6 **INTRODUCTION**

- 7 1. This is a class action filed for wage and hour violations of the California Labor Code.
- 8 2. Defendants failed to compensate Plaintiff and class members for all hours suffered or
9 permitted to work in violation of the applicable IWC Wage Order.
- 10 3. Defendants’ underpayment of wages was facilitated by their company-wide practices
11 of requiring off-the-clock work and editing time records.
- 12 4. Defendants also underpaid overtime, paid sick leave, and premiums by failing to
13 properly calculate the regular rate of pay.
- 14 5. Defendants failed to provide, authorize, and/or permit Plaintiff and the class members
15 to take compliant meal and rest periods to which they were entitled. Yet, Defendants did not pay all
16 meal and rest period premiums.
- 17 6. Defendants failed to pay reporting time wages to Plaintiff and the class members.
- 18 7. Defendants failed to reimburse Plaintiff and the class members for work-related costs.
- 19 8. Defendants’ employment policies, practices, and payroll administration systems
20 enabled and facilitated these violations on a company-wide basis with respect to the class members.
- 21 9. Defendants are further liable for derivative claims for wage statements, untimely
22 payment, and other associated violations.
- 23 10. Plaintiff seeks to recover the underpaid damages, plus associated penalties, interests,
24 attorney’s fees and costs.

25 **JURISDICTION & VENUE**

- 26 11. Jurisdiction of this action is proper in this Court under Article VI, Section 10 of the
27 California Constitution as the causes of action are premised upon violations of California law.
- 28

12. The monetary damages and restitution sought exceed the minimal jurisdiction limits of the Superior Court.

13. This Court has jurisdiction over Defendants because, upon information and belief, Defendants have sufficient minimum contacts in California, or otherwise intentionally avail themselves to the California economy so as to render the exercise of jurisdiction over them by the California courts consistent with traditional notions of fair play and substantial justice.

14. Venue is proper in this Court under Code of Civil Procedure sections 393(a), 395, and/or 395.5 because, upon information and belief, Defendants conducted business and committed some of the alleged violations in this County.

PARTIES

A. Plaintiff Leyla Nunez-Acosta

15. Plaintiff Nunez-Acosta is an individual over 18 years of age who worked for Defendants in California as a non-exempt employee from about January 2019 to July 2025. Plaintiff worked as a Relief Manager.

16. The State of California, via the Labor and Workforce Development Agency (“LWDA”), is the real party in interest in this action. (*Kim v. Reins Int’l California, Inc.* (2020) 9 Cal. 5th 73, 81 [The “government entity on whose behalf the plaintiff files suit is always the real party in interest.”]). To the extent permitted by law, including pursuant *Balderas v. Fresh Start Harvesting, Inc.* (2024) 101 Cal. App. 5th 533 and *Rodriguez v. Packers Sanitation Services Ltd., LLC* (2025) 109 Cal.App.5th 69, the PAGA claim is brought exclusively as a representative action and does not include arbitrable claims.

B. Defendants

17. Defendant Santiago Communities, Inc. is a California corporation that maintains operations and conducts business throughout the State of California, including in this county.

18. The true names and capacities, whether individual, corporate, or otherwise, of the parties sued as DOES 1 through 50, are presently unknown, unascertainable, or uncertain, and are sued by such fictitious names under Code of Civil Procedure section 474. Upon information and belief, each of DOES 1 through 50 constitutes a legal employer or is otherwise legally responsible in some

manner for the acts and omissions alleged herein. This Complaint may be amended to reflect their true names and capacities once ascertained.

19. Upon information and belief, Defendants in this action are employers, co-employers, joint employers, and/or part of an integrated employer enterprise, as each of the Defendants exercised control over the wages, hours, and working conditions of the employees, suffered and permitted them to work, and otherwise engaged them as employees under California law.

20. Upon information and belief, at least some of the Defendants have common ownership, common management, interrelationship of operations, and centralized control over labor relations and are therefore part of an integrated enterprise and thus jointly and severally responsible for the acts and omissions alleged herein, including pursuant to Labor Code sections 558, 558.1, and 1197.1.

21. Upon information and belief, Defendants acted in all respects pertinent to this action as an alter-ego, agent, servant, joint employer, joint venturer, co-conspirator, partner, in an integrated enterprise, or in some other capacity on behalf of all other co-defendants, such that the acts and omissions of each defendant may be legally attributable to all others.

CLASS ALLEGATIONS

22. This action is brought individually and on behalf of the following class pursuant to Code of Civil Procedure section 382:

- a. All current and former non-exempt employees who worked for Defendants in California at any time from four years (plus the additional 178-day statutory tolling period under Emergency Rule 9) prior to the filing of this action through date of class certification.

23. Plaintiff reserves the right to establish various subclass definitions as appropriate at the class certification stage, according to proof.

24. The class is ascertainable and shares a well-defined community of interest in this litigation:

- a. Numerosity: The class is estimated to exceed 50 individuals, although the precise membership of the entire class is unknown at this time. The class is so numerous that joinder of all class members is impracticable. The identities of

1 class members are ascertainable by inspection of Defendants' employment and
2 payroll records.

3 b. Typicality: Plaintiff's claims are typical of the claims of the other class
4 members. They were subject to the same policies and practices of Defendants,
5 which resulted in losses to the class. Proof of common unlawful business
6 practices, which Plaintiff experienced, will establish the right of the class to
7 recover on the causes of action alleged herein.

8 c. Adequacy: Plaintiff is an adequate class representative; will take all necessary
9 steps to protect the class members' interests adequately and fairly; has no
10 interest antagonistic to other class members; and is represented by attorneys
11 who have substantial experience prosecuting, defending, resolving, and
12 litigating wage and hour class, collective, and representative actions in
13 California state and federal courts.

14 d. Superiority: A class action is superior to other means for adjudicating this
15 dispute. Individual joinder is impractical. Class treatment will allow for
16 common issues to be resolved in a single forum, simultaneously, and without
17 duplication of effort and expense.

18 e. Public Policy Considerations: Certification of this lawsuit as a class action
19 advances the State of California's strong public interest in ensuring its
20 approximately millions of employed residents are properly paid the wages they
21 earned for the hours they worked. Class actions provide a mechanism for
22 enforcement of labor laws and allow for vindication of employee rights by
23 unnamed class members.

24 25. Common questions of law and fact as to the class members predominate over questions
25 affecting only individual members. The common questions of law and fact exist as to whether the
26 employment policies and practices formulated by Defendants and applied to the class members
27 constitute violations of California law.

GENERAL ALLEGATIONS

26. Plaintiff and the class members worked for Defendants as non-exempt employees and were compensated on an hourly basis.

27. Defendants failed to pay Plaintiff and the class members at the lawful minimum wage rate for all hours worked, resulting in unpaid minimum wages. Defendants violated the Labor Code and IWC Wage Order Minimum Wage sections in several ways.

28. First, Plaintiff alleges that Defendants maintained an unlawful policy and practice of editing Plaintiff's time records to show fewer hours worked to avoid paying all overtime pay. Due to this time-shaving practice, all hours worked were not directly compensated, resulting in minimum wage violations. Defendants' pattern of editing employee's time records resulted in an underpayment of regular and overtime wages to Plaintiff and the class members. These revisions were made without employees' consent. For example, Plaintiff was provided a timesheet template with hours pre-filled in regardless of the hours she actually worked. On times when Plaintiff received a blank time sheet, she was able to write in her actual time. However, Plaintiff's hours she reported on her time sheet were regularly changed to match the template to avoid paying overtime hours. If Plaintiff worked beyond her maximum of 8 hours, Defendants would not compensate her, and she would not be allowed to include those hours in the timesheet. Plaintiff is informed and believes that Defendants engaged in the same practice with respect to other class members.

29. Second, Plaintiff and the class members worked off-the-clock without compensation. For example, Defendants required Plaintiff to work on-call but failed to provide Plaintiff with all hours worked while on-call. Plaintiff would not be allowed to log the time she spent working while off-the-clock or on-call, resulting in unpaid wages. Plaintiff is informed and believes Defendants engaged in the same practice with respect to the other class members. Defendants require Plaintiff and other class members to be within 20 minutes travel time from home while on call, but they do not compensate employees for such restrictions. Moreover, Plaintiff was required to answer the phone immediately upon receiving a call. Specifically, Plaintiff would be reprimanded for failing to answer the phone when a call is received. Plaintiff could not trade her responsibilities with another employee as it is company policy for her to fill the Relief Manager position during the weekends and perform her duties.

1 Such restrictions prevented Plaintiff from conducting any personal activities while on-call, other than
2 staying at home, which is within the restricted 20 minute travel time.

3 30. Due to Defendants' unlawful policies of time rounding and requiring off-the-clock
4 work, Defendants failed to pay for all hours worked, resulting in the underpayment of regular wages
5 to Plaintiff and the class members.

6 31. Defendants failed to pay Plaintiff and the class members overtime wages and the lawful
7 rate of pay for overtime hours worked, resulting in unpaid overtime wages. As described above,
8 Defendants regularly failed to compensate Plaintiff and the class members for time worked when they
9 were off-the-clock and for on-call hours. When Plaintiff and the class members worked more than 8
10 hours per day or over 40 hours in one week, these practices resulted in unpaid overtime wages.

11 32. Furthermore, rather than pay employees for their actual time spent on-call, Defendants
12 paid Plaintiff and other class members flat rate "on-call incentive" payments. Employees earned these
13 incentives during the same periods when they worked overtime, but Defendants failed to pay Plaintiff
14 and the class members overtime wages at regular rate of pay, which should have included the on-call
15 incentives.

16 33. Defendants failed to comply with California's paid sick leave laws with respect to the
17 class members. As described above, Defendants paid Plaintiff and other class members "on-call
18 incentive" during the same period when they earned overtime. Defendants failed to pay Plaintiff and
19 the class members' sick leave wages at the regular rate of pay (inclusive of incentives), resulting in
20 unpaid sick leave wages.

21 34. Defendants maintained an unlawful policy and practice of failing to pay all accrued and
22 unused vacation wages upon separation of employment at the lawful rate of pay, resulting in forfeiture
23 of vested vacation time and wages. Defendants failed to provide Plaintiff and the class members with
24 all vacation leave accrued. Plaintiff and the class members worked off-the-clock, overtime hours that
25 were not accounted for when calculating an employee's accrued vacation leave. Therefore, Plaintiff
26 and other class members were not awarded the total accrued vacation leave time they had earned.

27 35. Defendants maintained an unlawful policy and practice of failing to pay reporting time
28 wages to the class members. Plaintiff and the class members were often scheduled to be on call,

1 however, Plaintiff and the class members were not paid for at least two hours of work when they were
2 required to report to work for a second time. Plaintiff was scheduled to be “on-call” from Friday
3 evening through Monday morning. In these instances, Plaintiff and, on information and belief, the
4 class members were paid less than “the greater of two hours or half the scheduled shift length” as
5 required by California law.

6 36. Defendants failed to provide compliant meal periods to Plaintiff and the class members
7 due to the pressure to keep up with the high demands of the job and understaffing. For example, when
8 Plaintiff worked from home, she did not receive any meal periods. Plaintiff was required to remain
9 responsive at all times while she was on-call and when an emergency occurred, she would not be
10 relieved of her duties to take a compliant meal period. Meal periods were never discussed with her
11 manager, and she was not informed that she was entitled to a meal period. As a result, Plaintiff and
12 class members often experienced missed, short, and late meal periods.

13 37. Additionally, to the extent Defendants policy and practice of making edits to Plaintiff’s
14 and the class members’ records, resulted in edits to avoid paying owed meal premiums, this practice
15 resulted in unpaid premiums, which should have been paid at the regular rate.

16 38. Plaintiff and, on information and belief, other class members experienced interrupted
17 and missed rest periods due to understaffing, and the pressure to keep up with the high demand of the
18 job. Due to the same reasons stated above, Plaintiff would be unable to take a compliant rest period.
19 Plaintiff and other class members were not authorized to take complaint rest periods as required by
20 Labor Code 226.7.

21 39. To the extent Defendants paid any rest period premium, the premiums were not paid at
22 the regular rate of compensation because the premium did not factor in bonuses, commissions, or other
23 forms of remuneration, instead electing to pay class members at their base hourly rate, in violation of
24 California law.

25 40. These violations create derivative liability for failure to timely pay all wages owed each
26 payday or upon separation of employment.

27 41. Defendants failed to provide accurate itemized wage statements to the class members
28 each pay period as a result of the policies and practices set forth in this notice. Defendants violated

1 Labor Code section 226(a)(1) and (5) by not listing the correct “gross wages earned” or “net wages
2 earned,” as the employees earned wages and premiums that were not paid, resulting in an inaccurate
3 reflection, and recording of “gross wages earned” on those wage statements.

4 42. Likewise, in violation of Labor Code section 226(a)(9), Defendants failed to state on
5 employee wage statements each pay period the applicable hourly rates in effect and the number of
6 hours worked at that rate, as Defendants failed to pay all wages and premiums owed to employees.
7 The amounts stated are instead depreciated and underpaid, resulting in an inaccurate reflection on the
8 pay stub.

9 43. Defendants violated Labor Code section 226(a)(2) by failing to accurately list
10 employees’ “total hours worked,” as the wage statements did not accurately include the
11 uncompensated time plaintiff and other class members worked due to Defendants’ policy and practice
12 of requiring off-the-clock work. For example, to the extent that on-call pay is considered hourly wages,
13 Plaintiff’s wage statements did not provide her hourly rate or total number of hours worked.

14 44. Plaintiff and other class members cannot promptly and easily determine from the wage
15 statement alone the wages paid or earned without reference to other documents or information. Indeed,
16 these wage statement violations are significant because they sow confusion among Plaintiff and other
17 class members with respect to what amounts were owed and paid, at what rates, the number of hours
18 worked, and how those amounts were or should be calculated. The wage statements reflect a false
19 statement of earnings and concealed the underlying problems and underpayments of employee wages.

20 45. Defendants required Plaintiff and the class members to incur costs for work-related
21 purposes without full reimbursement. In direct consequence of their job duties, Plaintiff and the class
22 members unavoidably and necessarily incurred these losses, expenditures, costs, and as a matter of
23 policy and practice.

24 46. Plaintiff and the class members were required to use their personal vehicles to complete
25 their job duties. For example, Plaintiff used her personal vehicle to drive back and forth to complete
26 job duties, such as driving around the park to conduct surveillance. Plaintiff drove her car more
27 frequently on weekends. Additionally, on many occasions, Plaintiff was required to use her personal
28 cell phone for work-related purposes. For example, when the manager would not answer calls on the

1 company phone, tenants and others would contact Plaintiff on her personal cell phone about
2 emergencies such as fires in the area and electrical issues. Plaintiff would also take pictures of the
3 property on her personal cell phone to show her manager and maintenance. Defendants did not
4 reimburse Plaintiff and other class members for expenses incurred for gas mileage and cell phone use
5 that were necessary for the job.

6 47. Because of these policies and practices set forth above, Defendants failed to accurately
7 maintain records in accordance with Labor Code section 1174 and the IWC Wage Orders.

8 **FIRST CAUSE OF ACTION**

9 **FAILURE TO PAY ALL WAGES OWED**

10 **Violation of Labor Code §§ 200, 218, 1194, 1194.2 and 1197**

11 **(All Claims Alleged by Plaintiff and Class Members Against All Defendants)**

12 48. All outside paragraphs of this Complaint are incorporated into this section.

13 49. This cause of action is brought pursuant to the IWC Wage Orders and Labor Code
14 §§ 200, 218, 1182.12, 1194, 1194.2, 1197, 1197.1 and 1198 and the IWC Wage Orders (the “Hours
15 and Days of Work” and “Minimum Wages” sections of the applicable orders), which require non-
16 exempt employees be timely paid at least the state or local minimum wage (if higher) for each hour of
17 work, and further provide a private right of action for an employer’s failure to pay all minimum wages
18 (plus liquidated damages). In addition to minimum wages, Labor Code § 200 states that “‘wages’
19 includes all amounts for labor performed by employees of every description, whether the amount is
20 fixed or ascertained by the standard of time, task, piece, commission basis, or other method of
21 calculation.”

22 50. Defendants willfully failed in their affirmative obligation to pay Plaintiff and class
23 members at least the lawful minimum wage for each hour worked in violation of Labor Code sections
24 1182.12, 1194, 1194.2, 1197, 1197.1 and 1198 and the IWC Wage Orders (the “Hours and Days of
25 Work” and “Minimum Wages” sections of the applicable orders), including payment at the lawful
26 local and county minimum wage ordinances in effect. As a result, Defendants are liable for all
27 associated damages, including liquidated damages for the minimum wage violations pursuant to Labor
28 Code § 1194.2.

51. Defendants' unlawful acts and omissions deprived Plaintiff and class members of minimum, regular and overtime wages in amounts to be determined at trial. Plaintiff and class members are entitled to recover the full amount of the unpaid wages, plus liquidated damages in an amount equal to the wages unlawfully unpaid (and interest thereon), in addition to interest, attorneys' fees, and costs to the extent permitted by law, including under Labor Code sections 1194 and 1194.2, 218.6 and any other applicable statutes.

SECOND CAUSE OF ACTION

FAILURE TO PAY ALL OVERTIME WAGES

Violation of Labor Code §§ 510 and 1194

52. All outside paragraphs of this Complaint are incorporated into this section.

53. This cause of action is brought pursuant to the IWC Wage Orders and Labor Code §§ 204, 510, 558, 1194, and 1198, which require non-exempt employees be timely paid overtime wages all overtime hours worked, and which further provide a private right of action for an employer's failure to pay all overtime compensation for overtime hours worked.

54. Defendants failed in their affirmative obligation to pay Plaintiff and class members no less than one and one-half times their respective "regular rate of pay" for all hours worked in excess of eight hours in one day, 40 hours in one week, or the first eight hours worked on the seventh day of work in any one workweek, and no less than twice their respective "regular rate of pay" for all hours over 12 hours in one day and any work in excess of eight hours on any seventh day of a workweek for such hours worked, in violation of Labor Code sections 204, 510, 558, 1194, and 1198 and the IWC Wage Orders (the "Hours and Days of Work" sections of the applicable orders).

55. Plaintiff and class members are entitled to recover the full amount of the unpaid overtime, in addition to interest, statutory and civil penalties, and attorneys' fees, and costs to the extent permitted by law.

THIRD CAUSE OF ACTION

MEAL PERIOD VIOLATIONS

Violation of Labor Code §§ 226.7 and 512

56. All outside paragraphs of this Complaint are incorporated into this section.

1 57. This cause of action is brought pursuant to the IWC Wage Orders and Labor Code
2 §§ 226.7, 558 and 512, which require non-exempt employees be provided complaint meal periods (or
3 meal period premiums in lieu thereof), and which further provide a private right of action for an
4 employer's failure to lawfully provide all meal periods and/or pay meal period premiums at the lawful
5 regular rate of compensation.

6 58. Defendants willfully failed in their affirmative obligation to consistently provide
7 Plaintiff and class members compliant, duty-free meal periods of not less than 30 minutes beginning
8 before the fifth hour of hour for each work period of more than five hours per day and a second duty-
9 free meal period of not less than 30 minutes beginning before the tenth hour of hour of work in
10 violation of Labor Code sections 226.7, 512, 558, 1198 and the IWC Wage Orders (the "Meal Periods"
11 sections of the applicable orders).

12 59. Further, Defendants willfully failed in their affirmative obligation to consistently pay
13 Plaintiff and class members one additional hour of pay at the respective regular rate of compensation
14 for each workday that a fully compliant meal period was not provided, in violation of Labor Code
15 sections 226.7, 512, 558, and 1198 and the IWC Wage Orders (the "Meal Periods" sections of the
16 applicable orders).

17 60. Plaintiff and class members are entitled to recover the full amount of the meal period
18 premiums owed, in addition to interest, statutory and civil penalties, and attorneys' fees, and costs to
19 the extent permitted by law.

20 **FOURTH CAUSE OF ACTION**

21 **REST PERIOD VIOLATIONS**

22 **Violation of Labor Code §§ 226.7 and 516**

23 61. All outside paragraphs of this Complaint are incorporated into this section.

24 62. This cause of action is brought pursuant to the IWC Wage Orders and Labor Code
25 §§ 226.7 and 516, which require non-exempt employees be authorized to take complaint rest periods
26 (or rest period premiums in lieu thereof), and which further provide a private right of action for an
27 employer's failure to lawfully provide all rest periods and/or pay rest period premiums at the lawful
28 regular rate of compensation.

63. Defendants willfully failed in their affirmative obligation to consistently authorize and permit Plaintiff and class members to receive compliant, duty-free rest periods of not less than ten (10) minutes for every four hours worked (or major fraction thereof) in violation of Labor Code sections 226.7, 516, 558, and 1198 and the IWC Wage Orders (the “Rest Periods” sections of the applicable orders).

64. Further, Defendants willfully failed in their affirmative obligation to consistently pay Plaintiff and class members one additional hour of pay at the respective regular rate of compensation for each workday that a fully compliant rest period was not provided, in violation of Labor Code sections 226.7, 516, 558, and 1198 and the IWC Wage Orders.

FIFTH CAUSE OF ACTION

FAILURE TO PAY ALL PAID SICK LEAVE WAGES

Violation of Labor Code §§ 200, 218, 246 *et seq.*

65. All outside paragraphs of this Complaint are incorporated into this section.

66. Defendants knowingly and intentionally failed in their affirmative obligation to pay sick leave wages to Plaintiff and a paid sick leave subclass in violation of Labor Code section 246 *et seq.* Paid sick leave earnings constitute wages for purposes of California wage and hour law. (*Murphy v. Kenneth Cole Productions, Inc.* (2007) 40 Cal.4th 1094, 1103 [“Courts have recognized that ‘wages’ also include those benefits to which an employee is entitled as a part of his or her compensation, including money, room, board, clothing, vacation pay, and sick pay”].)

67. Labor Code section 246(l), in conjunction with Labor Code section 248 *et seq.*, 248.1, 248.2, and 248.6, in addition to the applicable County sick pay ordinances in locales worked by class members, govern how Defendants were required to calculate paid sick leave.

68. Defendants failed to pay Plaintiff and class members their paid sick leave wages at one of the lawful rates set forth in the statute or ordinance because Defendants failed to include in their sick leave calculation the additional remuneration received by Plaintiff and class members (i.e., at the regular rate of pay and/or calculated based on total wages earned).

69. Furthermore, to the extent the paid sick leave paid constitutes Covid-related paid sick leave, Defendants knowingly and intentionally failed in their affirmative obligation to pay Covid-19

Supplemental Sick Leave wages to class members at the correct accrual rate or hourly pay rate in violation of Labor Code sections 246, 248.1, 248.2, and 248 *et seq.*

70. As a result, Defendants violated the Labor Code and are liable to Plaintiff and class members for underpaid sick leave wages, in addition to interest, attorneys' fees, and costs.

SIXTH CAUSE OF ACTION

UNPAID VACATION WAGES

Violation of Labor Code §§ 201, 202, 203, and 227.3 and 1194, and 1198

71. All outside paragraphs of this Complaint are incorporated into this section.

72. This cause of action is brought by an unpaid vacation wages subclass pursuant to Labor Code §§ 200, 201, 202, 203, and 227.3 and 1194, and 1198, which require non-exempt employees be timely paid all vested vacation wages at their final rate of pay upon separation of employment, and which further provide a private right of action for an employer's timely failure to pay all vacation compensation upon termination.

73. Defendant offered Plaintiff and class members an employment contract or policy providing for the accrual of vacation and/or paid time off. Plaintiff and class members accrued vacation and/or PTO pursuant to the contract or policy.

74. Upon separation of Plaintiff and class members, Defendants willfully failed in their affirmative obligation to timely pay Plaintiff and class members all accrued but unused vacation at their final rate during their employment with Defendants, in violation of Labor Code sections 201(a), 202(a), and 227.3.

75. Plaintiff and class members are entitled to recover the full amount of the accrued vacation wages owed, in addition to interest, statutory and civil penalties, and attorneys' fees, and costs to the extent permitted by law.

SEVENTH CAUSE OF ACTION

UNTIMELY PAYMENT OF WAGES

Violation of Labor Code §§ 204, 210, 218

76. All outside paragraphs of this Complaint are incorporated into this section.

1 77. This cause of action is brought pursuant to the IWC Wage Orders and Labor Code
2 §§ 204, 204b, and 210 which require non-exempt employees be timely paid all wages owed each pay
3 period, and which further provide a private right of action for an employer's failure to comply with
4 this obligation. Labor Code § 218 authorizes individuals to sue directly for wages and penalties due
5 under these sections, including Labor Code § 210(c)'s statutory late payment penalties.

6 78. Defendants willfully failed in their affirmative obligation to timely pay all wages,
7 including paid sick leave and meal and rest premiums, earned by Plaintiff and class members twice
8 during each calendar month on days designated in advance by the employer as regular paydays (for
9 employees paid on a non-weekly basis) and on the regularly-scheduled weekly payday for weekly
10 employees, if any, in violation of Labor Code sections 204 and 204b and the IWC Wage Orders (the
11 "Minimum Wages" sections of the applicable orders).

12 79. Plaintiff and class members are entitled to recover the full amount of the unpaid wages,
13 in addition to a statutory penalty in the amount of \$100 for the initial violation for each failure to pay
14 each employee and \$200 for all subsequent violations and for all willful or intentional violations for
15 each failure to pay each employee, plus 25 percent of the amount unlawfully withheld under provided
16 in Labor Code § 210, in addition to interest, attorneys' fees, and costs to the extent permitted by law.

17 **EIGHTH CAUSE OF ACTION**

18 **WAGE STATEMENT VIOLATIONS**

19 **Violation of Labor Code § 226**

20 80. All outside paragraphs of this Complaint are incorporated into this section.

21 81. This cause of action is brought by a wage statement subclass pursuant to Labor Code
22 § 226(a) which requires non-exempt employees be provided accurate itemized wage statements each
23 pay period, and which further provide a private right of action for an employer's failure to comply
24 with this obligation.

25 82. Defendants knowingly and intentionally failed in their affirmative obligation to provide
26 accurate itemized wage statements to Plaintiff and class members resulting in injury to Plaintiff and
27 class members. Specifically, the wage statements issued to Plaintiff and class members did not
28 accurately state each pay period all of the information required by Labor Code § 226(a)(1)-(9).

83. Defendants' unlawful acts and omissions deprived Plaintiff and class members of accurate itemized wage statements, causing confusion and concealing wage and premium underpayments.

84. As a result, Plaintiff and class members are entitled to recover the statutory penalty of \$50 per employee for the initial pay period in which a violation occurred and \$100 per employee for each violation in a subsequent pay period, up to an aggregate penalty of \$4,000 per employee, in addition to interest, attorneys' fees, and costs to the extent permitted by law, including under Labor Code section 226(e).

NINTH CAUSE OF ACTION

WAITING TIME PENALTIES

Violation of Labor Code §§ 201 *et seq.*

85. All outside paragraphs of this Complaint are incorporated into this section.

86. This cause of action is brought by a waiting time subclass pursuant to Labor Code §§ 201 through 203, which require an employer to timely pay all wages earned upon termination of employment, and which further provide a private right of action to recover statutory waiting time penalties each day an employer fails to comply with this obligation, up to a maximum of 30 days wages.

87. Defendants willfully failed and continue to fail in their affirmative obligation to pay all wages earned and unpaid to Plaintiff and class members immediately upon termination of employment or within 72 hours thereafter for employees who did not provide at least 72 hours prior notice of his or her intention to quit, and further failed to pay those sums for 30 days thereafter in violation of Labor Code sections 201 through 203 and the IWC Wage Orders.

88. Plaintiff and class members are entitled to recover a waiting time penalty for a period of up to 30 days, in addition to interest, attorneys' fees, and costs to the extent permitted by law.

TENTH CAUSE OF ACTION

FAILURE TO REIMBURSE BUSINESS EXPENSES

Violation of Labor Code § 2802

89. All outside paragraphs of this Complaint are incorporated into this section.

1 limitation provided under the UCL or to the extent the underlying Labor Code and IWC Wage Order
2 violations do not provide a private right of action.

3 97. Plaintiff and class members are entitled to injunctive relief against Defendants,
4 restitution, and other equitable relief to return all funds over which Plaintiff and class members have
5 an ownership interest and to prevent future damage and the public interest under Business and
6 Professions Code § 17200 *et seq.* Plaintiff and class members are further entitled to recover interest,
7 attorneys' fees, and costs to the extent permitted by law, including under Code of Civil Procedure
8 § 1021.5.

9 **TWELFTH CAUSE OF ACTION**

10 **UNPAID REPORTING TIME WAGES**

11 **Violation of Labor Code § 1198**

12 97. All outside paragraphs of this Complaint are incorporated into this section.

13 98. Defendants violated Labor Code sections 1198 and Section 5 (Reporting Time Pay) of
14 the applicable IWC Wage Orders concerning reporting time wages with respect to the class members.

15 99. Section 5 of the applicable IWC Wage Orders requires an employer to pay reporting
16 time pay if an employee shows up for a scheduled shift and is not put to work or is furnished with less
17 than half of the scheduled shift. In this situation, the employer owes the employee reporting time pay
18 in the amount of the greater of two hours or half the scheduled shift length.

19 100. Section 5 further requires an employer to pay reporting time pay if an employee is
20 required to report to work for a second time and is furnished with less than two hours of work on the
21 second reporting. In this situation, the employer owes the employee reporting time pay in the amount
22 of the greater of two hours or half the scheduled shift length.

23 101. Labor Code section 1198 authorizes enforcement of the reporting time pay provisions
24 of the IWC Wage Orders.

25 102. As described above, Defendants maintained an unlawful policy and practice of failing
26 to pay reporting time wages to class members when they were scheduled to be on-call. Thus,
27 Defendants are liable to the class for all unpaid reporting time wages, and associated penalties,
28 interests, fees, and costs.

1 **THIRTEENTH CAUSE OF ACTION**

2 **CIVIL PENALTIES UNDER THE PRIVATE ATTORNEYS GENERAL ACT**

3 **Violation of Labor Code §§ 2698 *et seq.***

4 **(By Plaintiff on Behalf of the State and the Aggrieved Employees Against All Defendants)**

5 98. All outside paragraphs of this Complaint are incorporated into this section.

6 99. Plaintiff brings this cause of action as a proxy for the State of California on behalf of
7 the following “aggrieved employees” pursuant to the Private Attorneys General Act (“PAGA”),
8 codified as Labor Code section 2698 *et seq.*:

9 a. All current and former non-exempt employees who worked for Defendants in
10 California at any time from one year prior to the postmark date of the initial
11 PAGA notice through date of trial.

12 100. Plaintiff reserves the right to amend, supplement, or add to this description of the
13 aggrieved employees, according to proof.

14 101. The State of California, via the Labor and Workforce Development Agency
15 (“LWDA”), is the real party in interest in this action with respect to this cause of action. (*Kim v. Reins*
16 *Int’l California, Inc.* (2020) 9 Cal. 5th 73, 81 [The “government entity on whose behalf the plaintiff
17 files suit is always the real party in interest.”])

18 102. Labor Code section 2699(a) provides: “Notwithstanding any other provision of law,,
19 any provision of this code that provides for a civil penalty to be assessed and collected by the Labor
20 and Workforce Development Agency or any of its departments, divisions, commissions, boards,
21 agencies, or employees, for a violation of this code, may, as an alternative, be recovered through a civil
22 action brought by an aggrieved employee on behalf of the employee and other current or former
23 employees against whom a violation of the same provision was committed pursuant to the procedures
24 specified in Section 2699.3. “

25 103. Any allegations regarding violations of the IWC Wage Orders are enforceable as
26 violations of Labor Code section 1198, which states: “[t]he employment of any employee for longer
27 hours than those fixed by the order or under conditions of labor prohibited by the order is unlawful.”
28

1 104. Labor Code section 2699.3 sets forth the procedure for commencing an action for civil
2 penalties under the PAGA.

3 105. On or about **September 11, 2025**, Plaintiff paid the requisite PAGA filing fee and
4 provided written notice (by online electronic filing with the LWDA and by certified mail to
5 Defendants) of Defendants' alleged Labor Code violations, including the facts and theories to support
6 the alleged violations.

7 106. A true and correct copy of Plaintiff's written PAGA notice, entitled "Notice of Labor
8 Code Violations" is attached hereto as Exhibit 1 and incorporated by reference as though fully set
9 forth herein (the "PAGA notice").

10 107. To date, neither Plaintiff nor Plaintiff's counsel has received a response to Plaintiff's
11 written PAGA notice from the LWDA.

12 108. Within 33 calendar days of the postmark date of the notice sent by Plaintiff, neither
13 Plaintiff nor Plaintiff's counsel has received written notice by certified mail from any defendant
14 providing a description of any actions taken to cure the alleged violations.

15 109. Now that at least 65 days have passed from Plaintiff notifying Defendants of these
16 violations, without notice of cure from Defendants or notice from the LWDA of its intent to investigate
17 the alleged allegations and issue the appropriate citations to Defendants, Plaintiff exhausted all
18 prerequisites and commenced this civil action under Labor Code section 2699 *et seq.*

19 110. As set forth in the PAGA notice attached as Exhibit 1 and incorporated into this
20 Complaint, Defendants committed the following violations and are liable for all corresponding civil
21 penalties:

- 22 a. **Unpaid Hours Worked/Minimum Wage.** Violation of Labor Code §§ 1194,
23 1197, 1198; IWC Wage Orders.
- 24 b. **Unpaid Overtime.** Violation of Labor Code §§ 510, 1194, 1198; IWC Wage
25 Orders.
- 26 c. **Unpaid Paid Sick Leave.** Violation of Labor Code §§ 246 through 248.7.
- 27 d. **Unpaid Vacation Wages.** Violation of Labor Code § 227.3.

- e. ***Unpaid Reporting Time Wages.*** Violation of Labor Code § 1198; IWC Wage Orders.
- f. ***Unpaid Meal Period Premium Wages.*** Violation of Labor Code §§ 226.7, 512, 1198; IWC Wage Orders.
- g. ***Unpaid Rest Period Premium Wages.*** Violation of Labor Code §§ 226.7, 516, 1198; IWC Wage Orders.
- h. ***Untimely Payment of Wages During Employment.*** Violation of Labor Code §§ 204, 204b, 210.
- i. ***Untimely Payment of Wages Upon Separation of Employment.*** Violation of Labor Code §§ 201, 202, 203, 256.
- j. ***Non-Compliant Wage Statements.*** Violation of Labor Code §§ 226, 226.3.
- k. ***Unreimbursed Employee Expenses.*** Violation of Labor Code §§ 2802, 2804.
- l. ***Failure to Maintain Accurate Records.*** Violation of Labor Code § 1174; IWC Wage Orders.

111. Plaintiff seeks to collect all recoverable civil penalties for the Labor Code violations alleged in this Complaint and the PAGA notice (including amendments thereto) against Defendants pursuant to Labor Code section 2699(a) and (f), in addition to attorneys' fees, costs, and interest to the extent permitted by law, including under Labor Code section 2699(k).

PRAYER

Plaintiff prays for judgment as follows:

- a. For certification of this action as a class action;
- b. For appointment of Plaintiff as the class representative;
- c. For appointment of above-captioned counsel for Plaintiff as Class Counsel;
- d. For division of class members into appropriate classes and/or subclasses according to proof;
- e. For recovery of all statutory penalties and liquidated damages;
- f. For disgorgement of all amounts wrongfully obtained to the extent permitted by law;
- g. For restitution and injunctive relief;

- 1 h. For attorneys' fees and costs of suit, including expert fees, to the extent permitted by
2 law, including (without limitation) under Labor Code §§ 218.5, 226, 1194, 2802 and
3 Code of Civil Procedure § 1021.5.
- 4 i. For recovery of damages in amount according to proof;
- 5 j. For all recoverable pre- and post-judgment interest;
- 6 k. For this action to be maintained as a representative action under the PAGA;
- 7 l. For Plaintiff and counsel of record to be provided with all enforcement capability as if
8 the action were brought by the State of California or the California Division of Labor
9 Enforcement;
- 10 m. For recovery of all civil penalties and other recoverable amounts under the PAGA;
- 11 n. For reasonable attorneys' fees and costs of suit, including expert fees, to the extent
12 permitted by law, associated with the PAGA claims pursuant to Labor Code § 2699,
13 and Code of Civil Procedure section 1021.5 and any other applicable sections; and
- 14 o. For such other relief the Court deems just and proper.

15
16 Dated: November 17, 2025

Ferraro Vega Employment Lawyers, Inc.

17 

18 _____
Xavier L. Woodford

Nicholas J. Ferraro

Attorneys for Plaintiff Leyla Nunez-Acosta

EXHIBIT 1

Notice of Labor Code Violations

FERRARO VEGA
SAN DIEGO EMPLOYMENT LAWYERS

Nicholas J. Ferraro
nick@ferrarovega.com
Lauren N. Vega
lauren@ferrarovega.com

ATTORNEYS AT LAW
3333 Camino del Rio South, Suite 300
San Diego, California 92108

619-693-7727
619-350-6855 fax
ferrarovega.com

September 11, 2025

NOTICE OF LABOR CODE VIOLATIONS
CALIFORNIA LABOR CODE SECTIONS 2698 *et seq.*

VIA CERTIFIED U.S. MAIL
- *Electronic Return Receipt* -

Santiago Communities, Inc.
PO BOX 11927
Santa Ana, California 92711

- *PAGA Notice & Filing Fee* -
Submitted electronically to the Labor and
Workforce Development Agency

Dear LWDA Officer and Company Representatives:

This letter serves as written notice under Labor Code section 2699.3 on behalf of **LEYLA NUNEZ-ACOSTA** (“Plaintiff(s)”) and all other “aggrieved employees” of the following “Defendant(s)”:

SANTIAGO COMMUNITIES, INC.

Defendant(s) shall mean and include the foregoing in addition to any other related employer entities, individuals under Labor Code sections 558 and 558.1, and all others who may be later added upon further investigation and discovery as liable employers.

This office serves as legal counsel for Plaintiff. If the California Labor and Workforce Development Agency (“LWDA”) does not investigate the facts, allegations, and violations set forth in this notice within the statutorily prescribed 65-day period under Labor Code section 2699.3, Plaintiff intends to commence a civil action against Defendants as a proxy and agent of the State of California under the Private Attorneys General Act (“PAGA”). “PAGA allows an ‘aggrieved employee’—a person affected by at least one Labor Code violation committed by an employer—to pursue penalties for all the Labor Code violations committed by that employer.” *Huff v. Securitas Security Services USA, Inc.* (2018) 23 Cal.App.5th 745, 751; *Kim v. Reins International California, Inc.* (2020) 9 Cal.5th 73, 79. Plaintiff maintains standing to pursue these claims against Defendants as an aggrieved employee.

Through this notice, Plaintiff requests that Defendants complete an internal investigation and audit of the wage and hour and employment practices at issue and make a good faith effort to

correct any violations. Plaintiff attempts to identify the non-compliant policies and practices affecting the aggrieved employees so that the parties may resolve the underlying damages and penalties in judgment or settlement approved by the Superior Court of California under Labor Code section 2699(s). Defendants are notified that any attempt to resolve this case should be conducted in coordination with Plaintiff's counsel to protect the interests of Plaintiff, the aggrieved employees, and the State of California via the LWDA. Plaintiff advises Defendants this letter should be also considered a reasonable attempt at settlement of this matter, subject to an exchange of additional documents and information. *Graham v. Daimler Chrysler Corp.* (2004) 24 Cal.4th 553, 561.

- BACKGROUND -

Defendants employed Plaintiff during the PAGA Period in the position of Relief Manager from about January 2019 to July 2025. During their employment Plaintiff and the other aggrieved employees were subject to the wage and hour and employment protections set forth in the California Labor Code and IWC Wage Orders.

Through this notice, Plaintiff informs the LWDA of the Labor Code violations set forth herein. The “aggrieved employees” include Plaintiff and the following individuals:

All current and former non-exempt employees who worked for Defendants in the State of California during one-year period preceding the date of this notice through the current date and the date of trial in any pending action (the “aggrieved employees” and the “PAGA Period”).

Plaintiff reserves the right to expand or narrow the definition of the “aggrieved employees” in the forthcoming civil action. Furthermore, Plaintiff seeks all recoverable civil penalties for Defendants’ violations and reserves the right to supplement this notice as further investigation is completed and further facts, witnesses, and violations are uncovered.

- PAGA CLAIMS -

Unpaid Hours Worked/Minimum Wage Violation of Labor Code §§ 1194, 1197, 1198; IWC Wage Orders

Defendants violated Labor Code sections 1194, 1197, and 1198, along with the California Minimum Wage Order, the applicable local minimum wage ordinances, and the “Hours and Days of Work” and “Minimum Wages” sections of the applicable IWC Wage Orders with respect to the aggrieved employees.

Labor Code section 1194 renders it unlawful for an employee to receive less than the legal minimum wage for hours worked in California. Labor Code section 1197 further mandates that “[t]he minimum wage for employees fixed by the commission is the minimum wage to be paid to employees, and the payment of a lower wage than the minimum so fixed is unlawful.”

Labor Code section 1198 renders “employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the [IWC Wage Orders]” unlawful. The California Minimum Wage Order and the applicable sections of the IWC Wage Orders further require payment of minimum wages for all hours worked. The “Minimum Wages” sections of the applicable IWC Wage Order provide that “[e]very employer shall pay to each employee, on the established payday for the period involved, not less than the applicable minimum wage for all hours worked in the payroll period, whether the remuneration is measured by time, piece, commission, or otherwise.” The foregoing California wage laws require payment of “not less than the applicable minimum wage *for all hours worked* in the payroll period” and California law does not allow averaging of pay over the hours worked in the pay period, even if the total pay results in an average above the minimum wage. *Armenta v. Osmose, Inc.* (2005) 135 Cal.App.3d 314, 324.

Defendants failed to pay Plaintiff and the aggrieved employees at the lawful minimum wage rate for all hours worked, resulting in unpaid minimum wages. Defendant violated the Labor Code and IWC Wage Order Minimum Wage sections in several ways.

First, Plaintiff alleges that Defendant maintained an unlawful policy and practice of editing Plaintiff’s time records to show fewer hours worked to avoid paying all overtime pay. Due to this time-shaving practice, all hours worked were not directly compensated, resulting in minimum wage violations. Defendant’s pattern of editing employee’s time records resulted in an underpayment of regular and overtime wages to Plaintiff and the aggrieved employees. These revisions were made without employees’ consent. For example, Plaintiff was provided a timesheet template with hours pre-filled in regardless of the hours she actually worked. On times when Plaintiff received a blank time sheet, she was able to write in her actual time. However, Plaintiff’s hours she reported on her time sheet were regularly changed to match the template to avoid paying overtime hours. If Plaintiff worked beyond her maximum of 8 hours, Defendants would not compensate her, and she would not be allowed to include those hours in the timesheet. Plaintiff is informed and believes that Defendants engaged in the same practice with respect to other aggrieved employees.

Second, Plaintiff and the aggrieved employees worked off-the-clock without compensation. For example, Defendants required Plaintiff to work on-call but failed to provide Plaintiff with all hours worked while on-call. Plaintiff would not be allowed to log the time she spent working while off-the-clock or on-call, resulting in unpaid wages. Plaintiff is informed and believes Defendant engaged in the same practice with respect to the other aggrieved employees. An illustrative example of Defendants’ unlawful policy of failing to pay for “on call” hours is shown below:

6. Being “on call” is not “payable time” as you are free to go about your normal daily activities, we just ask that you stay within approx. 20 minutes travel time from home in order to respond to emergencies if needed.

Extract from Plaintiff’s “Relief Personnel Duties”

As a result of this unlawful practice, Plaintiff and the aggrieved employees were systematically deprived of earned wages. Here, Defendants require Plaintiff and other aggrieved employees to be within 20 minutes travel time from home while on call, but they do not compensate employees for such restrictions. Moreover, Plaintiff was required to answer the phone immediately upon receiving a call. Specifically, Plaintiff would be reprimanded for failing to answer the phone when a call is received. Plaintiff could not trade her responsibilities with another employee as it is company policy for her to fill the Relief Manager position during the weekends and perform her duties. Such restrictions prevented Plaintiff from conducting any personal activities while on-call, other than staying at home, which is within the restricted 20 minute travel time.

Due to Defendant's unlawful policies of time rounding and requiring off-the-clock work, Defendants failed to pay for all hours worked, resulting in the underpayment of regular wages to Plaintiff and the aggrieved employees.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Unpaid Overtime **Violation of Labor Code §§ 510, 1194, 1198; IWC Wage Orders**

Defendants violated Labor Code sections 510, 1194, and 1198, along with the "Hours and Days of Work" sections of the applicable IWC Wage Orders with respect to the aggrieved employees.

Labor Code section 510 requires "[a]ny work in excess of eight hours in one workday and any work in excess of 40 hours in any one workweek and the first eight hours worked on the seventh day of work in any one workweek shall be compensated at the rate of no less than one and one-half times the regular rate of pay for an employee;" and "any work in excess of 12 hours in one day shall be compensated at the rate of no less than twice the regular rate of pay for an employee;" and "any work in excess of eight hours on any seventh day of a workweek shall be compensated at the rate of no less than twice the regular rate of pay of an employee." Labor Code section 1194 renders it unlawful for an employee to receive less than the legal overtime rate for overtime hours worked in California. Labor Code section 1198 renders "employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the [IWC Wage Orders]" unlawful. The IWC Wage Orders further require payment of overtime wages for all overtime hours worked, including the "Hours and Days of Work" sections.

Defendants failed to pay Plaintiff and the aggrieved employees overtime wages and the lawful rate of pay for overtime hours worked, resulting in unpaid overtime wages. As stated in the "Unpaid Hours Worked" section above, Defendants regularly failed to compensate Plaintiff

and the aggrieved employees for time worked when they were off-the-clock and for on-call hours. When Plaintiff and the aggrieved employees worked more than 8 hours per day or over 40 hours in one week, these practices resulted in unpaid overtime wages.

Rather than pay employees for their actual time spent on-call, Defendants paid Plaintiff and other aggrieved employees flat rate “on-call incentive” payments. Employees earned these incentives during the same periods when they worked overtime, but Defendant failed to pay Plaintiff and the aggrieved employees overtime wages at regular rate of pay, which should have included the on-call incentives.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Unpaid Paid Sick Leave **Violation of Labor Code §§ 246 through 248.7**

Defendants violated Labor Code sections 246 through 248.7 with respect to the aggrieved employees.

Labor Code section 246 requires employers to provide paid sick leave to its workforce on the terms set forth in the statute. Employers must comply with the accrual, use, and notice provisions of Labor Code sections 246, 246.5, 247, and must further ensure that they maintain the paid sick leave records required by Labor Code section 247.5. Employers have the option of providing 40 hours of paid sick leave to employees or to allow employees to accrue paid sick leave each pay period. If an employer chooses the accrual method, employees must accrue sick leave at a rate of one hour for every thirty hours worked in a given pay period as set forth in Labor Code section 246(b)(1). Under the accrual method, employees must begin accruing paid sick leave at the commencement of employment.

Employers must pay sick leave in accordance with one of the three permissible methods provided in Labor Code section 246(l): (1) “the same manner as the regular rate of pay for the workweek;” (2) “by dividing the employee’s total wages, not including overtime premium pay, by the employee’s total hours worked in the full pay periods of the prior 90 days;” or (3) “for exempt employee ... in the same manner as the employer calculates wages for other forms of paid leave time.” Labor Code sections 248.6 and 248.7 similarly require paid sick leave to be paid at a regular rate-based calculation in excess of the base hourly rate and at the lawful accrual rate.

Under Labor Code section 246(i), employers must provide employees “with written notice of the amount of paid sick leave available ... for use on either the employee’s itemized wage statement ... or in a separate writing provided on the designated pay date with the employee’s payment of wages.”

Defendants failed to comply with California's paid sick leave laws with respect to the aggrieved employees. As described above, Defendant paid Plaintiff and other aggrieved employees "on-call incentive" during the same period when they earned overtime. Defendant failed to pay Plaintiff and the aggrieved employees' sick leave wages at the regular rate of pay (inclusive of incentives), resulting in unpaid sick leave wages.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Unpaid Vacation Wages **Violation of Labor Code § 227.3**

Defendants violated Labor Code section 227.3 with respect to the aggrieved employees.

Labor Code section 227.3 requires "whenever a contract of employment or employer policy provides for paid vacations, and an employee is terminated without having taken off his vested vacation time, all vested vacation shall be paid to him as wages at his final rate in accordance with such contract of employment or employer policy respecting eligibility or time served; provided, however, that an employment contract or employer policy shall not provide for forfeiture of vested vacation time upon termination."

Defendants maintained an unlawful policy and practice of failing to pay all accrued and unused vacation wages upon separation of employment at the lawful rate of pay, resulting in forfeiture of vested vacation time and wages. Defendant failed to provide Plaintiff and the aggrieved employees with all vacation leave accrued. Plaintiff and the aggrieved employees worked off-the-clock, overtime hours that were not accounted for when calculating an employee's accrued vacation leave. Therefore, Plaintiff and other aggrieved employees were not awarded the total accrued vacation leave time they had earned.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Unpaid Reporting Time Wages **Violation of Labor Code § 1198; IWC Wage Orders**

Defendants violated Labor Code sections 1198 and Section 5 (Reporting Time Pay) of the applicable IWC Wage Orders concerning reporting time wages with respect to the aggrieved employees.

Section 5 of the applicable IWC Wage Orders requires an employer to pay reporting time pay if an employee shows up for a scheduled shift and is not put to work or is furnished with less than half of the scheduled shift. In this situation, the employer owes the employee reporting

time pay in the amount of the greater of two hours or half the scheduled shift length. Section 5 further requires an employer to pay reporting time pay if an employee is required to report to work for a second time and is furnished with less than two hours of work on the second reporting. In this situation, the employer owes the employee reporting time pay in the amount of the greater of two hours or half the scheduled shift length. Labor Code section 1198 authorizes enforcement of the reporting time pay provisions of the IWC Wage Orders.

Defendants maintained an unlawful policy and practice of failing to pay reporting time wages to the aggrieved employees. Plaintiff and the aggrieved employees were often scheduled to be on call, however, Plaintiff and the aggrieved employees were not paid for at least two hours of work when they were required to report to work for a second time. Plaintiff was scheduled to be “on-call” from Friday evening through Monday morning. In these instances, Plaintiff and, on information and belief, the aggrieved employees were paid less than “the greater of two hours or half the scheduled shift length” as required by California law.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Unpaid Meal Period Premium Wages **Violation of Labor Code §§ 226.7, 512, 1198; IWC Wage Orders**

Defendants violated Labor Code sections 226.7, 512, and 1198, along with the related sections of the IWC Wage Orders with respect to the aggrieved employees.

Labor Code section 512 and the IWC Wage Orders require that employers provide an uninterrupted 30-minute meal period after no more than five hours of work and a second meal period after no more than 10 hours of work. *See Brinker Restaurant Corp. v. Superior Court* (2012) 53 Cal.4th 1004, 1049. Labor Code section 226.7 requires that if a meal period is late, missed, short, or interrupted, the employer must pay one additional hour of pay at the employee’s “regular rate” of compensation. *Ferra v. Loews Hollywood Hotel, LLC* (2021) 11 Cal.5th 858, 862 (“We hold that the terms are synonymous: “regular rate of compensation” under section 226.7(c), like “regular rate of pay” under section 510(a), encompasses all nondiscretionary payments, not just hourly wages”). “[T]ime records showing noncompliant meal periods raise a rebuttable presumption of meal period violations, including at the summary judgment stage.” *Donohue v. AMN Services, LLC* (2021) 11 Cal.5th 58, 61. Labor Code section 1198 renders “employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the [IWC Wage Orders]” unlawful. The IWC Wage Orders, including Section 11 (Meal Periods), further require one uninterrupted 30-minute meal period after no more than five hours of work and a second meal period after no more than 10 hours of work and an additional hour of pay at the employee’s regular rate of compensation for each workday that a compliant meal period is not provided. Pursuant to Section 11(A) of the IWC Wage Orders, the California Supreme Court has held that the on-duty meal period exception is “exceedingly narrow” and applies only when (1) “the nature of the work prevents the

employee from being relieved of all duty” and (2) *both* “the employer and employee have agreed, in writing, to the on-duty meal period.” *Augustus v. AMB Security Services, Inc.* (2016) 2 Cal.5th 257, 266-276 (emphasis added). If these two requirements are not met, then the employer owes the employee one hour of premium pay for each non-compliant meal period taken under the purported on-duty meal arrangement. *Naranjo v. Spectrum Security Services, Inc.* (2019) 40 Cal.5th 444, 459.

Defendants failed to provide complaint meal periods to Plaintiff and the aggrieved employees due to the pressure to keep up with the high demands of the job and understaffing. For example, when Plaintiff worked from home, she did not receive any meal periods. Plaintiff was required to remain responsive at all times while she was on-call and when an emergency occurred, she would not be relieved of her duties to take a compliant meal period. Meal periods were never discussed with her manager, and she was not informed that she was entitled to a meal period. As a result, Plaintiff and aggrieved employees often experienced missed, short, and late meal periods.

Additionally, to the extent Defendant policy and practice of making edits to Plaintiff’s and the aggrieved employees’ records, resulted in edits to avoid paying owed meal premiums, this practice resulted in unpaid premiums, which should have been paid at the regular rate.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Unpaid Rest Period Premium Wages **Violation of Labor Code §§ 226.7, 516, 1198; IWC Wage Orders**

Defendants violated Labor Code sections 226.7, 516, and 1198, and the related sections of the IWC Wage Orders with respect to Plaintiff and the aggrieved employees.

Labor Code sections 226.7 and 516 and the IWC Wage Orders require that employers authorize and permit an uninterrupted 10-minute rest period for each four-hour period (or major fraction thereof) that an employee works. Labor Code section 226.7 requires that if a rest period is non-compliant, the employer must pay one additional hour of pay at the employee’s “regular rate” of compensation. *Ferra v. Loews Hollywood Hotel, LLC* (2021) 11 Cal.5th 858, 862 (“We hold that the terms are synonymous: “regular rate of compensation” under section 226.7(c), like “regular rate of pay” under section 510(a), encompasses all nondiscretionary payments, not just hourly wages”). Labor Code section 1198 renders “employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the [IWC Wage Orders]” unlawful. The IWC Wage Orders, including Section 12 (Rest Periods), further require one uninterrupted 10-minute rest period for each four-hour period (or major fraction thereof) worked and an additional hour of pay at the employee’s regular rate of compensation for each workday that a compliant rest period is not authorized or permitted.

Plaintiff and, on information and belief, other aggrieved employees experienced interrupted and missed rest periods due to understaffing, and the pressure to keep up with the high demand of the job. Due to the same reasons stated above, Plaintiff would be unable to take a compliant rest period. Plaintiff and other aggrieved employees were not authorized to take complaint rest periods as required by Labor Code 226.7.

To the extent Defendant paid any rest period premium, the premiums were not paid at the regular rate of compensation because the premium did not factor in bonuses, commissions, or other forms of remuneration, instead electing to pay aggrieved employees at their base hourly rate, in violation of California law.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Untimely Payment of Wages During Employment **Violation of Labor Code §§ 204, 204b, 210**

Defendants violated Labor Code sections 204 and/or 204b and 210, as applicable, with respect to Plaintiff and the aggrieved employees.

Labor Code section 204(a) requires payment of “all wages” for non-exempt employees at least twice each calendar month. Labor Code section 204(d) states all wages due must be paid “not more than seven calendar days following the close of the payroll period.” Labor Code section 204b applies to employees paid on a weekly basis and also requires the payment for all labor within the required pay periods. Labor Code section 210 provides “every person who fails to pay the wages of an employee as provided in Section ... 204 ... shall be subject to a civil penalty” of \$100 for an initial violation and \$200 plus 25% of the amount unlawfully withheld for a subsequent violation.

Because Defendants failed to pay all wages and premiums in each pay period in which such wages were earned at the lawful rate, Defendants violated Labor Code section 204 and/or 204b (for weekly employees, as applicable). Defendants violated Labor Code sections 204 and 204b by failing to pay all wages and premiums owed on the regular pay days scheduled each pay period within seven calendar days of the close of the payroll period, as a result of the policies and practices set forth in this notice. Indeed, Defendants failed to pay overtime, regular, sick leave, and other earnings on time each payday.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Untimely Payment of Wages Upon Separation of Employment
Violation of Labor Code §§ 201, 202, 203, 256

Defendants violated Labor Code sections 201, 202, and 203 with respect to the aggrieved employees by failing to pay all wages and premiums owed upon termination of employment.

Labor Code section 201 requires that if an employer fires an employee, the wages must be paid immediately. Labor Code section 202 requires that if an employee quits without providing 72 hours' notice, his or her wages must be paid no later than 72 hours thereafter. Labor Code section 202 states that if an employee provides 72 hours' notice, the final wages are payable upon his or her final day of employment. Labor Code section 203 requires an employer who fails to comply with Labor Code sections 201 or 202 to pay a waiting time penalty for each employee, up to a period of 30 days additional compensation.

Defendants failed to pay all wages and premiums owed to aggrieved employees during their employment as set forth in this notice, and also failed to timely pay those amounts to departing employees upon separation of employment. Defendants did not pay waiting time penalties for the late payments. As a result, Defendants violated Labor Code sections 201, 202, and 203.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Non-Compliant Wage Statements
Violation of Labor Code §§ 226, 226.3

Defendants violated Labor Code sections 226(a) and 226.3 with respect to the aggrieved employees by failing to furnish itemized wage statements each pay period that accurately list all information required by Labor Code section 226(a)(1) through (9).

Labor Code section 226(a) requires an employer to furnish wage statements to employees semimonthly or at the time of each payment of wages, "an accurate itemized statement in writing showing:" (1) gross wages earned, (2) total hours worked, (3) the number of piece rate units earned and applicable piece-rate in effect, (4) all deductions, (5) net wages earned, (6) the inclusive dates of the pay period, (7) the name of the employee and last four digits of SSN or an EIN, (8) the name and address of the legal name of the employer, and (9) all applicable hourly rates in effect during the pay period and the number of hours worked at each hourly rate by the employee.

Defendants failed to provide accurate itemized wage statements to the aggrieved employees each pay period as a result of the policies and practices set forth in this notice. Defendants violated Labor Code section 226(a)(1) and (5) by not listing the correct "gross wages earned" or "net wages earned," as the employees earned wages and premiums that were not paid,

resulting in an inaccurate reflection, and recording of “gross wages earned” on those wage statements. Likewise, in violation of Labor Code section 226(a)(9), Defendants failed to state on employee wage statements each pay period the applicable hourly rates in effect and the number of hours worked at that rate, as Defendants failed to pay all wages and premiums owed to employees. The amounts stated are instead depreciated and underpaid, resulting in an inaccurate reflection on the pay stub.

Defendant violated Labor Code section 226(a)(2) by failing to accurately list employees’ “total hours worked,” as the wage statements did not accurately include the uncompensated time plaintiff and other aggrieved employees worked due to Defendant’s policy and practice of requiring off-the-clock work. For example, to the extent that on-call pay is considered hourly wages, Plaintiff’s wage statements did not provide her hourly rate or total number of hours worked. An illustrative example of this violation is shown below:

		Social Security Number			
Earnings Code	Description	Hours	Rate	Amount	
000001	Regular	7.00	16.50	115.50	
OC	OnCall Incentive	0.00	0.00	109.50	
Federal Taxes		Withholding	Social Security	Medicare	
Federal		0.00	13.95	3.26	
State / Local Taxes		Withholding	Disability Tax	UI Tax	School Tax
California		0.00	2.70	0.00	

Extract from Plaintiff’s Wage Statement

Plaintiff and other aggrieved employees cannot promptly and easily determine from the wage statement alone the wages paid or earned without reference to other documents or information. Indeed, these wage statement violations are significant because they sow confusion among Plaintiff and other aggrieved employees with respect to what amounts were owed and paid, at what rates, the number of hours worked, and how those amounts were or should be calculated. The wage statements reflect a false statement of earnings and concealed the underlying problems and underpayments of employee wages.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Unreimbursed Employee Expenses Violation of Labor Code §§ 2802, 2804

Defendants violated Labor Code section 2802 with respect to the aggrieved employees by failing to reimburse the aggrieved employees for all necessary expenditures or losses incurred as part of their job duties.

Labor Code section 2802 requires an employer to “indemnify his or her employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer, even though unlawful, unless the employee, at the time of obeying the directions, believed them to be unlawful.” *See, e.g., Espinoza v. West Coast Tomato Growers, LLC*, 2016 WL 4468175 at *4, n.2 (S.D. Cal. Aug. 24, 2016, No. 14-CV-2984 W (KSC)).

Labor Code section 2804 affirms that “[a]ny contract or agreement, express or implied, made by any employee to waive the benefits of this article or any part thereof, is null and void, and this article shall not deprive any employee or his personal representative of any right or remedy to which he is entitled under the laws of this State.”

Defendants required Plaintiff and the aggrieved employees to incur costs for work-related purposes without full reimbursement. In direct consequence of their job duties, Plaintiff and the aggrieved employees unavoidably and necessarily incurred these losses, expenditures, costs, and as a matter of policy and practice. Plaintiff and the aggrieved employees were required to use their personal vehicles to complete their job duties. For example, Plaintiff used her personal vehicle to drive back and forth to complete job duties, such as driving around the park to conduct surveillance. Plaintiff drove her car more frequently on weekends. Additionally, on many occasions, Plaintiff was required to use her personal cell phone for work-related purposes. For example, when the manager would not answer calls on the company phone, tenants and others would contact Plaintiff on her personal cell phone about emergencies such as fires in the area and electrical issues. Plaintiff would also take pictures of the property on her personal cell phone to show her manager and maintenance. Defendants did not reimburse Plaintiff and other aggrieved employees for expenses incurred for gas mileage and cell phone use that were necessary for the job.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Failure to Maintain Accurate Records **Violation of Labor Code § 1174; IWC Wage Orders**

Defendants violated Labor Code sections 1174 and the IWC Wage Orders by failing to maintain accurate employee payroll records with respect to Plaintiff and other aggrieved employees.

Labor Code section 1174 requires that employers maintain accurate “payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments.” Section 7(A) of the IWC Wage Orders, which may be enforced through Labor Code section 1198, mandates similar recordkeeping obligations.

Because of the policies and practices set forth in this notice, including the failure to accurately account for wages earned or hours worked, Defendants failed to accurately maintain records in accordance with Labor Code section 1174 and the IWC Wage Orders.

As a result, Plaintiff may recover civil penalties as an individual and on behalf of the State of California and the aggrieved employees, up to the maximum amount allowed as set forth under the Labor Code.

Attorneys' Fees and Costs
Labor Code § 2699(k)(1)

Plaintiff has been compelled to retain the services of counsel to protect the interests of other aggrieved employees and the State of California. Plaintiff continues to incur attorneys' fees and costs, which are recoverable under California law, including Labor Code section 2699(k)(1).

- LITIGATION HOLD NOTICE -

This letter imposes a duty upon all defendants and their respective employees, officers, directors, executives, attorneys, human resource and payroll personnel, accountants, and other agents to preserve all physical and electronic evidence, including electronically stored information and emails, which relate to the employment of Plaintiff and the aggrieved employees specified in this notice. Evidence includes, but is not limited to, Defendants' written employment and payroll policies and handbooks; the aggrieved employees' personnel files and payroll records, such as paystubs, time records, wage statements, compensation reports, as well as the underlying electronically data in Excel or similar format. Memoranda and internal and external correspondence relating to the subject matter of this notice shall also be maintained. Failure to preserve and retain relevant evidence may constitute spoliation of evidence and result in an adverse inference or sanctions.

If you have any questions regarding the scope of your obligations to preserve evidence, please consult your legal counsel and always err on the side of caution. Periodic or regularly scheduled purges or deletions of information covered by this hold must be suspended immediately.

- CONCLUSION -

If the LWDA does not pursue enforcement, Plaintiff intends to bring representative claims on behalf of the State of California and the aggrieved employees seeking civil penalties for violations of the Labor Code and the IWC Wage Orders, along with attorneys' fees, costs, interest, and other appropriate relief.

Please advise if the LWDA intends to investigate any of the factual or legal allegations set forth in this notice. Defendants may contact Plaintiff's counsel with any questions regarding this letter or the forthcoming lawsuit.

Sincerely,



Xavier L. Woodford

Cc Plaintiff Leyla Nunez-Acosta

HR Representative

Laurie Chaplin (laurie@santiagocorp.com)