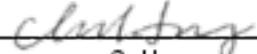


**FILED**  
Superior Court of California  
County of Alameda  
11/07/2025

Ciad Fluke, Executive Officer/Clerk of the Court  
By:  Deputy  
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as an individual and on behalf of all employees similarly situated

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

ZAKERY FERNANDEZ, as an individual and  
on behalf of all employees similarly situated,

Plaintiff,

v.

RONBOW CORPORATION, a California  
Corporation; DOES 1 through 50, inclusive,

Defendants.

Case No. 25CV140345

**Amended as a matter of right, pursuant to  
Labor Code Section 2699.3(a)(2)(c)**

**FIRST AMENDED COMPLAINT**

1. Failure to Pay All Wages and Sick Pay;
2. Failure to Provide Meal Periods;
3. Failure to Provide Rest Periods;
4. Failure to Keep Accurate Itemized Wage Statements;
5. Failure to Pay Wages Upon Termination of Employment;
6. Failure to Reimburse for Necessary Expenditures;
7. Unfair Business Practices; and
8. Violation of the Private Attorneys General Act, Labor Code sections 2698, *et seq*

**DEMAND FOR JURY TRIAL**

1 Plaintiff ZAKERY FERNANDEZ (hereinafter referred to as “Plaintiff”) on behalf of  
2 himself and all others similarly situated, and as representative of the State of California and the  
3 Labor and Workforce Development Agency (“LWDA”), based upon facts that either have  
4 evidentiary support or are likely to have evidentiary support after a reasonable opportunity for  
5 further investigation and discovery, complains and alleges as follows:

6 **INTRODUCTION**

7 1. This is a class action brought on behalf of Plaintiff and the class he seeks to  
8 represent (“Class” or “Class Members”). Class Members consist of all non-exempt, hourly-paid  
9 employees currently and/or formerly employed by RONBOW CORPORATION in the State of  
10 California during the Class Period. The term “Class Period” is defined as four (4) years prior to  
11 the filing of this Complaint through the date final judgment is entered. Plaintiff reserves the right  
12 to amend this Complaint to reflect a different “Class Period” or “Class” as further discovery is  
13 conducted.

14 2. Plaintiff, individually and on behalf of the class he seeks to represent, seeks relief  
15 against RONBOW CORPORATION (“Defendant”) for Defendants’ failure to pay all wages due;  
16 failure to provide meal periods or compensation in lieu thereof; failure to provide rest periods or  
17 compensation in lieu thereof; failure to provide accurate itemized wage statements upon payment  
18 of wages; failure to reimburse for necessary expenditures; failure to pay wages of terminated or  
19 resigned employees; and failure to provide correct paid sick leave and provide accurate sick leave  
20 amount balance.

21 3. Plaintiff seeks equitable remedies in the form of declaratory relief and injunctive  
22 relief, and relief under Business and Professions Code Section 17200 et seq. for unfair business  
23 practices.

24 4. At all relevant times herein, Defendant has consistently maintained and enforced  
25 against Plaintiff and Class the following unlawful practices and policies:

- 26 (a) willfully refusing to pay Plaintiff and Class for all hours worked;  
27 (b) willfully refusing to provide correct paid sick leave and written notice of paid  
28 sick leave;

- (b) willfully refusing to permit Plaintiff and Class from taking meal periods or compensation in lieu thereof;
- (c) willfully refusing to permit Plaintiff and Class from taking rest periods or compensation in lieu thereof;
- (d) willfully refusing to maintain accurate records and to furnish to Plaintiff and Class accurate itemized wage statements upon payment of wages;
- (e) willfully refusing to compensate Plaintiff and certain members of the Class wages due and owing at the time of Plaintiff and Class Members' employment with Defendant ended; and
- (f) willfully refusing to reimburse Plaintiff and Class for necessary expenditures.

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

6. At all relevant times, Defendant was and is legally responsible for all of the unlawful conduct, policies, practices, acts and omissions as described in each and all of the foregoing paragraphs as the employer of Plaintiff and Class. Further, Defendant is responsible for each of the unlawful acts or omissions complained of herein under the doctrine of "respondeat superior".

7. Plaintiff further brings this action as a representative of the State of California and the Labor and Workforce Development Agency ("LWDA") to recover civil penalties pursuant to the Private Attorneys General Act ("PAGA"), Labor Code sections 2698, et seq., for violations of numerous Labor Code provisions, including, but not limited to, sections 201-203, 204, 226, 226.7, 245-248.6, 510, 512, 558, 558.1, 1174, 1194, 1197, 1197.1, 1198, 1199, 2802 and 2810.5, as well as violations of the applicable Wage Order.

///

1 **JURISDICTION AND VENUE**

2 8. Venue is proper in this judicial district and in the County of Alameda, California  
3 because Defendant maintained its location and/or transacted business in this county, the  
4 obligations and liability arise in this county, and work was performed by members of the proposed  
5 class made the subject of this action in this county.

6 9. The wages, statutory penalties, monetary damages and restitution sought by  
7 Plaintiff exceed the minimal jurisdictional limits of the Superior Court and will be established  
8 according to proof at trial. This Court has jurisdiction over this action pursuant to the California  
9 Constitution, article VI, Section 10. The statutes under which this action is brought do not specify  
10 any other basis for jurisdiction.

11 10. The California Superior Court has jurisdiction in the matter because the individual  
12 claims are under the seventy-five thousand dollars (\$75,000.00) jurisdictional threshold for  
13 Federal Court and the five million dollars (\$5,000,000.00) aggregate jurisdictional threshold for  
14 Federal Court and, upon information and belief, Plaintiff and Defendant are residents of,  
15 domiciled in, or otherwise subject to jurisdiction in the State of California. Further, there is no  
16 federal question at issue as the issues herein are based solely on California statutes and law  
17 including the Labor Code, Industrial Welfare Commission (“IWC”) Wage Orders, the Code of  
18 Civil Procedure, the Rules of Court, and the Business and Professions Code.

19 **THE PARTIES**

20 **A. Plaintiff**

21 11. Plaintiff, at all relevant times herein, was Defendant’s employee and was entitled  
22 to compensation for all hours worked, including regular time and overtime compensation, and  
23 penalties from Defendant. Plaintiff was employed by Defendant as a non-exempt, hourly paid  
24 employee during the Class Period. Specifically, Plaintiff worked as an equipment operator from  
25 approximately June 2025 to August 27, 2025 primarily in Alameda County. Each of the Class  
26 Members are identifiable, current and/or former similarly situated persons who were employed  
27 in non-exempt hourly positions in California by Defendant during the Class Period.

28 **B. Defendant**

1           12. Plaintiff is informed and believes, and based thereon alleges, that Defendant is a  
2 California corporation. On information and belief, Defendant was and/or is the employer of  
3 Plaintiff and Class during the Class Period. Plaintiff also alleges that Defendant is conducting  
4 business in good standing in California.

5           13. Plaintiff is ignorant of the true names, capacities, relationships and extent of  
6 participation in the conduct herein alleged of the Defendants sued herein as DOES 1 through 50,  
7 inclusive, but on information and belief alleges that these Defendants are legally responsible for  
8 the payment of overtime compensation, rest and meal period compensation, and wages to Plaintiff  
9 and Class by virtue of their unlawful practices, and therefore sues these Defendants by such  
10 fictitious names. Plaintiff will amend this complaint to allege the true names and capacities of  
11 each DOE Defendants when ascertained.

12           14. Plaintiff is informed and believes, and based thereon alleges, that each Defendant  
13 acted in all respects pertinent to this action as the agent of the other Defendant, carried out a joint  
14 scheme, business plan or policy in all respects pertinent hereto, and the acts of each Defendant  
15 are legally attributable to the other Defendant. Furthermore, Defendants in all respects acted as  
16 the employer and/or joint employer of Plaintiff and Class.

17           15. Plaintiff is informed and believes, and based thereon alleges, that each Defendant  
18 acted in all respects as the agent, servant, partner, joint venture, alter-ego, employee, proxy,  
19 managing agent, and/or principal of the Defendant, and in performing the actions mentioned  
20 below was acting, at least in part, within the course and scope of that authority as such agent,  
21 proxy, servant, partner, joint venture, employee, alter-ego, managing agent, and/or principal with  
22 permission and consent of the Defendant. Plaintiff also alleges the acts of each Defendant are  
23 legally attributable to the other Defendant.

24           16. Plaintiff is informed and believes, and based thereon alleges, that each of the  
25 Defendant sued herein was, at all times relevant hereto, the employer, owner, shareholder,  
26 principal, joint venture, proxy, agent, employee, supervisor, representative, manager, managing  
27 agent, joint employer and/or alter-ego of the remaining Defendant, and was acting, at least in part,  
28

1 within the course and scope of such employment and agency, with the express and implied  
2 permission, consent, and knowledge, approval and/or ratification of the other Defendant.

3 17. The above Defendant, managing agents, and supervisors aided, abetted, condoned,  
4 permitted, approved, authorized and/or ratified the unlawful acts described herein.

5 **ADMINISTRATIVE PREREQUISITE**

6 18. On September 2, 2025, prior to filing this complaint, Plaintiff gave written notice  
7 by electronically filing the notice with the Labor Workforce Development Agency (“LWDA”)  
8 (LWDA Case No. LWDA-CM-1122568-25 ), and by certified mail to Defendant of the specified  
9 provisions alleged to have been violated, including the facts and theories to support the alleged  
10 violations as required by Labor Code Section 2699.3.

11 19. A true and correct copy of Plaintiff’s letter sent to the LWDA dated September 2,  
12 2025, is attached hereto as “**Exhibit A**”. As of the filing of this complaint, LWDA has not  
13 responded to the written notice.

14 20. Under Labor Code Section 2699.3 subsection (a), a plaintiff may bring a cause  
15 of action under PAGA only after giving notice to the Labor Workforce Development Agency  
16 (“LWDA”) and the employer of the Labor Code Sections alleged to have been violated, and  
17 after receiving notice from the LWDA of its intention not to investigate, or after 65 days have  
18 passed without notice.

19 21. More than sixty-five (65) days have passed without notice from the LWDA.  
20 Accordingly, all administrative prerequisites for filing this action have been fulfilled.

21 **GENERAL ALLEGATIONS**

22 22. Plaintiff was employed as an equipment operator from approximately June 2025  
23 to August 27, 2025.

24 23. Labor Code Section 1194 provides that notwithstanding any agreement to work  
25 for a lesser wage, an employee receiving less than the legal overtime compensation is entitled to  
26 recover in a civil action the unpaid balance of his or her overtime compensation, including interest  
27 thereon, reasonable attorneys’ fees, and costs of suit.

1           24. Labor Code Section 1197 provides the California requirement that employees  
2 must be paid at least the minimum wage fixed by the IWC, and any payment of less than the  
3 minimum wage is unlawful. Furthermore, "in any action under Labor Code §§ 98, 1193 .6, 1194,  
4 or 1197.1 to recover wages because of the payment of a wage less than the minimum wage fixed  
5 by an order of the commission or by statute, an employee shall be entitled to recover liquidated  
6 damages in an amount equal to the wages unlawfully unpaid and interest thereon ... " See  
7 California Labor Code § 1194.2.

8           25. Labor Code Sections 1194 and 1198 also provide that employees in California  
9 shall not be employed more than eight hours in any workday unless they receive additional  
10 compensation beyond their regular wages in amounts specified by law. Additionally, Labor Code  
11 § 1198 states that the employment of an employee for longer hours than those fixed by the  
12 Industrial Welfare Commission is unlawful.

13           26. Labor Code Section 204 requires employers to pay employees all earned wages  
14 two times per month on days designated in advance by the employer as regular paydays.  
15 Pursuant to Labor Code Section 204 (a) labor performed between the 1st and 15th days,  
16 inclusive, of any calendar month shall be paid for between the 16th and the 26th day of the  
17 month during which the labor was performed, and labor performed between the 16th and the last  
18 day, inclusive, of any calendar month, shall be paid for between the 1st and 10th day of the  
19 following month. Pursuant to Labor Code Section 204 (d) the requirements of this Section shall  
20 be deemed satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if  
21 the wages are paid not more than seven calendar days following the close of the payroll period.  
22 Plaintiff and Class were also entitled to be paid twice a month at their regular rates, including all  
23 meal period premium wages owed, rest period premium wages owed, and wages owed for hours  
24 worked. However, during Class period, Defendant systematically failed and refused to pay the  
25 employees all wages due, and failed to pay those wages twice a month, in that employees were  
26 not paid all wages for all meal periods not provided by Defendant, all wages for all rest periods  
27 not authorized and permitted by Defendant, and all wages for all hours worked.

28           27. Further, Business and Professions Code Section 17203 provides that any person

1 who engages in unfair competition may be enjoined in any court of competent jurisdiction.  
2 Business and Professions Code Section 17204 provides that any person who has suffered actual  
3 injury and has lost money or property as a result of the unfair competition may bring an action in  
4 a court of competent jurisdiction.

5 28. During all, or a portion of the Class Period, Plaintiff and each member of the Class  
6 was employed by Defendant in the State of California.

7 29. Plaintiff and Class Members were non-exempt employees covered under one or  
8 more IWC Wage Order(s), and Labor Code Section 510, and/or other applicable Wage Orders,  
9 regulations and statutes, and each Class Member was not subject to an exemption for executive,  
10 administrative or professional employees, which imposed obligations on the part of Defendant to  
11 pay Plaintiff and Class Members lawful overtime compensation.

12 30. Plaintiff and Class were covered by one or more IWC Wage Order(s), and Labor  
13 Code Section 226.7 and other applicable Wage Orders, regulations and statutes which imposed  
14 an obligation on the part of Defendant to pay Plaintiff and Class rest and meal period  
15 compensation.

16 31. During the Class Period, Defendant maintained a policy and practice of failing to  
17 pay Plaintiff and Class Members for all hours worked. Defendant required Plaintiff and Class  
18 Members to work in excess of eight (8) hours per day but failed to pay all overtime pay.  
19 Throughout the statutory time period, Defendant also regularly used a system of time rounding  
20 in a manner that resulted, over a period of time, in failing to compensate Plaintiff and Class  
21 Members properly for all the time they have actually worked, even though the realities of  
22 Defendant's operations are such that it is possible, practical, and feasible to count and pay for  
23 work time to the minute. Accordingly, Defendant frequently paid Plaintiff and Class Members  
24 less than all their work time. Some of this unpaid work also should have been paid at the  
25 overtime rate. Throughout the statutory time period, Plaintiff and Class Members were also  
26 regularly required to work off-the-clock, uncompensated as they were required to send and  
27  
28

respond to work-related messages and work instructions, approve their time sheets using their personal cell phones after their scheduled shifts.

32. During the Class Period, Defendant was obligated to pay Plaintiff and Class Members overtime compensation for all hours worked in excess of eight (8) hours of work in one (1) day or forty (40) hours in one (1) week and double-time compensation for hours worked in excess of twelve (12) in one (1) day. However, often times Plaintiff and Class Members were required to work overtime in excess of eight (8) hours per workday and in excess of forty (40) hours per workweek but were not paid at the proper overtime rate of pay.

33. During the Class Period, Defendant was obligated to provide Plaintiff and Class with a work-free meal period within the first five (5) hours of a shift when the workday was longer than six (6) hours. Plaintiff and Class Members were entitled to a full, thirty (30) minute, off-duty meal period when they worked in excess of six (6) hours within the first five (5) hours of their shifts. Here, Defendant failed to keep a record of meal periods and failed to provide Plaintiff and Class Members with legally compliant meal periods. Plaintiff and Class Members were not required to clock in and out for meal periods or otherwise record meal periods. Defendant regularly required Plaintiff and Class Members to work in excess of five consecutive hours a day without providing a 30-minute, continuous and uninterrupted, duty-free meal period for every five hours of work, or without compensating Plaintiff and Class Members for meal periods that were not provided by the end of the fifth hour of work or tenth hour of work. Defendant did not adequately inform Plaintiff and Class Members of their right to take a meal period by the end of the fifth hour of work, or, for shifts greater than 10 hours, by the end of the tenth hour of work. Plaintiff and Class Members would often times take late or interrupted first meal periods and have never been authorized to take second meal periods when worked 10 hours or more per shift. Most importantly, Defendant did not instruct and allow Plaintiff and Class Members to record their meal periods. Based on information and belief, even if the meal periods were automatically deducted, they did not reflect the actual meal period time. Most importantly, Plaintiff and Class Members were required to keep their phones on and to receive and respond to work-related messages during their meal and rest periods.

1           34.     Based on information and belief, despite Defendant’s failure to provide lawful  
2 meal periods, Defendant implemented a policy and/or practice of rounding the start and end  
3 times of Plaintiff’s and Class Members’ meal periods and/or automatically deducting at least  
4 thirty minutes per shift for missed and/or otherwise unlawful meal periods , despite having actual  
5 and/or constructive knowledge that Plaintiff and Class Members did not receive lawful meal  
6 periods. Moreover, based on information and belief, Defendant failed to keep accurate records of  
7 the true start and end times of Plaintiff’s and Class Members’ meal periods.

8           35.     Based on information and belief, to the extent meal period were recorded,  
9 Defendant illegally rounded the start and end times of purported meal periods resulting in  
10 Plaintiff and Class Members not being paid for all time worked as well as late and/or shortened  
11 meal periods. See *Donohue v. AMN Services, LLC* (2021) 11 Cal.5th 58. Accordingly,  
12 Defendant’s policy and practice was to not provide meal periods to Plaintiff and Class Members  
13 in compliance with California law.

14           36.     Additionally, Defendant were obligated to provide Plaintiff and Class Members  
15 with a ten (10) minute rest break for every four (4) hours, or major fraction thereof, worked each  
16 day. Defendant regularly required Plaintiff and Class Members to work in excess of four  
17 consecutive hours a day without Defendant authorizing and permitting them to take a 10 minute,  
18 continuous and uninterrupted, rest period for every four hours of work (or major fraction of four  
19 hours), or without compensating Plaintiff and Class Members for rest periods that were not  
20 authorized or permitted. Most importantly, Plaintiff and Class Members were required to keep  
21 their phones on and to receive and respond to work-related messages during their meal and rest  
22 periods. Accordingly, Defendant’s policy and practice was for Plaintiff and Class Members to  
23 work through rest periods and to not authorize or permit them to take any rest periods.

24           37.     Further, due to the pressure from Defendant and failure to maintain an adequate  
25 policy, and in violation of Labor Code and applicable IWC Wage Orders, Plaintiff was not  
26 authorized and permitted to take a second rest period, on shifts exceeding six hours of work,  
27 and/or third rest breaks, on shifts exceeding ten hours of work. *Brinker Restaurant Corp. v.*  
28 *Superior Court*, 53 Cal.4<sup>th</sup> 1004, 1030 (2012). “Employees are entitled to 10 minutes rest for

1 shifts from three and one-half to six hours in length, 20 minutes for shifts of more than six hours  
2 up to 10 hours, 30 minutes for shifts of more than 10 hours up to 14 hours, and so on.”

3 38. Furthermore, Defendant failed and/or refused to pay Plaintiff and Class Members  
4 one (1) hour’s pay at the employees’ regular rate of pay as premium compensation for  
5 Defendant’s failure to provide lawful thirty (30) minute, off-duty meal periods and failure to  
6 provide lawful ten (10) minute rest periods within the statutory time frames. The California  
7 Supreme Court has issued a decision confirming the way employers must compensate employees  
8 for missed meal and rest breaks under state law. *Ferra v. Loews Hollywood Hotel, LLC*, 40  
9 Cal.App.5th 1239 (2019). In *Ferra v. Loews Hollywood Hotel, LLC*, the Court unanimously  
10 ruled that employers must pay their California employees premiums for meal, rest, and recovery  
11 break violations at the employees’ regular rate of pay as opposed to the base hourly rate.

12 39. Defendant also failed to indemnify Plaintiff and Class Members all necessary  
13 expenditures incurred in direct discharge of their duties. Defendant wrongfully required Plaintiff  
14 and Class Members to pay expenses that they incurred in direct discharge of their duties for  
15 Defendant without reimbursement. Plaintiff failed to reimburse Plaintiff and Class Members for  
16 personal cell phone usage as Plaintiff and Class Members were required to use their personal cell  
17 phones to record their time through an application on their phone, to send and respond to work-  
18 related messages and work instructions, approve their time sheets and inform their supervisors  
19 when they had to leave the jobsite to go to bathroom. Plaintiff and Class incurred these substantial  
20 expenses as a direct result of performing their job duties for Defendant, and Defendant have failed  
21 to indemnify Plaintiff and Class for these employment-related expenses.

22 40. Defendant continues to employ non-exempt, hourly-paid employees within  
23 California.

24 41. Plaintiff and Class Members primarily performed non-exempt work, often in  
25 excess of the maximum regular rate hours set forth in the applicable IWC Wage Order(s),  
26 regulations or statutes, and therefore entitled the Plaintiff and Class Members to overtime  
27 compensation at the rate of one and a half times their regular rate of pay and, when applicable,  
28

double time compensation as set forth by the applicable IWC Wage Order(s), regulations and/or statutes.

42. During the Class Period, Defendant required Plaintiff and Class Members to work regular hours, off the clock hours, and overtime hours without lawful compensation in violation of the applicable IWC Wage Order(s), regulations and statutes, and Defendant: (1) willfully failed and refused, and continue to fail and refuse to pay compensation for all hours worked, including lawful regular time and overtime compensation, to Class Members; and (2) willfully failed and refused, and continue to fail and refuse to pay due and owing wages promptly upon termination of employment to Plaintiff and affected Class Members.

43. Class Members who ended their employment with Defendant during the Class Period but were not paid the above due compensation for all hours worked timely upon the termination of their employment as required by Labor Code Sections 201, 202, and 203 are entitled to penalties as provided by Labor Code Section 203.

44. During the Class Period, Defendant failed to furnish Plaintiff and Class with accurate, itemized wage statements showing all gross and net wages earned, including overtime and double time rate, correct hours worked, correct wages earned for hours worked, correct overtime hours worked, correct wages for meal periods that were not provided in accordance with California law, correct wages for rest periods that were not authorized and permitted to take in accordance with California law. As a result of these violations of California Labor Code § 226(a), Plaintiff and Class suffered injury because, among other things:

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

- 1 (b) the violations led them to believe that they had been paid the minimum,  
2 overtime, meal period premium, and rest period premium wages, even  
3 though they had not been;
- 4 (c) the violations led them to believe they were not entitled to be paid overtime,  
5 meal period premium, and rest period premium wages at the correct  
6 California rate even though they were;
- 7 (d) the violations led them to believe they had been paid overtime, meal period  
8 premium, and rest period premium wages at the correct California rate even  
9 though they had not been;
- 10 (e) the violations hindered them from determining the amounts of overtime,  
11 meal period premium, and rest period premium owed to them;
- 12 (f) in connection with their employment before and during this action, and in  
13 connection with prosecuting this action, the violations caused them to have  
14 to perform mathematical computations to determine the amounts of wages  
15 owed to them, computations they would not have to make if the wage  
16 statements contained the required accurate information;
- 17 (g) by understating the wages truly due them, the violations caused them to lose  
18 entitlement and/or accrual of the full amount of Social Security, disability,  
19 unemployment, and other governmental benefits;
- 20 (h) the wage statements inaccurately understated the wages, hours, and wages  
21 rates to which Plaintiff and Class were entitled, and Plaintiff and Class were  
22 paid less than the wages and wage rates to which they were entitled.  
23

24 Thus, Plaintiff and Class are owed the amounts provided for in California Labor Code §  
25 226(e), including actual damages.  
26  
27  
28

1           45. Defendant knew or should have known that Plaintiff and Class members were  
2 entitled to receive accurate wage statements, which would include meal break premiums, and/or  
3 rest break premiums, as required by Labor Code 226.

4           46. Defendant knew or should have known that Plaintiff and Class Members were  
5 entitled to timely payment of all wages earned upon termination. Plaintiff and Class Members did  
6 not receive payment of all wages, including but not limited to meal and rest break premiums, in  
7 violation of the Labor Code.

8           47. During Class Period, Defendant failed to provide proper paid sick leave to Plaintiff  
9 and Class Members. Defendant either failed to provide paid sick leave at all or improperly  
10 calculated the sick leave accrual and the sick leave rate of pay owed to Plaintiff and Class  
11 Members by failing to base the accrued sick leave hours on the correct number of hours worked  
12 (as a result of the rounding/automatic deduction policies and practices for meal periods and/or  
13 shift start and end times/other required off-the-clock work including but not limited to work  
14 completed during unpaid meal periods and by failing to incorporate multiple rates of pay and/or  
15 all non-discretionary remuneration, including but not limited to, non-discretionary bonuses and/or  
16 other non-discretionary compensation into the sick leave pay rate calculation). Based on  
17 information and belief, Defendant further failed to provide notice of the correct sick leave amount  
18 balance available to Plaintiff and Class Members on their wage statements or other written  
19 statements. Based on information and belief, Defendant failed to put Class Members on notice of  
20 their paid sick leave rights-or thereby putting their entitlement to sick leave in a Labor Code §  
21 2810.5 notice. In addition, Defendant failed to maintain accurate records of used sick leave and  
22 the balance of paid sick leave left to Class Members throughout the relevant time period. Based  
23 on information and belief, throughout the relevant period, Defendant failed to provide notice of  
24 sick leave amount balance left for Plaintiff and Class Members, thus affecting their intelligent  
25 exercise of their paid sick leave. But for this failure, Plaintiff and Class Members would have  
26 used their paid sick leave at least prior to their respective separations, for as on several occasions  
27 thereafter, he or she would have been entitled to use the banked sick leave and earn appropriate  
28 compensation. This illegal retention of paid sick leave is unlawful, and Plaintiff seeks all forms

1 of injunctive relief, restitution, and declaratory relief as permitted by California law, on behalf of  
2 Plaintiff and Class Members. In violation of Labor Code § 247.5, Defendant failed to maintain  
3 records documenting the hours worked and paid sick days accrued and used by Plaintiff and Class  
4 Members, permitting the presumption that Plaintiff and Class Members were entitled to the  
5 maximum number of hours accruable under this article. Labor Code § 246 (i) requires employers  
6 to provide an employee with written notice that sets forth the amount of paid sick leave available.  
7 Upon information and belief, Defendant further failed and continue to fail to comply with Labor  
8 Code § 246, by failing to provide Plaintiff and Class Members with a Labor Code § 226 wage  
9 statement, or separate writing containing the amount of paid sick leave available, or paid time off  
10 leave an employer provides in lieu of sick leave, at the time it pays wages. Defendant unlawfully  
11 retained and continue to retain paid sick leave that should have been paid but was not, as a result  
12 of Defendant's failure to properly institute a paid sick leave program. On information and belief,  
13 Plaintiff alleges that all of these practices were experienced and continue to be experienced by  
14 Class Members. Accordingly, Plaintiff and Class Members are entitled to injunctive relief,  
15 attorney's fees, declaratory relief, restitution, and penalties as permitted by law.

16 48. Together, Labor Code §§ 1198 and 1199 make unlawful any employment of any  
17 employee under conditions of labor prohibited by the Wage Orders, and any violation, refusal, or  
18 neglect to comply with any provision within Part 4, Chapter 1 of the Labor Code, including §§  
19 1174, 1197, and 1198, or order or ruling of the commission. Therefore, Defendant's violations,  
20 including but not limited to, with respect to meal periods, rest periods, recordkeeping provisions,  
21 minimum wages and overtime wages, business expenses and other violations described herein  
22 result in separate violations of §§ 1198 and 1199, which subject Defendant to civil penalties under  
23 Labor Code §§ 1197.1 and 2699.

24 **CLASS ALLEGATIONS**

25 49. Plaintiff brings this action on behalf of himself and all other similarly situated  
26 persons as a class action pursuant to Code of Civil Procedure Section 382. The Class is composed  
27 of and defined as follows:  
28

- 1 (a) All persons who are employed or have been employed by Defendant in the  
2 State of California, and who, within the four (4) years of the filing of this  
3 Complaint to the present, have worked as non-exempt employees and were not  
4 paid all wages owed, including but not limited to the legally requisite minimum  
5 wage, regular time rate, overtime rate and/or double-time rate as well as were  
6 not provided a paid sick leave and written notice of accrued paid sick leave as  
7 specifically described herein;
- 8 (b) All persons who are employed or have been employed by Defendant in the  
9 State of California, and who, within the four (4) years of the filing of this  
10 Complaint to the present, have worked as non-exempt employees and have not  
11 been provided a meal period for shifts in excess of five (5) hours within the  
12 first five (5) hours such shifts, and were not provided one (1) hour's pay for  
13 each day during which a lawful meal period was not provided;
- 14 (c) All persons who are employed or have been employed by Defendant in the  
15 State of California, and who, within the four (4) years of the filing of this  
16 Complaint to the present, have worked as non-exempt employees and have not  
17 been provided a rest period for every four (4) hours, or major fraction thereof,  
18 worked per day, and were not provided compensation of one (1) hour's pay for  
19 each day on which such rest period(s) was not provided;
- 20 (d) All persons who are employed or have been employed by Defendant in the  
21 State of California, and who, within the four (4) years of the filing of this  
22 Complaint to the present, have worked as non-exempt employees and have not  
23 been reimbursed expenditures in discharge of their duties;
- 24 (e) All persons who are employed or have been employed by Defendant in the  
25 State of California, and who, within the three (3) years of the filing of this  
26 Complaint to the present, have worked as non-exempt employees and have  
27 been terminated or resigned, and have not been paid wages pursuant to Labor  
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Code Section 203 and are owed restitution and waiting time penalties for unpaid wages;

(f) All persons who are employed or have been employed by Defendant in the State of California, and who, within the one (1) year of the filing of this Complaint to the present have worked as non-exempt employees and were not provided an accurate payroll record or wage statement as required under Labor Code Sections 226 and 1174;

(g) All persons who are employed or have been employed by Defendant in the State of California, and who, within the four (4) years of the filing of this Complaint to the present, have worked as non-exempt employees and were subjected to unlawful and unfair business practices within the meaning of California's Unfair Competition Law and who suffered injury, including lost money, as a result of Defendant's unlawful and unfair business practices.

50. Throughout discovery in this litigation, Plaintiff may find it appropriate and/or necessary to amend the definition of the Class. Plaintiff will formally define and designate a class definition at such time when Plaintiff seeks to certify the Class alleged in this Complaint.

51. This action has been brought and may be maintained as a class action pursuant to Code of Civil Procedure Section 382 because there is a well-defined common interest of many persons and it is impractical to bring them all before the court.

52. The Court should permit this action to be maintained as a class action pursuant to Code of Civil Procedure Section 382 because:

- (a) The questions of law and fact common to Class predominate over any question affecting only individual class members;
- (b) A class action is superior to any other available method for the fair and efficient adjudication of the claims of the Class members;
- (c) Class is so numerous that it is impractical to bring all members of the Class before the Court;

- 1 (d) Plaintiff and Class Members will not be able to obtain effective and  
2 economic legal redress unless the action is maintained as a class action;
- 3 (e) There is a community of interest in obtaining appropriate legal and  
4 equitable relief for the common law and statutory violations and other  
5 improprieties and in obtaining adequate compensation for the damages  
6 and injuries which Defendant's actions have inflicted upon Class;
- 7 (f) There is a community of interest in ensuring that the combined assets and  
8 available insurance of the Defendant are sufficient to adequately  
9 compensate Class Members for the injuries sustained;
- 10 (g) Without class certification, the prosecution of separate actions by  
11 individual members of the Class would create a risk of:
- 12 (1) Inconsistent or varying adjudications with respect to individual  
13 members of the Class which would establish an incompatible  
14 standard of conduct for Defendant; and/or
- 15 (2) Adjudications with respect to the individual members which  
16 would, as a practical matter, be dispositive of the interests of other  
17 members not parties to the adjudications, or would substantially  
18 impair or impede their ability to protect their interests, including  
19 but not limited to the potential for exhausting the funds available  
20 from those parties who are, or may be, responsible Defendant; and
- 21 (h) Defendant have acted or refused to act on grounds generally applicable to  
22 Class, thereby making final injunctive relief appropriate with respect to  
23 Class as a whole.

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

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

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

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

8           (c) Adequacy: Plaintiff is qualified to, and will, fairly and adequately protect  
9           the interests of each Class Member with whom there is a shared, well-  
10          defined community of interest and typicality of claims, as demonstrated  
11          herein. Plaintiff has no conflicts with or interests antagonistic to any Class  
12          Member. Plaintiff's attorneys, the proposed class counsel, are versed in the  
13          rules governing class action discovery, certification, and settlement.  
14          Plaintiff has incurred, and throughout the duration of this action, will  
15          continue to incur costs and attorneys' fees that have been, are, and will be  
16          necessarily expended for the prosecution of this action for the substantial  
17          benefit of each class member.  
18          Plaintiff has incurred, and throughout the duration of this action, will

19          (d) Superiority: A Class Action is superior to other available methods for the  
20          fair and efficient adjudication of the controversy, including consideration of:

- 21                   1. The interests of the members of the Class in individually  
22                   controlling the prosecution or defense of separate actions;
- 23                   2. The extent and nature of any litigation concerning the  
24                   controversy already commenced by or against members of the  
25                   Class;
- 26                   3. The desirability or undesirability of concentrating the  
27                   litigation of the claims in the particular forum; and  
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1                                   4. The difficulties likely to be encountered in the management of  
2                                   a class action.

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

12  
13           54. Plaintiff contemplates the eventual issuance of notice to the proposed members of  
14           the Class that would set forth the subject and nature of the instant action. Defendant’s own  
15           business records may be utilized for assistance in the preparation and issuance of the  
16           contemplated notices. To the extent that any further notices may be required, Plaintiff would  
17           contemplate the use of additional techniques and forms commonly used in class actions, such as  
18           published notice, e-mail notice, website notice, first-class mail, or combinations thereof, or by  
19           other methods suitable to Class and deemed necessary and/or appropriate by the Court.

20                                   **FIRST CAUSE OF ACTION**  
21           **Failure to Pay All Wages for All Hours Worked and Provide Paid Sick Leave and Written**  
22                                   **Notice of Accrued Sick Leave**  
23                                   **(Against Defendant, DOES 1 through 50, and each of them)**

24           55. Plaintiff and Class Members re-allege and incorporate by reference all preceding  
25           paragraphs of this complaint as though fully set forth herein.

26           56. Labor Code Section 510, subdivision (a) states in pertinent part: “Any work in  
27           excess of eight hours in one workday and any work in excess of 40 hours in any one workweek...

1 shall be compensated at the rate of no less than one and one-half times the regular rate of pay for  
2 any employee.”

3 57. Labor Code Section 1194, subdivision (a) states: “Notwithstanding any agreement  
4 to work for a lesser wage, any employee receiving less than the legal minimum wage or the legal  
5 overtime compensation applicable to the employee is entitled to recover in a civil action the  
6 unpaid balance of the full amount of this minimum wage or overtime compensation, including  
7 interest thereon, reasonable attorney's fees, and costs of suit.”

8 58. Further, pursuant to Labor Code Section 1197, payment of less than the minimum  
9 wage fixed by the Labor Commission is unlawful.

10 59. Pursuant to Labor Code Section 1198, it is unlawful to employ persons for longer  
11 than the hours set by the Industrial Welfare Commission or under conditions prohibited by the  
12 IWC Wage Order(s).

13 60. Pursuant to the IWC Wage Order(s), Defendant is required to pay Plaintiff and  
14 Class Members for all hours worked, meaning the time during which an employee is subject to  
15 the control of an employer, including all the time the employee is suffered or permitted to work,  
16 whether or not required to do so.

17 61. During the Class Period, Defendant maintained a policy and practice of failing to  
18 pay Plaintiff and Class Members for all hours worked. Defendant required Plaintiff and Class  
19 Members to work in excess of eight (8) hours per day, but failed to pay all overtime pay.  
20 Throughout the statutory time period, Defendant also regularly used a system of time rounding in  
21 a manner that resulted, over a period of time, in failing to compensate Plaintiff and Class  
22 Members properly for all the time they have actually worked, even though the realities of  
23 Defendant's operations are such that it is possible, practical, and feasible to count and pay for  
24 work time to the minute. Accordingly, Defendant frequently paid Plaintiff and Class Members  
25 less than all their work time. Some of this unpaid work also should have been paid at the  
26 overtime rate. Throughout the statutory time period, Plaintiff and Class Members were also  
27 regularly required to work off-the-clock, uncompensated as they were required to send and  
28

respond to work-related messages and work instructions, approve their time sheets using their personal cell phones after their scheduled shifts.

62. Plaintiff and Class Members were required to work overtime in excess of eight (8) hours per workday and in excess of forty (40) hours per workweek, but were not paid at the proper overtime rate of pay.

63. During the Class Period, Defendant failed to provide proper paid sick leave to Plaintiff and Class Members. Defendant either failed to provide paid sick leave at all or improperly calculated the sick leave accrual and the sick leave rate of pay owed to Plaintiff and Class Members by failing to base the accrued sick leave hours on the correct number of hours worked (as a result of the rounding/automatic deduction policies and practices for meal periods and/or shift start and end times/other required off-the-clock work including but not limited to work completed during unpaid meal periods and by failing to incorporate multiple rates of pay and/or all non-discretionary remuneration, including but not limited to, non-discretionary bonuses and/or other non-discretionary compensation into the sick leave pay rate calculation). Based on information and belief, Defendant further failed to provide notice of the correct sick leave amount balance available to Plaintiff and Class Members on their wage statements or other written statements. Based on information and belief, Defendant failed to put Class Members on notice of their paid sick leave rights-or thereby putting their entitlement to sick leave in a Labor Code § 2810.5 notice. In addition, Defendant failed to maintain accurate records of used sick leave and the balance of paid sick leave left to Class Members throughout the relevant time period. Based on information and belief, throughout the relevant period, Defendant failed to provide notice of sick leave amount balance left for Plaintiff and Class Members, thus affecting their intelligent exercise of their paid sick leave. But for this failure, Plaintiff and Class Members would have used their paid sick leave at least prior to their respective separations, for as on several occasions thereafter, he or she would have been entitled to use the banked sick leave and earn appropriate compensation. This illegal retention of paid sick leave is unlawful, and Plaintiff seeks all forms of injunctive relief, restitution, and declaratory relief as permitted by California law, on behalf of Plaintiff and Class Members. In

1 violation of Labor Code § 247.5, Defendant failed to maintain records documenting the hours  
2 worked and paid sick days accrued and used by Plaintiff and Class Members, permitting the  
3 presumption that Plaintiff and Class Members were entitled to the maximum number of hours  
4 accruable under this article. Labor Code § 246 (i) requires employers to provide an employee  
5 with written notice that sets forth the amount of paid sick leave available. Upon information and  
6 belief, Defendant further failed and continue to fail to comply with Labor Code § 246, by failing  
7 to provide Plaintiff and Class Members with a Labor Code § 226 wage statement, or separate  
8 writing containing the amount of paid sick leave available, or paid time off leave an employer  
9 provides in lieu of sick leave, at the time it pays wages. Defendant unlawfully retained and  
10 continue to retain paid sick leave that should have been paid but was not, as a result of  
11 Defendant's failure to properly institute a paid sick leave program. On information and belief,  
12 Plaintiff alleges that all of these practices were experienced and continue to be experienced by  
13 Class Members. Accordingly, Plaintiff and Class Members are entitled to injunctive relief,  
14 attorney's fees, declaratory relief, restitution, and penalties as permitted by law. Plaintiff  
15 requests all relief pursuant to the aforementioned code provisions, including but not limited to  
16 Labor Code §§ 233 and 234, which incorporates the paid sick leave requirements, Defendant is  
17 liable to Plaintiff and Class Members for the civil penalties provided for in Labor Code §  
18 2699(f)(2) for failing to provide any information on accrued sick leave.

19         64. Labor Code Section 204 requires employers to pay employees all earned wages  
20 two times per month on days designated in advance by the employer as regular paydays.  
21 Pursuant to Labor Code Section 204 (a) labor performed between the 1st and 15th days,  
22 inclusive, of any calendar month shall be paid for between the 16th and the 26th day of the  
23 month during which the labor was performed, and labor performed between the 16th and the last  
24 day, inclusive, of any calendar month, shall be paid for between the 1st and 10th day of the  
25 following month. Pursuant to Labor Code Section 204 (d) the requirements of this Section shall  
26 be deemed satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if  
27 the wages are paid not more than seven calendar days following the close of the payroll period.  
28 Plaintiff and Class were also entitled to be paid twice a month at their regular rates, including all

meal period premium wages owed, rest period premium wages owed, and wages owed for hours worked. However, during Class period, Defendant systematically failed and refused to pay the employees all wages due, and failed to pay those wages twice a month, in that employees were not paid all wages for all meal periods not provided by Defendant, all wages for all rest periods not authorized and permitted by Defendant, and all wages for all hours worked.

65. Defendant's pattern, practice and uniform administration of corporate policy regarding illegal employee compensation as described herein is unlawful and creates an entitlement, pursuant to Labor Code Section 218, to recovery by Plaintiff and the members of the Class, in a civil action, of the unpaid balance of the full amount of wages owing, calculated at the appropriate rate.

66. Pursuant to Labor Code Section 1194.2(a) (which provides that in any action under Labor Code § 1194, an employee shall be entitled to recover liquidated damages), the members of Class seek recovery of liquidated damages on the straight-time portion of uncompensated hours of work (not including the overtime portion thereof) in an amount equal to the wages unlawfully unpaid and interest thereon.

67. That calculation of individual damages for Class Members may at some point be required does not foreclose the possibility of taking common evidence on questions regarding their entitlement to overtime compensation. *Collins v. Rocha* (1972) 7 Cal.3d 232; *Hypolite v. Carleson* (1975) 52 Cal.App.3d 566; *Employment Development Dept. v. Superior Court* (1981) 30 Cal.3d 256).

68. Pursuant to Labor Code Sections 218.6 and 1194(a) and Civil Code Section 3287, Class Members seek recovery of pre-judgment interest on all amounts recovered herein.

69. Pursuant to Labor Code Sections 218.5 and/or 1194, Class Members request that the Court award reasonable attorneys' fees and costs incurred by them in this action.

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1 and Class Members have suffered, and will continue to suffer, damages in an amount which is  
2 presently unknown, but which exceed the jurisdictional limits of this Court and which will be  
3 ascertained according to proof at trial.

4 77. Plaintiff, individually and on behalf of Class Members, requests recovery of meal  
5 period compensation pursuant to Labor Code Section 226.7 for the four (4) years prior to filing  
6 this complaint, as well as the assessment of any statutory penalties against Defendant in a sum as  
7 provided by the Labor Code and/or other statutes.

8 **THIRD CAUSE OF ACTION**

9 **Failure to Provide Rest Periods or Compensation in Lieu Thereof**

10 **(Against Defendant, DOES 1 through 50, and each of them)**

11 78. Plaintiff and Class Members re-allege and incorporate by reference all preceding  
12 paragraphs of this complaint as though fully set forth herein.

13 79. The IWC Wage Orders and Labor Code Section 226.7 provides that employers  
14 must authorize and permit all employees to take rest periods at the rate of ten (10) minutes rest  
15 time per four (4) work hours or major fraction thereof.

16 80. Labor Code Section 226.7, subdivision (b) provides that if an employer fails to  
17 provide an employee rest period in accordance with this Section, the employer shall pay the  
18 employee one (1) hour of pay at the employee's regular rate of compensation for each workday  
19 that the rest period is not provided.

20 81. During the Class Period, Defendant did not provide Plaintiff and Class Members  
21 with a ten-minute rest period for every four (4) work hours or major fraction thereof. Therefore,  
22 Plaintiff and Class Members were not provided lawful rest periods.

23 82. Defendant failed and/or refused to implement a policy by which Plaintiff and Class  
24 Members could receive rest periods and/or work free rest periods. By and through its actions,  
25 Defendant intentionally and improperly denied rest periods to Plaintiff and Class Members in  
26 violation of Labor Code Sections 226.7 and 512.

27 83. At all times relevant hereto, Plaintiff and Class have worked more than four (4)  
28 hours in a workday.

84. By virtue of the Defendant's unlawful failure to provide rest periods to Plaintiff and Class Members, Plaintiff and Class Members have suffered, and will continue to suffer, damages, in amounts which are presently unknown, but which exceed the jurisdictional limits of this Court and which will be ascertained according to proof at trial.

85. Plaintiff, individually and on behalf of employees similarly situated, requests recovery of rest period compensation pursuant to Labor Code Section 226.7 for the four (4) years prior to filing this Complaint, as well as the assessment of any statutory penalties against Defendant, and each of them, in a sum as provided by the Labor Code and/or any other statute.

#### **FOURTH CAUSE OF ACTION**

## Failure to Provide Accurate Itemized Wage Statements

**(Against Defendant, DOES 1 through 50, and each of them)**

86. Plaintiff and Class re-allege and incorporate by reference all preceding paragraphs of this complaint as though fully set forth herein.

87. Labor Code Section 1174, subdivision (d) requires an employer to keep at a central location in California, or at the plant or establishment at which the employee is employed, payroll records showing the hours worked daily by, and the wages paid to, each employee.

88. Defendant, however, failed to maintain accurate records of hours worked and all meal periods taken or missed by Plaintiff and Class Members. During the Class Period, Defendant failed to maintain accurate time records and falsified Plaintiff's and Class Members' time records. Plaintiff and Class Members were never required to record their time and/or sign or verify the timesheets. Plaintiff believes Plaintiff's and Class Members supervisors would complete the timesheets with hours worked by Plaintiff and Class Members as opposed to Plaintiff and Class Members clocking in and out electronically or recording their actual time on a handwritten timesheet. Plaintiff and Class Members would never see the timesheets completed by their supervisors or verify the hours worked by them. Defendant refused to permit Plaintiff and Class Members to personally record their actual time, and while recording Plaintiff's and Class Members time falsified the time records.

1           89. Defendant’s failure to provide and maintain records required by the Labor Code  
2 IWC Wage Orders deprived Plaintiff and Class Members the ability to know, understand and  
3 question the accuracy and frequency of meal periods, and the accuracy of their hours worked  
4 stated in Defendant’ records. Therefore, Plaintiff and Class Members had no way to dispute the  
5 resulting failure to pay wages, all of which resulted in an unjustified economic enrichment to  
6 Defendant. As a direct result, Plaintiff and Class Members have suffered and continue to suffer,  
7 substantial losses related to the use and enjoyment of such wages, lost interest on such wages and  
8 expenses and attorney’s fees in seeking to compel Defendant to fully perform its obligation under  
9 state law, all to their respective damage in amounts according to proof at trial. As a result of  
10 Defendant’ knowing failure to comply with the Labor Code and applicable IWC Wage Orders,  
11 Plaintiff and Class Members have also suffered an injury in that they were prevented from  
12 knowing, understanding, and disputing the wage payments paid to them.

13           90. Labor Code Section 226, subdivision (a) requires an employer to provide  
14 employees—either as a detachable part of the check, draft, or voucher paying the employee’s  
15 wages, or separately when wages are paid by personal check or cash—an accurate itemized wage  
16 statement in writing showing

17                   (1) gross wages earned, (2) total hours worked by the employee . . . , (4) all  
18                   deductions . . . , (5) net wages, (6) the inclusive dates of the period for which  
19                   the employee is paid, (7) the name of the employee and only the last four  
20                   digits of his or her social security number or an employee identification  
21                   number other than a social security number, (8) the name and address of the  
22                   legal entity that is the employer . . . , and (9) all applicable hourly rates in  
23                   effect during the pay period and corresponding number of hours worked at  
24                   each hourly rate by the employee . . . .

25           91. Moreover, the IWC Wage Orders require that every employer shall keep accurate  
26 information with respect to each employee, including time records showing when each employee  
27 begins and ends each work period, the total daily hours worked by each employee and the total  
28 hours worked in each payroll period, and applicable rates of pay.

1           92. Plaintiff is informed and believes that Defendant willfully and intentionally failed  
2 to make and/or keep records which accurately reflect the hours worked by Plaintiff and Class.  
3 Specifically, Plaintiff believes that Defendant's records do not accurately reflect when Plaintiff  
4 and Class worked during their meal and rest periods and/or took untimely meal periods or worked  
5 for hours not paid. Defendant also failed to include a correct minimum wage hourly rate which  
6 is a blatant violation of the Labor Code and failed to record Plaintiff's and Class Members' meal  
7 periods.

8           93. Labor Code Section 226, subdivision (e) provides that if an employer knowingly  
9 and intentionally fails to provide a statement itemizing, inter alia, the gross and net wages earned,  
10 the total hours worked by the employee and the applicable hourly overtime rates, causing the  
11 employee injury, then the employee is entitled to recover the greater of all actual damages or  
12 fifty dollars (\$50.00) for the initial violation and one hundred dollars (\$100.00) for each  
13 subsequent violation, up to four thousand dollars (\$4,000.00). Plaintiff is informed and believes  
14 that Defendant willfully failed to make or keep accurate records for Plaintiff and Class.

15           94. Plaintiff is informed and believes that Defendant's failure to keep accurate payroll  
16 records, as described above, violated Labor Code Section 1174, subdivision (d) and Section 226,  
17 subdivision (a), and the applicable IWC Wage Order(s). Pursuant to Labor Code Section 2699,  
18 subdivision (f)(2), Plaintiff and Class are entitled to penalties of \$100.00 and for the initial  
19 violation and \$200.00 for each subsequent violation for every pay period during which these  
20 records and information were not kept by Defendant.

21           95. Plaintiff is informed and believes that Defendant's failure to keep and maintain  
22 accurate records and information, as described above, was willful, and Plaintiff and Class are  
23 entitled to statutory penalties pursuant to Labor Code Section 1174.5.

24                                   **FIFTH CAUSE OF ACTION**

25                                   **Failure to Pay Wages upon Termination of Employment**

26                                   **(Against Defendant, DOES 1 through 50, and each of them)**

27           96. Plaintiff and Class re-allege and incorporate by reference all preceding paragraphs  
28 of this complaint as though fully set forth herein.

1           97. Plaintiff and certain Class who ended their employment with Defendant during the  
2 Class Period, were entitled to be promptly paid for all hours worked, including lawful regular  
3 time compensation, overtime compensation, double-time compensation, and other premiums, as  
4 required by Labor Code Sections 201 through 203. Plaintiff is also entitled to meal period and  
5 rest period premium pay in accordance with Labor Code Sections 226 and 226.7.

6           98. Plaintiff and Class were not compensated for their unlawful and/or missed meal  
7 periods and/or rest periods, and were not paid proper regular time compensation, overtime  
8 compensation or double-time compensation in accordance with law as a result of Defendant's  
9 illegal rounding practice.

10          99. To date, Plaintiff and Class Members who ended their employment with  
11 Defendant during the Class Period have not been compensated for all hours worked.

12          100. Plaintiff and the affected Class Members seek payment of penalties pursuant to  
13 Labor Code Section 203, according to proof.

14          101. Plaintiff is also entitled to attorneys' fees and costs, pursuant to Labor Code  
15 Section 1194, and prejudgment interest.

16                                   **SIXTH CAUSE OF ACTION**

17                                   **Failure to Reimburse for Necessary Business Expenditures**

18                                   **(Against Defendant, DOES 1 through 50, and each of them)**

19          102. Plaintiff and Class re-allege and incorporate by reference all the above paragraphs  
20 of this complaint as if fully alleged herein.

21          103. California Labor Code §2802, states "An employer shall indemnify his or her  
22 employee for all necessary expenditures or losses incurred by the employee in direct consequence  
23 of the discharge of his or her duties."

24          104. Plaintiff and Class were not reimbursed by Defendant for necessary expenditures  
25 as a direct consequence of the discharge of their duties. Plaintiff and Class incurred expenses as a  
26 direct result of performing their job duties for Defendant, and Defendant have failed to  
27 indemnify Plaintiff and Class for these employment-related expenses.

28          105. Defendant knowingly, willingly and intentionally attempted to offset the cost of

1 doing business on the Plaintiff and Class.

2 106. Defendant had a corporate practice and policy of requiring Plaintiff and Class to  
3 shoulder the burden of Defendant's cost of doing business by failing to reimburse Plaintiff and  
4 Class for necessary expenditures.

5 107. Accordingly, Plaintiff and Class are entitled to an award of “necessary  
6 expenditures or losses” shall include all reasonable costs, including, but not limited to, attorney’s  
7 fees and interest.

8 **SEVENTH CAUSE OF ACTION**

9 **Unfair Business Practices**

10 **(Against Defendant, DOES 1 through 50, and each of them)**

11 108. Plaintiff and Class re-allege and incorporate by reference all preceding paragraphs  
12 of this complaint as though fully set forth herein.

13 109. Business and Professions Code Section 17200 et seq. (also referred to herein as  
14 the “Unfair Business Practices Act” or “Unfair Competition Law”) prohibits unfair competition  
15 in the form of any unlawful, unfair or fraudulent business act or practice.

16 110. Business and Professions Code Section 17204 allows “a person who has suffered  
17 injury in fact and has lost money or property as a result of the unfair competition” to prosecute a  
18 civil action for violation of the Unfair Competition Law (“UCL”).

19 111. Labor Code Section 90.5, subdivision (a) states that it is the public policy of  
20 California to vigorously enforce minimum labor standards in order to ensure employees are not  
21 required to work under substandard and unlawful conditions, and to protect employers who  
22 comply with the law from those who attempt to gain competitive advantage at the expense of their  
23 workers by failing to comply with minimum labor standards.

24 112. Beginning at an exact date unknown to Plaintiff, but at least since the date four (4)  
25 years prior to the filing of this lawsuit, Defendant has committed acts of unfair competition as  
26 defined by the Unfair Business Practices Act, by engaging in the unlawful, unfair and fraudulent  
27 business practices and acts described in this Complaint including but not limited to violations of  
28

1 Labor Code Sections 201-203, 204, 226, 226.7, 245-248.6, 510, 512, 1174, 1194, 1197, 1197.1,  
2 1198, 1198.5, 1199, 2802, 2810.5, 2699(f)(2) as well as other statutes.

3 113. The violations of these laws and regulations, as well as of the fundamental  
4 California public policies protecting workers, serve as unlawful predicate acts and practices for  
5 purposes of Business and Professions Code Section 17200 et seq.

6 114. The acts and practices described above constitute unfair, unlawful and fraudulent  
7 business practices, and unfair competition, within the meaning of Business and Professions Code  
8 Section 17200 et seq. Among other things, the acts and practices have forced Plaintiff and other  
9 similarly situated employees to labor for many consecutive hours without receiving the meal and  
10 rest periods and overtime compensation to which they are entitled by law, while enabling  
11 Defendant to gain an unfair competitive advantage over law-abiding employers and competitors.

12 115. As a result of Defendant's acts, Plaintiff and Class Members have suffered injury  
13 in fact in being denied their statutorily entitled meal and rest periods and full compensation for  
14 hours worked.

15 116. As a direct and proximate result of the aforementioned acts and practices, Plaintiff  
16 and Class have suffered lost wages in an amount to be proven at trial.

17 117. Business and Professions Code Section 17203 provides that a court may make  
18 such orders or judgments as may be necessary to prevent the use or employment by any person  
19 of any practice which constitutes unfair competition. Injunctive relief is necessary and  
20 appropriate to prevent Defendant from repeating its unlawful, unfair and fraudulent business acts  
21 and business practices alleged above.

22 118. Business and Professions Code Section 17203 provides that the Court may restore  
23 to any person in interest any money or property that may have been acquired by means of such  
24 unfair competition. Plaintiff and Class are entitled to restitution pursuant to Business and  
25 Professions Code Section 17203 for all wages and payments unlawfully withheld from  
26 employees, including the fair value of the meal and rest periods taken away from them during the  
27 four-year period prior to the filing of this Complaint, as well as for all expenses or losses incurred  
28

1 by Plaintiff and Class in direct consequence of the discharge of his or her duties, or of his or her  
2 obedience to the directions of the employer.

3 119. Business and Professions Code Section 17202 provides, “Notwithstanding Section  
4 3369 of the Civil Code, specific or preventative relief may be granted to enforce a penalty,  
5 forfeiture, or penal law in a case of unfair competition.” Plaintiff and Class are entitled to enforce  
6 all applicable penalty provisions of the Labor Code pursuant to Business and Professions Code  
7 Section 17202.

8 120. Plaintiff’s success in this action will enforce important rights affecting public  
9 interest, and in that regard, Plaintiff sues on behalf of the general public, as well as herself and  
10 other similarly situated employees. Plaintiff and Class seek and are entitled to restitution, civil  
11 penalties, declaratory and injunctive relief, and all other equitable remedies owing them.

12 121. Plaintiff herein takes upon herself enforcement of these laws and lawful claims.  
13 There is a financial burden involved in pursuing this action. The action is seeking to vindicate a  
14 public right, and it would be against the interests of justice to penalize Plaintiff by forcing her to  
15 pay attorneys’ fees from the recovery in this action. Attorneys’ fees are appropriate pursuant to  
16 Code of Civil Procedure Section 1021.5 and otherwise.

17 **EIGHTH CAUSE OF ACTION**

18 **Violation of California Private Attorneys General Act of 2004, Labor Code §§ 2698 *et seq.***

19 **(Against Defendants, DOES 1 through 50, and each of them)**

20 122. Plaintiff re-alleges and incorporates by reference all preceding paragraphs in this  
21 complaint, as if fully alleged herein.

22 123. Plaintiff seeks recovery of penalties under the Labor Code Private Attorney  
23 General Act of 2004 (“PAGA.”) (Labor Code sections 2698 *et seq.*)

24 124. PAGA permits an “aggrieved employee” to recover penalties on behalf of  
25 himself/herself and other employees subject to violations of the Labor Code, including violations  
26 of sections 201-203, 204, 226, 226.7, 245-248.6, 510, 512, 558, 558.1, 1174, 1194, 1197, 1197.1,  
27 1198, 1199, 2802 and 2810.5, as well as the applicable Wage Order.

28 125. Plaintiff is informed and believes Defendants at all relevant times employed one

1 or more employees.

2 126. For those code sections that provide for the recovery of civil penalties, Plaintiff  
3 will seek on behalf of all aggrieved employees those penalties. For those sections of the Labor  
4 Code that do not specifically provide for civil penalties, Plaintiff will seek civil penalties of one  
5 hundred dollars (\$100.00) for each aggrieved employee per pay period for the initial violation  
6 and two hundred dollars (\$200.00) for each aggrieved employee per pay period for each  
7 subsequent violation pursuant to Labor Code section 2699, subdivision (f).

8 127. Section 2699, subdivision (a) provides that civil penalties may be “recovered  
9 through a civil action brought by an aggrieved employee on behalf of himself or herself and other  
10 current or former employees.” (Code Civ. Proc., § 2699, subd. (a).) Section 2699, subdivision (g),  
11 provides that an employee who prevails in a civil action under section 2699 shall be entitled to an  
12 award of reasonable attorneys’ fees and costs.

13 128. The State of California, Plaintiff and aggrieved employees are, therefore, entitled  
14 to civil penalties, attorneys’ fees and costs, according to proof.

15  
16 **PRAYER FOR RELIEF**

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

19 **Class Certification**

20 1. That this action be certified as a class action with respect to the First, Second,  
21 Third, Fourth, Fifth, Sixth and Seventh Causes of Action;

22 2. That Plaintiff be appointed as the representative of the Class; and

23 3. That counsel for Plaintiff be appointed as Class Counsel.

24 **As to the First Cause of Action**

25 4. That the Court declare, adjudge and decree that Defendant violated California  
26 Labor Code §§201-203, 204, 245-248.6, 510, 512, 1174, 1194, 1197, 1197.1, 1198, 1199  
27 and applicable IWC Wage Orders by willfully failing to pay all wages and sick leave pay  
28

1 due;

2 5. For general unpaid wages as may be appropriate;

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

5 7. For liquidated damages;

6 8. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to  
7 California Labor Code § 1194(a); and,

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

10 As to the Second Cause of Action

11 10. That the Court declare, adjudge and decree that Defendant violated California  
12 Labor Code §§ 226.7 and 512, and the IWC Wage Orders;

13 11. For unpaid meal period premium wages as may be appropriate;

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

16 13. For reasonable attorneys' fees under California Code of Civil Procedure §  
17 1021.5, and for costs of suit incurred herein; and

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

20 As to the Third Cause of Action

21 15. That the Court declare, adjudge and decree that Defendant violated California  
22 Labor Code §§ 226.7 and 512, and the IWC Wage Orders;

23 16. For unpaid rest period premium wages as may be appropriate;

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

1           18. For reasonable attorneys' fees under California Code of Civil Procedure §  
2 1021.5, and for costs of suit incurred herein; and

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

5                           As to the Fourth Cause of Action

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

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

10           22. For injunctive relief to ensure compliance with this Section, pursuant to  
11 California Labor Code § 226(h);

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

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

15                           As to the Fifth Cause of Action

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

19           26. For statutory wage penalties pursuant to California Labor Code § 203 for former  
20 employees who have left Defendant's employ;

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

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

24           29. For such other and further relief as the Court may deem equitable and  
25 appropriate.  
26

27                           As to the Sixth Cause of Action  
28

1           30. That the Court declare, adjudge and decree that Defendant violated Labor Code §  
2 2802 and the IWC Wage Orders;

3           31. For general unpaid wages and reimbursement of business expenses as may be  
4 appropriate;

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

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

8           34. For such other and further relief as the Court may deem equitable and  
9 appropriate.  
10

11                           As to the Seventh Cause of Action

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

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

20           37. For the appointment of a receiver to receive, manage and distribute any and all  
21 funds disgorged from Defendant and determined to have been wrongfully acquired by  
22 Defendant as a result of violations of California Business & Professions Code §§ 17200 *et*  
23 *seq.*;

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

26           39. For injunctive relief to ensure compliance with this Section, pursuant to  
27 California Business & Professions Code §§ 17200, *et seq.*; and,  
28

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

As to the Eighth Cause of Action

41. That the Court declare, adjudge and decree that Defendants violated the California Labor Code by failing to pay wages for all hours worked and paid sick leave, failing to provide meal periods, failing to maintain accurate records of meal periods, failing to authorize and permit rest periods, failing to maintain accurate records of all hours worked and meal periods, failing to indemnify necessary business expenses, failing to pay final wages at termination, and failing to furnish accurate wage statements;

42. For all civil penalties pursuant to California Labor Code § 2699, et seq., and all other applicable Labor Code provisions;

43. For reasonable attorneys’ fees and costs of suit incurred herein pursuant to California Labor Code § 2699;

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

As to all Causes of Action

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

Dated: November 7, 2025

**TUNYAN LAW, APC**



Lilit Tunyan  
Artur Tunyan  
Attorneys for Plaintiff ZAKERY FERNANDEZ,  
as an individual and on behalf of all employees similarly situated

# **Exhibit “A”**



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535 N. Brand Blvd., Suite 285  
Glendale, CA 91203  
Tel: (323) 410-5050  
[ltunyan@tunyanlaw.com](mailto:ltunyan@tunyanlaw.com)

September 2, 2025

**VIA ONLINE SUBMISSION**

Labor & Workforce Development Agency  
Attn. PAGA Administrator  
1515 Clay Street, Ste. 801  
Oakland, CA 94612  
[PAGAFilings@dir.ca.gov](mailto:PAGAFilings@dir.ca.gov)

**VIA CERTIFIED MAIL**  
**Return Receipt Requested**

Ronbow Corporation  
7150 Patterson Pass Rd., Suite F  
Livemore, CA 94550

**VIA CERTIFIED MAIL**  
**Return Receipt Requested**

Teresa L Chen  
Agent for Service of Process for  
Ronbow Corporation  
1430 Channing Avenue  
Palo Alto, CA 94301

**NOTICE OF LABOR CODE VIOLATIONS PURSUANT TO  
LABOR CODE SECTION § 2698 ET SEQ.**

Re: *Fernandez v. Ronbow Corporation*

To Whom It May Concern:

Please be advised that my office has been retained by Zakery Fernandez (“Plaintiff”) to pursue a Labor Code Private Attorney General Act (PAGA) representative action (Cal. Lab. Code §§ 2699, *et seq.*) against his former employer Ronbow Corporation (“Defendant”). The purpose of this letter is to comply with PAGA and set forth the facts and theories of California Labor Code violations which Plaintiff alleges Defendant engaged in with respect to Plaintiff and all of Defendant’s aggrieved employees.

Plaintiff wishes to pursue a PAGA representative action on behalf of himself as an aggrieved employee, on behalf of the State of California, and on behalf of all other current and former aggrieved employees who worked for Defendant in California as an hourly paid, non-exempt

employee at any time within the applicable statutory period (hereafter, the “Aggrieved Employees”).

Plaintiff and the Aggrieved Employees of Defendant suffered the Labor Code violations described below.

### **Factual Background Regarding Plaintiff's Employment with Defendant**

Defendant owns and operates an industry, business, and establishment within the State of California. As such, Defendant is subject to the California Labor Code and the Wage Orders issued by the Industrial Welfare Commission (“IWC”).

Plaintiff worked for Defendant as an equipment operator from approximately June 2025 to August 27, 2025, primarily in Alameda County. Defendant classified Plaintiff as non-exempt from overtime. During the time period that Plaintiff was employed by Defendant, Plaintiff typically worked 4 days per week, and over 8 hours each workday.

Throughout Plaintiff's employment, Defendant committed numerous labor code violations under state law. As discussed below, Plaintiff's experience working for Defendant was typical and illustrative.

### **Individual Liability Under Labor Code § 558.1**

Labor Code § 558.1 permits joint and several liability as to both an individual and employer for violations of Labor Code §§ 203, 226, 226.7, 1194, and 2802. Defendant, at all relevant times, was an employer or person acting on behalf of employer(s) who violated Plaintiff's and the Aggrieved Employees' rights by violating various sections of the California Labor Code. The California Legislature defines "other person acting on behalf of an employer" as "a natural person who is an owner, director, officer, or managing agent of the employer." The "managing agent" definition mirrors that found in California's punitive damages statute (subdivision (b) of section 3294 of the Civil Code). Under that statute and supporting case law, "managing agents" are all employees who exercise substantial independent authority and judgment in their corporate decision-making such that their decisions ultimately determine corporate policy. *White v. Ultramar, Inc.* (1999) 21 Cal. 4th 563, 566-67. For the reasons set forth above and others, at all relevant times, any above-listed individuals meet the criteria of managing agents under California Law, and therefore, may be held liable under California Labor Code sections 558 and 558.1 for violations of Labor Code §§ 203, 226, 226.7, and 1194 as further described in detail below.

Plaintiff intends to further name any unknown individuals responsible for violations arising under Labor Code sections 558 and 558.1 after further discovery. Plaintiff will ask the Court to relate the amendment of the PAGA charge and the operative complaint to the date of filing of these charges. Plaintiff asks and demands that Defendant put these individuals on notice immediately to provide them as much notice possible to mount in defense. In the alternative, Plaintiff also offers

to Defendant to place those individuals on notice if Defendant voluntarily provides their contact information.

### **Failure to Pay for All Hours Worked, Including Overtime**

Under California law, an employer must pay for all hours worked by an employee. "Hours worked" is the time during which an employee is subject to the control of an employer and includes all the time the employee is suffered or permitted to work, whether or not required to do so.

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

Labor Code §1194, subdivision (a) provides that notwithstanding any agreement to work for a lesser wage, any employee receiving less than the legal minimum wage or the legal overtime compensation applicable to the employee is entitled to recover in a civil action the unpaid balance of the full amount of this minimum wage or overtime compensation, including interest thereon, reasonable attorney's fees, and costs of suit. Further, pursuant to Labor Code §1197, payment of less than the minimum wage fixed by the Labor Commission is unlawful.

Labor Code § 1197 provides the California requirement that employees must be paid at least the minimum wage fixed by the IWC, and any payment of less than the minimum wage is unlawful. Furthermore, "in any action under Labor Code §§ 98, 1193 .6, 1194, or 1197.1 to recover wages because of the payment of a wage less than the minimum wage fixed by an order of the commission or by statute, an employee shall be entitled to recover liquidated damages in an amount equal to the wages unlawfully unpaid and interest thereon ... " See California Labor Code § 1194.2.

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

Throughout the statutory period, Defendant maintained a policy and practice of failing to pay Plaintiff and the Aggrieved Employees for all hours worked. Defendant required Plaintiff and the Aggrieved Employees to work in excess of eight (8) hours per day, but failed to pay all overtime pay. Throughout the statutory time period, Defendant also regularly used a system of time rounding in a manner that resulted, over a period of time, in failing to compensate Plaintiff and the Aggrieved Employees properly for all the time they have actually worked, even though the realities of Defendant's operations are such that it is possible, practical, and feasible to count and

pay for work time to the minute. Accordingly, Defendant frequently paid Plaintiff and the Aggrieved Employees less than all their work time. Some of this unpaid work also should have been paid at the overtime rate. Throughout the statutory time period, Plaintiff and the Aggrieved Employees were also regularly required to work off-the-clock, uncompensated as they were required to send and respond to work-related messages, work instructions, to approve their time sheets using their personal cell phones after their scheduled shifts.

As a result, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code §§ 210, 558, 1197.1, and 2699(f)(2) for failing to pay for all hours worked, including overtime. This conduct also results in violations of Labor Code §§ 218.5, 510, 558.1, 1198-1199, and all applicable IWC Wage Orders, section 12(A). These violations subject Defendant to civil penalties under Labor Code §§ 558, 558.1, 218.5, and 2699, and all applicable IWC Wage Orders, section 20. Each violation of each Labor Code Section and Wage Order provision results in a separate civil penalty, for each non-exempt aggrieved employee, for each pay period during which the referenced statutes and Wage Order provisions were violated.

#### **Failure to Provide Meal Periods**

Under California law, employers have an affirmative obligation to relieve employees of all duty in order to take their first 30-minute, duty-free meal periods no later than the start of sixth hour of work in a workday, and to allow employees to take their second 30-minute, duty-free meal period no later than the start of the eleventh hour of work in the workday. Further, employees are entitled to be paid one hour of additional wages for each workday they were not provided with all required meal period(s).

Despite these legal requirements, Defendant wrongfully failed to provide Plaintiff and the Aggrieved Employees with legally compliant meal periods. Defendant regularly required Plaintiff and the Aggrieved Employees to work in excess of five consecutive hours a day without providing a 30-minute, continuous and uninterrupted, duty-free meal period for every five hours of work, or without compensating Plaintiff and the Aggrieved Employees for meal periods that were not provided by the end of the fifth hour of work or tenth hour of work. Plaintiff and the Aggrieved Employees would often times take late or interrupted first meal periods and have never been authorized to take second meal periods when worked 10 hours or more per shift. Most importantly, Defendant did not instruct and allow Plaintiff and the Aggrieved Employees to record their meal periods in violation of California. Based on information and belief, even if the meal periods were automatically deducted, they did not reflect the actual meal period time. Most importantly, Plaintiff and the Aggrieved Employees were required to keep their phones on and to receive and respond to work-related messages during their meal and rest periods. Accordingly, Defendant's policy and practice was to not provide meal periods to Plaintiff and the Aggrieved Employees in compliance with California law.

Based on information and belief, despite Defendant's failure to provide lawful meal periods, Defendant implemented a policy and/or practice of rounding the start and end times of Plaintiff's and the Aggrieved Employees' meal periods and/or automatically deducting at least thirty minutes per shift for missed and/or otherwise unlawful meal periods, despite having actual and/or constructive knowledge that Plaintiff and the Aggrieved Employees did not receive lawful meal periods.

Moreover, based on information and belief, Defendant failed to keep accurate records of the true start and end times of Plaintiff's and the Aggrieved Employees' meal periods. Based on information and belief, to the extent meal period were recorded, Defendant illegally rounded the start and end times of purported meal periods resulting in Plaintiff and the Aggrieved Employees not being paid for all time worked as well as late and/or shortened meal periods. See *Donohue v. AMN Services, LLC* (2021) 11 Cal.5th 58.

Plaintiff and the Aggrieved Employees are thus entitled to be paid one hour of additional wages for each workday he or she was not provided with all required meal period(s). Defendant, however, regularly failed to pay Plaintiff and the Aggrieved Employees the additional wages to which they were entitled for meal periods and that were not provided.

As a result, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code §§ 210, 558, and 2699(f)(2) for failing to provide meal periods and pay meal period premium wages. The aforementioned conduct also results in violations of Labor Code §§ 226.7, 512, and 1198- 1199, and all applicable IWC Wage Orders, section 11(A) and (C) along with all applicable IWC Wage Orders. These violations subject Defendant to civil penalties under Labor Code §§ 558.1, 558 and 2699, and all applicable IWC Wage Orders, section 20. Each violation of each Labor Code section and Wage Order provision results in a separate civil penalty, for each non-exempt aggrieved employee for each pay period during which the referenced statutes and Wage Order provisions were violated. Defendant's failure to provide valid meal periods, and the automatic deduction for meal periods that were not provided/valid, ultimately results in further violations, such as violations of Labor Code sections 1174, 1199, 226.6, discussed above, and other violations discussed below.

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

Employers are required by California law to authorize and permit breaks of 10 uninterrupted minutes for each four hours of work or major fraction of four hours (i.e. more than two hours). Thus, for example, if an employee's work time is 6 hours and ten minutes, the employee is entitled to two rest breaks. Each failure to authorize rest breaks as so required is itself a violation of California's rest break laws.

Defendant, however, wrongfully failed to authorize and permit Plaintiff and the Aggrieved Employees to take timely and duty-free rest periods. Defendant regularly required Plaintiff and the Aggrieved Employees to work in excess of four consecutive hours a day without Defendant

authorizing and permitting them to take a 10 minute, continuous and uninterrupted, rest period for every four hours of work (or major fraction of four hours), or without compensating Plaintiff and the Aggrieved Employees for rest periods that were not authorized or permitted. Most importantly, Plaintiff and the Aggrieved Employees were required to keep their phones on and to receive and respond to work-related messages during their meal and rest periods. Accordingly, Defendant's policy and practice was for Plaintiff and the Aggrieved Employees to work through rest periods and to not authorize or permit them to take any rest periods.

Plaintiff and the Aggrieved Employees are thus entitled to be paid one hour of additional wages for each workday he or she was not authorized and permitted to take all required rest period(s). Defendant, however, regularly failed to pay Plaintiff and the Aggrieved Employees the additional wages to which they were entitled for rest periods and that they were not authorized and permitted to take.

As a result, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code §§ 210, 558, and 2699(f)(2) for failing to authorize and permit rest periods and pay rest period premium wages. The aforementioned conduct also results in violations of Labor Code §§ 226.7, and 1198-1199, and all applicable IWC Wage Orders, §12(A). These violations subject Defendant to civil penalties under Labor Code sections 558, 2699, and all applicable IWC Wage Orders, § 20. Each violation of each Labor Code section and Wage Order provision results in a separate civil penalty, for each non-exempt aggrieved employee for each pay period during which the referenced statutes and Wage Order provisions were violated

#### **Failure to Maintain Accurate Records of Hours Worked**

Plaintiff seeks penalties under Labor Code § 1174(d). Pursuant to Labor Code § 1174.5, any person, including any entity, employing labor who willfully fails to maintain accurate and complete records required by Labor Code § 1174 is subject to a penalty under § 1174.5. Pursuant to the applicable IWC Order § 7(A)(3), every employer shall keep time records showing when the employee begins and ends each work period. Meal periods and total hours worked daily shall also be recorded.

Defendant, however, failed to maintain accurate records of hours worked and all meal periods taken or missed by Plaintiff and the Aggrieved Employees.

Throughout the statutory period, Defendant failed to maintain accurate time records. Plaintiff and the Aggrieved employees have never been required to record their meal periods.

Defendant's failure to provide and maintain records required by the Labor Code IWC Wage Orders deprived Plaintiff and the Aggrieved Employees the ability to know, understand and question the accuracy and frequency of meal periods, and the accuracy of their hours worked stated in Defendant's records. Therefore, Plaintiff and the Aggrieved Employees had no way to

dispute the resulting failure to pay wages, all of which resulted in an unjustified economic enrichment to Defendant. As a direct result, Plaintiff and the Aggrieved Employees have suffered and continue to suffer, substantial losses related to the use and enjoyment of such wages, lost interest on such wages and expenses and attorney's fees in seeking to compel Defendant to fully perform its obligation under state law, all to their respective damage in amounts according to proof at trial. As a result of Defendant's knowing failure to comply with the Labor Code and applicable IWC Wage Orders, Plaintiff and the Aggrieved Employees have also suffered an injury in that they were prevented from knowing, understanding, and disputing the wage payments paid to them.

As a result, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code § 1174.5 for failing to maintain accurate records of hours worked and meal periods. Defendant's failure to keep accurate and complete payroll records for Plaintiff and non-exempt aggrieved employees violates Labor Code sections 1174, 1198, 1199, and all applicable IWC Wage Orders, section 7. These violations subject Defendant to civil penalties under Labor Code §§ 558.1, 226.6, 1174.5 and 2699. Each violation of each Labor Code section and Wage Order provision, for each non-exempt aggrieved employee, results in a separate civil penalty.

#### **Failure to Reimburse and Indemnify Expenses**

California Labor Code § 2802 requires employers to reimburse employees for their necessary expenditures and losses incurred in direct consequence of the discharge of their duties or of their obedience to directions of the employer.

Throughout the statutory period, Defendant wrongfully required Plaintiff and the Aggrieved Employees to pay expenses that they incurred in direct discharge of their duties for Defendant without reimbursement. Plaintiff failed to reimburse Plaintiff and the Aggrieved Employees for personal cell phone usage as Plaintiff and the Aggrieved Employees were required to use their personal cell phones to record their time through an application on their phone, to send and respond to work-related messages and work instructions, approve their time sheets and inform their supervisors when they had to leave the jobsite to go to bathroom.

Plaintiff and the Aggrieved Employees incurred these substantial expenses as a direct result of performing their job duties for Defendant, and Defendant have failed to indemnify Plaintiff and the Aggrieved Employees for these employment-related expenses.

#### **Failure to Timely Pay All Wages at Termination**

Labor Code §§ 201 and 202 provide that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately, and that if an employee voluntarily leaves his or her employment, his or her wages shall become due and payable not later than seventy-two (72) hours thereafter, unless the employee has given seventy-

two (72) hours previous notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting.

Within the applicable statute of limitations, the employment of Plaintiff and many other Aggrieved Employees ended, i.e. was terminated by quitting or discharge, and the employment of others will be. However, during the relevant time period, Defendant failed, and continues to fail to pay Plaintiff and terminated Aggrieved Employees, without abatement, all wages required to be paid by Labor Code sections 201 and 202 either at the time of discharge, or within seventy-two (72) hours of their leaving Defendant' employ. These unpaid wages include wages for unpaid work time (including minimum and straight time wages), missed meal periods, and missed rest periods.

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

Accordingly, Plaintiff and the Aggrieved Employees are entitled to recover from Defendant their additionally accruing wages for each day they were not paid, at their regular hourly rate of pay, up to 30 days maximum pursuant to Labor Code § 203.

Moreover, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code § 2699(f)(2) for failing to timely pay all wages at termination. Moreover, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code § 226.3 for failing to furnish accurate itemized wage statements.

#### **Failure to Furnish Accurate Itemized Wage Statements**

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

The statute further provides: “An employee suffering injury as a result of a knowing and intentional failure by an employer to comply with subdivision (a) is entitled to recover the greater of all actual damages or fifty dollars (\$50) for the initial pay period in which a violation occurs and one hundred dollars (\$100) per employee for each violation in a subsequent pay period, not to exceed an aggregate penalty of four thousand dollars (\$4,000), and is entitled to an award of costs and reasonable attorney’s fees.” Lab. Code § 226(e)(1).

Defendant intentionally and willfully failed to provide employees with complete and accurate wage statements. The deficiencies include, among other things, the failure to correctly list gross wages earned, and the failure to list the true net wages earned, including wages for meal periods that were not provided in accordance with California law, wages for rest periods that were not authorized and permitted to take in accordance with California law, and correct wages earned for all hours worked.

As a result of Defendant violating Labor Code § 226, Plaintiff and similarly Aggrieved Employees suffered injury and damage to their statutorily protected rights.

Accordingly, Plaintiff and similarly Aggrieved Employees are entitled to recover from Defendant the greater of their actual damages caused by Defendant’s failure to comply with Labor Code § 226(a), or an aggregate penalty not exceeding \$4,000 dollars per employee.

Moreover, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code § 226.3 for failing to furnish accurate itemized wage statements.

#### **Failure to Pay All Earned Wages Twice Per Month**

Based on its failure to pay Plaintiff and the Aggrieved Employees for all wages as discussed above, Defendant also violated Labor Code § 204.

Labor Code § 204 requires employers to pay employees all earned wages two times per month on days designated in advance by the employer as the regular paydays. Labor performed between the 1st and 15th days, inclusive, of any calendar month shall be paid for between the 16th and the 26th day of the month during which the labor was performed, and labor performed between the 16th and the last day, inclusive, of any calendar month, shall be paid for between the 1st and 10th day of the following month. Lab. Code § 204(a). The requirements of this section shall be deemed satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if the wages are paid not more than seven calendar days following the close of the payroll period. Lab. Code § 204(d).

Throughout the statute of limitations period applicable to this cause of action, employees were also entitled to be paid twice a month at their regular rates, including all meal period premium wages owed, rest period premium wages owed, and wages owed for hours worked. However, during all such times, Defendant systematically failed and refused to pay the employees all

wages due, and failed to pay those wages twice a month, in that employees were not paid all wages for all meal periods not provided by Defendant, all wages for all rest periods not authorized and permitted by Defendant, and all wages for all hours worked. As a result, Defendant owe employees the legally required wages for unpaid wages, and Plaintiff and the Aggrieved Employees suffered damages in those amounts.

Moreover, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code § 210 for failing to pay all earned wages twice per month.

**Failure to Provide Paid Sick Leave and Written Notice of Available Paid Sick Leave (Violations of Labor Code §§ 245-248.5)**

Throughout the relevant time period, Defendant failed to provide proper paid sick leave to Plaintiff and the Aggrieved Employees. Defendant either failed to provide paid sick leave at all or improperly calculated the sick leave accrual and the sick leave rate of pay owed to Plaintiff and the Aggrieved Employees by failing to base the accrued sick leave hours on the correct number of hours worked (as a result of the rounding/automatic deduction policies and practices for meal periods and/or shift start and end times/other required off-the-clock work including but not limited to work completed during unpaid meal periods and by failing to incorporate multiple rates of pay and/or all non-discretionary remuneration, including but not limited to, non-discretionary bonuses and/or other non-discretionary compensation into the sick leave pay rate calculation).

Based on information and belief, Defendant further failed to provide notice of the correct sick leave amount balance available to Plaintiff and the Aggrieved Employees on their wage statements or other written statements.

Based on information and belief, Defendant failed to put the Aggrieved Employees on notice of their paid sick leave rights-or thereby putting their entitlement to sick leave in a Labor Code § 2810.5 notice. In addition, Defendant failed to maintain accurate records of used sick leave and the balance of paid sick leave left to the Aggrieved Employees throughout the relevant time period.

Based on information and belief, throughout the relevant period, Defendant failed to provide notice of sick leave amount balance left for Plaintiff and the Aggrieved Employees, thus affecting their intelligent exercise of their paid sick leave. But for this failure, Plaintiff and the Aggrieved Employees would have used their paid sick leave at least prior to their respective separations, for as on several occasions thereafter, he or she would have been entitled to use the banked sick leave and earn appropriate compensation.

This illegal retention of paid sick leave is unlawful, and Plaintiff seeks all forms of injunctive relief, restitution, and declaratory relief as permitted by California law, on behalf of Plaintiff and all non-exempt aggrieved employees.

In violation of Labor Code § 247.5, Defendant failed to maintain records documenting the hours worked and paid sick days accrued and used by Plaintiff and the Aggrieved Employees, permitting the presumption that Plaintiff and the Aggrieved Employees were entitled to the maximum number of hours accruable under this article.

Labor Code § 246 (i) requires employers to provide an employee with written notice that sets forth the amount of paid sick leave available.

Upon information and belief, Defendant further failed and continue to fail to comply with Labor Code § 246, by failing to provide Plaintiff and all non-exempt aggrieved employees with a Labor Code § 226 wage statement, or separate writing containing the amount of paid sick leave available, or paid time off leave an employer provides in lieu of sick leave, at the time it pays wages.

Defendant unlawfully retained and continue to retain paid sick leave that should have been paid but was not, as a result of Defendant's failure to properly institute a paid sick leave program.

On information and belief, Plaintiff alleges that all of these practices were experienced and continue to be experienced by the Aggrieved Employees.

Plaintiff requests all appropriate relief under the PAGA and these statutes, including but not limited to the restitution of earned paid sick leave that could have been used, but was not due to Defendant's sole failure to institute such a paid sick leave entitlement or paid sick leave bank as required by California law.

Accordingly, Plaintiff and the Aggrieved Employees are entitled to injunctive relief, attorney's fees, declaratory relief, restitution, and penalties as permitted by law. Plaintiff requests all relief pursuant to the aforementioned code provisions, including but not limited to Labor Code §§ 233 and 234, which incorporates the paid sick leave requirements., Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code § 2699(f)(2) for failing to provide any information on accrued sick leave.

### **Standard Conditions of Labor Violations**

Together, Labor Code §§ 1198 and 1199 make unlawful any employment of any employee under conditions of labor prohibited by the Wage Orders, and any violation, refusal, or neglect to comply with any provision within Part 4, Chapter 1 of the Labor Code, including §§ 1174, 1197, and 1198, or order or ruling of the commission.

Therefore, Defendant's violations, including but not limited to, with respect to meal periods, rest periods, recordkeeping provisions, minimum wages and overtime wages, business expenses and other violations described herein result in separate violations of §§ 1198 and 1199, which subject Defendant to civil penalties under Labor Code §§ 1197.1 and 2699.

### **Action for Civil Penalties Under PAGA**

In light of the above, Plaintiff alleges that Defendant violated the following provisions of the Labor Code with respect to the Aggrieved Employees including but not limited to Labor Code §§ 201-203, 204, 226, 226.7, 245-248.6, 510, 512, 558, 558.1, 1174, 1194, 1197, 1197.1, 1198, 1199, 2802, 2810.5, and all applicable Wage Orders.

Defendant has violated the above-referenced California Labor Code provisions, the applicable IWC Wage Order, including but not limited to all applicable Wage Orders, as well as other laws, and is liable for all applicable premium wages, statutory and civil penalties, interest, attorneys' fees, and costs. The civil penalties Plaintiff and The Aggrieved Employees seek to recover include, but are not limited to, the statutory and civil penalties specified above.

Therefore, on behalf of all Aggrieved Employees, Plaintiff seeks applicable penalties related to the violations alleged above pursuant to the PAGA. These include, but are not limited to, penalties under Labor Code §§ 210, 218.5, 225.5, 226, 226.3, 226.6, 233, 234, 558, 558.1, 1174.5, 1197.1, 1198, 1198.5, 1199, 2802, and 2699(f)(2).

Plaintiff has placed Defendant on notice by mailing a certified copy of this correspondence to its corporate address and address of the agent for service, as indicated on the first page.

The facts and claims contained herein are based on the information available at the time of this writing. Therefore, if through discovery and/or expert review, Plaintiff becomes aware of additional compensation owed or losses incurred by Plaintiff or by any other aggrieved employee of Defendant or any additional facts, Plaintiff expressly reserves the right to revise these facts and/or add any new claims by amending the claim letter or by adding applicable causes of action to the complaint which will relate back to the date of this letter.

Thank you for your attention to this matter. If you have any questions, please do not hesitate to contact me.

Sincerely,



**Lilit Tunyan, Esq.**  
**TUNYAN LAW, APC**

**From:** [noreply@salesforce.com](mailto:noreply@salesforce.com) on behalf of [LWDA DO NOT REPLY](#)  
**To:** [ltunyan@tunyanlaw.com](mailto:ltunyan@tunyanlaw.com)  
**Subject:** Thank you for submission of your PAGA Case.  
**Date:** Tuesday, September 2, 2025 1:10:19 PM

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9/2/2025

LWDA Case No. LWDA-CM-1122568-25  
Law Firm : Tunyan Law, APC  
Plaintiff Name : Zakery Fernandez  
Employer: Ronbow Corporation  
Filing Fee : \$75.00  
IFP Claimed : No

Item submitted: Initial PAGA Notice

Thank you for your submission to the Labor and Workforce Development Agency. Please make a note of the LWDA Case No. above as you may need this number for future reference when filing any subsequent documents for this Case.

Please note that a PAGA Notice is not a complaint within the meaning of Division 5 (Labor Code §§6300 et seq.). To file a complaint about workplace safety and health hazards with Cal/OSHA, please visit:  
<https://www.dir.ca.gov/dosh/complaint.htm>

If you have questions or concerns regarding this submission or your case, please send an email to [pagainfo@dir.ca.gov](mailto:pagainfo@dir.ca.gov).

DIR PAGA Unit on behalf of  
Labor and Workforce Development Agency

Website: [http://labor.ca.gov/Private\\_Attorneys\\_General\\_Act.htm](http://labor.ca.gov/Private_Attorneys_General_Act.htm)



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1430 CHANNING AVE  
PALO ALTO, CA 94301

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| Sat 09/06/2025          |   |  |         |
| Certified Mail®         |   |  | \$5.30  |
| Return Receipt          |   |  | \$4.40  |
| Mails Rate Quote        |   |  | \$11.87 |
| Total                   |   |  | \$0.00  |

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| Sat 09/06/2025              |   |  |         |
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| Tracking #:                 |   |  |         |
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| Tracking #:                 |   |  |         |
| 9590 9402 8114 2349 9455 12 |   |  |         |
| Total                       |   |  | \$11.87 |

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| Livermore, CA 94550         |   |  |         |
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| Tracking #:                 |   |  |         |
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| Return Receipt              |   |  | \$4.40  |
| Tracking #:                 |   |  |         |
| 9590 9402 8114 2349 9455 29 |   |  |         |
| Total                       |   |  | \$11.87 |

Grand Total: \$23.74

Credit Card Remit \$23.74  
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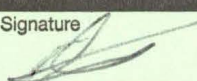
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**TUNYAN LAW, APC**  
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| <p>1. Article Addressed to:</p> <p><b>TERESA E. CHEN</b><br/>AGENT FOR SERVICE OF PROCESS FOR<br/>RONBOW CORPORATION<br/>1430 CHANNING AVE<br/>PALO ALTO, CA 94301</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |  | <p>B. Received by (Printed Name) C. Date of Delivery</p>                                                                                                                                              |  |
| <p>2. Article Number (Transfer from service label)</p> <p><b>7022 1670 0001 3766 3384</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |  | <p>D. Is delivery address different from item 1? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If YES, enter delivery address below:</p>                                            |  |
| <p>3. Service Type</p> <p><input type="checkbox"/> Adult Signature <input type="checkbox"/> Priority Mail Express®</p> <p><input type="checkbox"/> Adult Signature Restricted Delivery <input type="checkbox"/> Registered Mail™</p> <p><input type="checkbox"/> Certified Mail® <input type="checkbox"/> Registered Mail Restricted Delivery</p> <p><input type="checkbox"/> Certified Mail Restricted Delivery <input type="checkbox"/> Signature Confirmation™</p> <p><input type="checkbox"/> Collect on Delivery <input type="checkbox"/> Signature Confirmation Restricted Delivery</p> <p><input type="checkbox"/> Collect on Delivery Restricted Delivery <input type="checkbox"/> Mail Restricted Delivery (00)</p> |  | <p>PS Form 3811, July 2020 PSN 7530-02-000-9053</p> <p>Domestic Return Receipt</p>                                                                                                                    |  |

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2 **DEMAND FOR JURY TRIAL**

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5 Plaintiff ZAKERY FERNANDEZ hereby demands a jury trial on all issues so triable.

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8 Dated: November 7, 2025

**TUNYAN LAW, PAC**

9 

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11 Lilit Tunyan

12 Artur Tunyan

13 Attorneys for Plaintiff ZAKERY FERNANDEZ,  
14 as an individual and on behalf of all employees similarly situated

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1 **PROOF OF SERVICE**  
2 STATE OF CALIFORNIA )  
3 ) ss  
4 COUNTY OF LOS ANGELES )

5 I am employed in the county of Los Angeles, State of California. I am over the age of 18  
6 and not a party to the within action; my business address is 535 N Brand Blvd. Suite 285,  
7 Glendale, California 91203.

8 On the date indicated below, I served the document described as: **FIRST AMENDED**  
9 **COMPLAINT** on the interested parties in this action by sending a true copy thereof to  
10 interested parties as follows and as stated on the attached service list:

11 Deborah F. Birndorf  
12 [debbie.birndorf@nortonrosefulbright.com](mailto:debbie.birndorf@nortonrosefulbright.com)  
13 Natalie M. Lagunas  
14 [natalie.lagunas@nortonrosefulbright.com](mailto:natalie.lagunas@nortonrosefulbright.com)  
15 Diana Cardenas  
16 [diana.cardenas@nortonrosefulbright.com](mailto:diana.cardenas@nortonrosefulbright.com)  
17 **NORTON ROSE FULBRIGHT US LLP**  
18 555 South Flower Street  
19 Forty- First Floor  
20 Los Angeles, California 90071  
21 Telephone: (213) 892-9200  
22 Facsimile: (213) 892-9494

23 ***Attorneys for Defendant RONBOW CORPORATION***

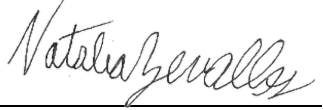
24 [✓] **BY E-MAIL:** I hereby certify that this document was served from Glendale,  
25 California, by e-mail delivery on the parties listed herein at their most recent known  
26 e-mail address or e-mail of record in this action.

27 [✓] **BY ELECTRONIC SERVICE:** Based on an agreement of the parties to accept  
28 electronic service, I caused the documents to be sent to the persons at the electronic  
service addresses listed above via electronic mail. I did not receive an error message.

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

Executed on November 7, 2025, at Glendale, California.

25 Natalia Zevallos  
26 Name

  
Signature