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County of Monterey
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Attorneys for Plaintiffs

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

DAVID RANGEL, individually, and on behalf
of other members of the general public
similarly situated;

Plaintiff,

v.

FRESH EXPRESS INCORPORATED, a
Delaware corporation; and DOES 1 through
100, inclusive;

Defendants.

Case No.: 23CV000859

FIRST AMENDED COMPLAINT

- (1) Violation of California Labor Code §§ 510 and 1198 (Unpaid Overtime);
- (2) Violation of California Labor Code §§ 226.7 and 512(a) (Unpaid Meal Period Premiums);
- (3) Violation of California Labor Code § 226.7 (Unpaid Rest Period Premiums);
- (4) Violation of California Labor Code §§ 1194 and 1197 (Unpaid Minimum Wages);
- (5) Violation of California Labor Code §§ 201 and 202 (Final Wages Not Timely Paid);
- (6) Violation of California Labor Code § 226(a) (Non-Compliant Wage Statements);
- (7) Violation of California Labor Code §§ 2800 and 2802 (Unreimbursed Business Expenses);
- (8) Violation of California Labor Code § 2698, *et seq.* (Private Attorneys General Act of 2004);
- (9) Violation of California Business & Professions Code § 17200, *et seq.*

DEMAND FOR JURY TRIAL

COME NOW, Plaintiffs DAVID RANGEL and DESTINY RUBIO (“Plaintiff Rangel,” “Plaintiff Rubio,” and, collectively, “Plaintiffs”), individually, and on behalf of other members of the general public similarly situated, and allege as follows:

JURISDICTION AND VENUE

1. This class action is brought pursuant to the California Code of Civil Procedure section 382. The monetary damages and restitution sought by Plaintiffs exceed the minimal jurisdiction limits of the Superior Court and will be established according to proof at trial. The “amount in controversy” for the named Plaintiffs, including claims for compensatory damages, restitution, penalties, wages, premium pay, and pro rata share of attorneys’ fees, is less than seventy-five thousand dollars (\$75,000).

2. This Court has jurisdiction over this action pursuant to the California Constitution, Article VI, Section 10, which grants the superior court “original jurisdiction in all other causes” except those given by statute to other courts. The statutes under which this action is brought do not specify any other basis for jurisdiction.

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

4. Venue is proper in this Court because, upon information and belief, Defendants maintain offices, have agents, and/or transact business in the State of California, including the County of Monterey. The majority of the acts and omissions alleged herein relating to Plaintiffs took place in the State of California, County of Monterey. Defendants employed Plaintiffs within the State of California, County of Monterey.

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PARTIES

5. Plaintiff DESTINY RUBIO is an individual residing in the State of California.
Plaintiff DAVID RANGEL is an individual residing in the State of California.

6. Defendant FRESH EXPRESS INCORPORATED, at all times herein mentioned, was and is, upon information and belief, a Delaware corporation, and at all times herein mentioned, was and is, an employer whose employees are engaged throughout the State of California, including the County of Monterey.

7. At all relevant times, Defendant FRESH EXPRESS INCORPORATED was an “employer” of Plaintiffs within the meaning of all applicable California laws and statutes.

8. At all times herein relevant, Defendants FRESH EXPRESS INCORPORATED and DOES 1 through 100, and each of them, were the agents, partners, joint venturers, joint employers, representatives, servants, employees, successors-in-interest, co-conspirators and assigns, each of the other, and at all times relevant hereto were acting within the course and scope of their authority as such agents, partners, joint venturers, joint employers, representatives, servants, employees, successors, co-conspirators and assigns, and all acts or omissions alleged herein were duly committed with the ratification, knowledge, permission, encouragement, authorization, and consent of each defendant designated herein.

9. The true names and capacities, whether corporate, associate, individual or otherwise, of Defendants DOES 1 through 100, inclusive, are unknown to Plaintiffs, who sue said defendants by such fictitious names. Plaintiffs are informed and believe, and based on that information and belief allege, that each of the Defendants designated as a DOE is legally responsible for the events and happenings referred to in this Complaint, and unlawfully caused the injuries and damages to Plaintiffs and the other class members as alleged in this Complaint. Plaintiffs will seek leave of court to amend this Complaint to show the true names and capacities when the same have been ascertained.

10. Defendants FRESH EXPRESS INCORPORATED and DOES 1 through 100 will hereinafter collectively be referred to as “Defendants.”

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11. Plaintiffs further allege that Defendants directly or indirectly controlled or affected the working conditions, wages, working hours, and conditions of employment of Plaintiffs and the other class members so as to make each of said Defendants employers and employers liable under the statutory provisions set forth herein.

CLASS ACTION ALLEGATIONS

12. Plaintiffs bring this action individually and on behalf of all other members of the general public similarly situated, and, thus, seeks class certification under Code of Civil Procedure section 382.

13. The proposed class is defined as follows:

All current and former hourly-paid or non-exempt employees of Defendants within the State of California at any time during the period from March 20, 2019 to final judgment.

14. Plaintiffs reserve the right to establish subclasses as appropriate.

15. The class is ascertainable and there is a well-defined community of interest in the litigation:

a. Numerosity: The class members are so numerous that joinder of all class members is impracticable. The membership of the entire class is unknown to Plaintiffs at this time; however, the class is estimated to be greater than fifty (50) individuals and the identity of such membership is readily ascertainable by inspection of Defendants' employment records.

b. Typicality: Each Plaintiff's claims are typical of all other class members' claims as demonstrated herein. Plaintiffs will fairly and adequately protect the interests of the other class members with whom Plaintiffs have a well-defined community of interest.

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1 c. Adequacy: Plaintiffs will fairly and adequately protect the interests of
2 each class member, with whom they have a well-defined community of
3 interest and typicality of claims, as demonstrated herein. Plaintiffs have
4 no interest that is antagonistic to the other class members. Plaintiffs'
5 attorneys, the proposed class counsel, are versed in the rules governing
6 class action discovery, certification, and settlement. Plaintiffs have
7 incurred, and during the pendency of this action will continue to incur,
8 costs and attorneys' fees, that have been, are, and will be necessarily
9 expended for the prosecution of this action for the substantial benefit of
10 each class member.

11 d. Superiority: A class action is superior to other available methods for the
12 fair and efficient adjudication of this litigation because individual joinder
13 of all class members is impractical.

14 e. Public Policy Considerations: Certification of this lawsuit as a class
15 action will advance public policy objectives. Employers of this great
16 state violate employment and labor laws every day. Current employees
17 are often afraid to assert their rights out of fear of direct or indirect
18 retaliation. However, class actions provide the class members who are
19 not named in the complaint anonymity that allows for the vindication of
20 their rights.

21 16. There are common questions of law and fact as to the class members that
22 predominate over questions affecting only individual members. The following common
23 questions of law or fact, among others, exist as to the members of the class:

24 a. Whether Defendants' failure to pay wages, without abatement or
25 reduction, in accordance with the California Labor Code, was willful;

26 b. Whether Defendants failed to pay their hourly-paid or non-exempt
27 employees within the State of California for all hours worked, missed
28 meal periods and rest breaks in violation of California law;

- 1 c. Whether Defendants required Plaintiffs and the other class members to
2 work over eight (8) hours per day and/or over forty (40) hours per week
3 and failed to pay the legally required overtime compensation to Plaintiffs
4 and the other class members;
- 5 d. Whether Defendants properly calculated the regular rate for Plaintiffs
6 and the other class members to worked overtime and earned incentive
7 pay;
- 8 e. Whether Defendants deprived Plaintiffs and the other class members of
9 meal and/or rest periods or required Plaintiffs and the other class
10 members to work during meal and/or rest periods without compensation;
- 11 f. Whether Defendants failed to pay minimum wages to Plaintiffs and the
12 other class members for all hours worked;
- 13 g. Whether Defendants failed to pay all wages due to Plaintiffs and the
14 other class members within the required time upon their discharge or
15 resignation;
- 16 h. Whether Defendants failed to timely pay all wages due to Plaintiffs and
17 the other class members during their employment;
- 18 i. Whether Defendants complied with wage reporting as required by the
19 California Labor Code, including, inter alia, section 226;
- 20 j. Whether Defendants failed to reimburse Plaintiffs and the other class
21 members for necessary business-related expenses and costs;
- 22 k. Whether Defendants' conduct was willful or reckless;
- 23 l. Whether Defendants engaged in unfair business practices in violation of
24 California Business & Professions Code section 17200, *et seq.*;
- 25 m. The appropriate amount of damages, restitution, and/or monetary
26 penalties resulting from Defendants' violation of California law; and
- 27 n. Whether Plaintiffs and the other class members are entitled to
28 compensatory damages pursuant to the California Labor Code.

GENERAL ALLEGATIONS

17. During the relevant time period set forth herein, Defendants employed Plaintiffs and other persons as hourly-paid or non-exempt employees within the State of California.

18. Defendants, jointly and severally, employed Plaintiffs as hourly-paid non-exempt employees during the relevant time period in the State of California, County of Monterey.

19. Defendants had the authority to hire and terminate Plaintiffs and other class members; to set work rules and conditions governing Plaintiffs' and other class members' employment; and to supervise their daily employment activities.

20. Defendants exercised sufficient authority over the terms and conditions of Plaintiffs and other class members' employment for them to be joint employers of Plaintiffs and the other class members.

21. Defendants directly hired and paid wages and benefits to Plaintiffs and other class members.

22. Defendants continue to employ hourly-paid or non-exempt employees within the State of California.

23. Plaintiffs and other class members worked over eight (8) hours in a day, and/or forty (40) hours in a week during their employment with Defendants.

24. Plaintiffs are informed and believe, and based thereon allege, that Defendants engaged in a pattern and practice of wage abuse against their hourly-paid or non-exempt employees within the State of California. This scheme involved, inter alia, failing to pay them for all hours worked, missed meal periods, and missed rest breaks in violation of California law.

25. Plaintiffs are informed and believe, and based thereon allege, that Defendants knew or should have known that Plaintiffs and other class members were entitled to receive certain wages for overtime compensation and that Plaintiffs and other class members were not receiving wages for overtime compensation.

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1 26. Plaintiffs are informed and believe, and based thereon allege, that Defendants
2 failed to provide Plaintiffs and other class members the required rest and meal periods during
3 the relevant time period as required under the Industrial Welfare Commission Wage Orders
4 and thus they are entitled to any and all applicable penalties.

5 27. Plaintiffs are informed and believe, and based thereon allege, that Defendants
6 knew or should have known that Plaintiffs and other class members were entitled to receive all
7 timely and complete meal periods or payment of one additional hour of pay at Plaintiffs' and
8 the other class members' regular rate of pay when a meal period was missed, late or
9 interrupted, and that Plaintiffs and other class members did not receive all timely and proper
10 meal periods or payment of one additional hour of pay at their regular rate of pay when a meal
11 period was missed.

12 28. Plaintiffs are informed and believe, and based thereon allege, that Defendants
13 knew or should have known that Plaintiffs and other class members were entitled to receive all
14 timely rest periods without interruption or payment of one additional hour of pay at Plaintiffs
15 and the other class members' regular rate of pay when a rest period was missed, late or
16 interrupted, and that Plaintiffs and other class members did not receive all rest periods or
17 payment of one additional hour of pay at their regular rate of pay when a rest period was
18 missed.

19 29. Plaintiffs are informed and believe, and based thereon allege, that Defendants
20 knew or should have known that Plaintiffs and other class members were entitled to receive at
21 least minimum wages for compensation and that Plaintiffs and other class members were not
22 receiving at least minimum wages for all hours worked.

23 30. Plaintiffs are informed and believe, and based thereon allege, that Defendants
24 knew or should have known that Plaintiffs and other class members were entitled to receive the
25 wages owed to them upon discharge or resignation, including overtime and minimum wages
26 and meal and rest period premiums, and that Plaintiffs and other class members did not, in fact,
27 receive such wages owed to them at the time of their discharge or resignation.

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1 31. Plaintiffs are informed and believe, and based thereon allege, that Defendants
2 knew or should have known that Plaintiffs and other class members were entitled to receive
3 complete and accurate wage statements in accordance with California law, but, in fact,
4 Plaintiffs and other class members did not receive complete and accurate wage statements from
5 Defendants. The deficiencies included, inter alia, the failure to include the total number of
6 hours worked by Plaintiffs and other class members.

7 32. Plaintiffs are informed and believe, and based thereon allege, that Defendants
8 knew or should have known that Plaintiffs and the other class members were entitled to
9 reimbursement for necessary business-related expenses.

10 33. Plaintiffs are informed and believe, and based thereon allege, that Defendants
11 knew or should have known that Defendants had to keep complete and accurate payroll records
12 for Plaintiffs and other class members in accordance with California law, but, in fact, did not
13 keep complete and accurate payroll records for Plaintiffs and other class members.

14 34. Plaintiffs are informed and believe, and based thereon allege, that Defendants
15 knew or should have known that they had a duty to compensate Plaintiffs and other class
16 members pursuant to California law, and that Defendants had the financial ability to pay such
17 compensation, but willfully, knowingly, and intentionally failed to do so, and falsely
18 represented to Plaintiffs and other class members that they were properly denied wages, all in
19 order to increase Defendants' profits.

20 35. As a pattern and practice, during the relevant time period set forth herein,
21 Defendants failed to pay overtime wages to Plaintiffs and other class members for all hours
22 worked. Plaintiffs and other class members were required to work more than eight (8) hours
23 per day and/or forty (40) hours per week without overtime compensation.

24 36. As a pattern and practice, during the relevant time period set forth herein,
25 Defendants failed to provide the requisite uninterrupted and timely meal and rest periods to
26 Plaintiffs and other class members.

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37. As a pattern and practice, during the relevant time period set forth herein, Defendants failed to pay Plaintiffs and other class members at least minimum wages for all hours worked.

38. As a pattern and practice, during the relevant time period set forth herein, Defendants failed to pay Plaintiffs and other class members the wages owed to them upon discharge or resignation.

39. As a pattern and practice, during the relevant time period set forth herein, Defendants failed to provide complete or accurate wage statements to Plaintiffs and other class members.

40. As a pattern and practice, during the relevant time period set forth herein, Defendants failed to keep complete or accurate payroll records for Plaintiffs and other class members.

41. As a pattern and practice, during the relevant time period set forth herein, Defendants failed to properly compensate Plaintiffs and other class members pursuant to California law in order to increase Defendants' profits.

42. California Labor Code section 218 states that nothing in Article 1 of the Labor Code shall limit the right of any wage claimant to “sue directly . . . for any wages or penalty due to him [or her] under this article.”

FIRST CAUSE OF ACTION

(Violation of California Labor Code §§ 510 and 1198)

(Against FRESH EXPRESS INCORPORATED and DOES 1 through 100)

43. Plaintiff Rubio incorporates by reference the allegations contained in Paragraphs 1 through 42, and each and every part thereof with the same force and effect as though fully set forth herein.

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1 44. California Labor Code section 1198 and the applicable Industrial Welfare
2 Commission (“IWC”) Wage Order provide that it is unlawful to employ persons without
3 compensating them at a rate of pay either time-and-one-half or two-times that person’s regular
4 rate of pay, depending on the number of hours worked by the person on a daily or weekly
5 basis.

6 45. Specifically, the applicable IWC Wage Order provides that Defendants are and
7 were required to pay Plaintiff Rubio and other class members employed by Defendants, who
8 work(ed) more than eight (8) hours in a day or more than forty (40) hours in a workweek, at
9 the rate of time-and-one-half for all hours worked in excess of eight (8) hours in a day or more
10 than forty (40) hours in a workweek.

11 46. The applicable IWC Wage Order further provides that Defendants are and were
12 required to pay Plaintiff Rubio and other class members overtime compensation at a rate of
13 two times their regular rate of pay for all hours worked in excess of twelve (12) hours in a day.

14 47. California Labor Code section 510 codifies the right to overtime compensation
15 at one-and-one-half times the regular hourly rate for hours worked in excess of eight (8) hours
16 in a day or forty (40) hours in a week or for the first eight (8) hours worked on the seventh day
17 of work, and overtime compensation at twice the regular hourly rate for hours worked in
18 excess of twelve (12) hours in a day or in excess of eight (8) hours in a day on the seventh day
19 of work.

20 48. During the relevant time period set forth herein, Plaintiff Rubio and other class
21 members worked in excess of eight (8) hours in a day, and/or in excess of forty (40) hours in a
22 week.

23 49. As a pattern and practice, during the relevant time period set forth herein,
24 Defendants intentionally and willfully failed to pay overtime wages owed to Plaintiff Rubio
25 and other class members (but not all).

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50. Defendants' pattern and practice of failing to pay Plaintiff Rubio and other class members the unpaid balance of overtime compensation, as required by California laws, violates the provisions of California Labor Code sections 510 and 1198, and is therefore unlawful.

51. Pursuant to California Labor Code section 1194, Plaintiff Rubio and other class members are entitled to recover unpaid overtime compensation, as well as interest, costs, and attorneys' fees.

SECOND CAUSE OF ACTION

(Violation of California Labor Code §§ 226.7 and 512(a))

(Against FRESH EXPRESS INCORPORATED and DOES 1 through 100)

52. Plaintiff Rubio incorporates by reference the allegations contained in paragraphs 1 through 51, and each and every part thereof with the same force and effect as though fully set forth herein.

53. During the relevant time period set forth herein, the IWC Order and California Labor Code sections 226.7 and 512(a) were applicable to Plaintiff Rubio's and other class members' employment by Defendants.

54. During the relevant time period set forth herein, California Labor Code section 226.7 provides that no employer shall require an employee to work during any meal or rest period mandated by an applicable order of the California IWC.

55. During the relevant time period set forth herein, the applicable IWC Wage Order and California Labor Code section 512(a) provide that an employer may not require, cause or permit an employee to work for a work period of more than five (5) hours per day without providing the employee with a meal period of not less than thirty (30) minutes, except that if the total work period per day of the employee is no more than six (6) hours, the meal period may be waived by mutual consent of both the employer and employee.

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1 56. During the relevant time period set forth herein, the applicable IWC Wage
2 Order and California Labor Code section 512(a) further provide that an employer may not
3 require, cause, or permit an employee to work for a work period of more than ten (10) hours
4 per day without providing the employee with a second uninterrupted meal period of not less
5 than thirty (30) minutes, except that if the total hours worked is no more than twelve (12)
6 hours, the second meal period may be waived by mutual consent of the employer and the
7 employee only if the first meal period was not waived.

8 57. As a pattern and practice, during the relevant time period set forth herein,
9 Plaintiff Rubio and other class members (but not all) who were scheduled to work for a period
10 of time no longer than six (6) hours, and who did not waive their legally-mandated meal
11 periods by mutual consent, were required to work for periods longer than five (5) hours
12 without an uninterrupted meal period of not less than thirty (30) minutes and/or without a rest
13 period.

14 58. As a pattern and practice, during the relevant time period set forth herein,
15 Plaintiff Rubio and other class members (but not all) who were scheduled to work for a period
16 of time no longer than twelve (12) hours, and who did not waive their legally-mandated meal
17 periods by mutual consent, were required to work for periods longer than ten (10) hours
18 without an uninterrupted meal period of not less than thirty (30) minutes and/or without a rest
19 period.

20 59. As a pattern and practice, during the relevant time period set forth herein,
21 Plaintiff Rubio and other class members (but not all) who were scheduled to work for a period
22 of time in excess of six (6) hours were required to work for periods longer than five (5) hours
23 without an uninterrupted meal period of not less than thirty (30) minutes and/or without a rest
24 period.

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60. As a pattern and practice, during the relevant time period set forth herein, Plaintiff Rubio and other class members (but not all) who were scheduled to work for a period of time in excess of twelve (12) hours were required to work for periods longer than ten (10) hours without an uninterrupted meal period of not less than thirty (30) minutes and/or without a rest period.

61. As a pattern and practice, during the relevant time period set forth herein, Defendants intentionally and willfully required Plaintiff Rubio and other class members (but not all) to work during meal periods and failed to compensate Plaintiff Rubio and the other class members (but not all) the full meal period premium for work performed during meal periods.

62. As a pattern and practice, during the relevant time period set forth herein, Defendants failed to pay Plaintiff Rubio and other class members (but not all) the full meal period premium due pursuant to California Labor Code section 226.7.

63. Defendants' conduct violates applicable IWC Wage Order and California Labor Code sections 226.7 and 512(a).

64. Pursuant to the applicable IWC Wage Order and California Labor Code section 226.7(b), Plaintiff Rubio and other class members are entitled to recover from Defendants one additional hour of pay at the employee's regular rate of compensation for each workday that the meal or rest period is not provided.

THIRD CAUSE OF ACTION

(Violation of California Labor Code § 226.7)

(Against FRESH EXPRESS INCORPORATED and DOES 1 through 100)

65. Plaintiff Rubio incorporates by reference the allegations contained in paragraphs 1 through 64, and each and every part thereof with the same force and effect as though fully set forth herein.

66. During the relevant time period set forth herein, the applicable IWC Wage Order and California Labor Code section 226.7 were applicable to Plaintiff Rubio's and other class members' employment by Defendants.

1 67. During the relevant time period set forth herein, California Labor Code section
2 226.7 provides that no employer shall require an employee to work during any rest period
3 mandated by an applicable order of the California IWC.

4 68. During the relevant time period set forth herein, the applicable IWC Wage
5 Order provides that “[e]very employer shall authorize and permit all employees to take rest
6 periods, which insofar as practicable shall be in the middle of each work period” and that the
7 “rest period time shall be based on the total hours worked daily at the rate of ten (10) minutes
8 net rest time per four (4) hours or major fraction thereof” unless the total daily work time is
9 less than three and one-half (3 ½) hours.

10 69. As a pattern and practice, during the relevant time period set forth herein,
11 Defendants required Plaintiff Rubio and other class members (but not all) to work four (4) or
12 more hours without authorizing or permitting a ten (10) minute rest period per each four (4)
13 hour period worked.

14 70. As a pattern and practice, during the relevant time period set forth herein,
15 Defendants willfully required Plaintiff Rubio and other class members (but not all) to work
16 during rest periods and failed to pay Plaintiff Rubio and the other class members the full rest
17 period premium for work performed during rest periods.

18 71. As a pattern and practice, during the relevant time period set forth herein,
19 Defendants failed to pay Plaintiff Rubio and the other class members (but not all) the full rest
20 period premium due pursuant to California Labor Code section 226.7.

21 72. Defendants’ conduct violates applicable IWC Wage Orders and California
22 Labor Code section 226.7.

23 73. Pursuant to the applicable IWC Wage Orders and California Labor Code section
24 226.7(b), Plaintiff Rubio and the other class members are entitled to recover from Defendants
25 one additional hour of pay at the employees’ regular hourly rate of compensation for each
26 workday that the rest period was not provided.

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1 **FOURTH CAUSE OF ACTION**

2 **(Violation of California Labor Code §§ 1194 and 1197)**

3 **(Against FRESH EXPRESS INCORPORATED and DOES 1 through 100)**

4 74. Plaintiff Rubio incorporates by reference the allegations contained in paragraphs
5 1 through 73 and each and every part thereof with the same force and effect as though fully set
6 forth herein.

7 75. During the relevant time period set forth herein, California Labor Code sections
8 1194 and 1197 provide that the minimum wage to be paid to employees, and the payment of a
9 lesser wage than the minimum so fixed, is unlawful.

10 76. As a pattern and practice, during the relevant time period set forth herein,
11 Defendants failed to pay minimum wages to Plaintiff Rubio and other class members (but not
12 all) as required, pursuant to California Labor Code sections 1194 and 1197.

13 77. Defendants' failure to pay Plaintiff Rubio and other class members the
14 minimum wage as required violates California Labor Code sections 1194 and 1197. Pursuant
15 to those sections, Plaintiff Rubio and other class members are entitled to recover the unpaid
16 balance of their minimum wage compensation as well as interest, costs, and attorney's fees,
17 and liquidated damages in an amount equal to the wages unlawfully unpaid and interest
18 thereon.

19 78. Pursuant to California Labor Code section 1194.2, Plaintiff Rubio and other
20 class members are entitled to recover liquidated damages in an amount equal to the wages
21 unlawfully unpaid and interest thereon.

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1 **FIFTH CAUSE OF ACTION**

2 **(Violation of California Labor Code §§ 201 and 202)**

3 **(Against FRESH EXPRESS INCORPORATED and DOES 1 through 100)**

4 79. Plaintiff Rubio incorporates by reference the allegations contained in paragraphs
5 1 through 78, and each and every part thereof with the same force and effect as though fully set
6 forth herein.

7 80. During the relevant time period set forth herein, California Labor Code sections
8 201 and 202 provide that if an employer discharges an employee, the wages earned and unpaid
9 at the time of discharge are due and payable immediately, and if an employee quits his or her
10 employment, his or her wages shall become due and payable not later than seventy-two (72)
11 hours thereafter, unless the employee has given seventy-two (72) hours notice of his or her
12 intention to quit, in which case the employee is entitled to his or her wages at the time of
13 quitting.

14 81. As a pattern and practice, during the relevant time period set forth herein,
15 Defendants intentionally and willfully failed to pay Plaintiff Rubio and other class members
16 (but not all) who are no longer employed by Defendants their wages, earned and unpaid, within
17 seventy-two (72) hours of their leaving Defendants' employ.

18 82. Defendants' pattern and practice of failing to pay Plaintiff Rubio and other class
19 members who are no longer employed by Defendants their wages, earned and unpaid, within
20 seventy-two (72) hours of their leaving Defendants' employ, is in violation of California Labor
21 Code sections 201 and 202.

22 83. California Labor Code section 203 provides that if an employer willfully fails to
23 pay wages owed, in accordance with sections 201 and 202, then the wages of the employee
24 shall continue as a penalty from the due date thereof at the same rate until paid or until an
25 action is commenced; but the wages shall not continue for more than thirty (30) days.

26 84. Plaintiff Rubio and other class members are entitled to recover from Defendants
27 the statutory penalty wages for each day they were not paid, up to the thirty (30) day maximum
28 as provided by Labor Code section 203.

1 **SIXTH CAUSE OF ACTION**

2 **(Violation of California Labor Code § 226(a))**

3 **(Against FRESH EXPRESS INCORPORATED and DOES 1 through 100)**

4 85. Plaintiff Rubio incorporates by reference the allegations contained in paragraphs
5 1 through 84, and each and every part thereof with the same force and effect as though fully set
6 forth herein.

7 86. During the relevant time period set forth herein, California Labor Code section
8 226(a) provides that every employer shall furnish each of his or her employees an accurate
9 itemized statement in writing showing (1) gross wages earned, (2) total hours worked by the
10 employee, (3) the number of piece-rate units earned and any applicable piece rate if the
11 employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made on
12 written orders of the employee may be aggregated and shown as one item, (5) net wages
13 earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the
14 employee and his or her social security number, (8) the name and address of the legal entity
15 that is the employer, and (9) all applicable hourly rates in effect during the pay period and the
16 corresponding number of hours worked at each hourly rate by the employee. The deductions
17 made from payments of wages shall be recorded in ink or other indelible form, properly dated,
18 showing the month, day, and year, and a copy of the statement or a record of the deductions
19 shall be kept on file by the employer for at least three years at the place of employment or at a
20 central location within the State of California.

21 87. As a pattern and practice, Defendants have intentionally and willfully failed to
22 provide Plaintiff Rubio and other class members (but not all) with complete and accurate wage
23 statements. The deficiencies include but are not limited to: the failure to include the total
24 number of hours worked by Plaintiff Rubio and other class members.

25 88. As a result of Defendants' violation of California Labor Code section 226(a),
26 Plaintiff Rubio and other class members have suffered injury and damage to their statutorily
27 protected rights.

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1 89. More specifically, Plaintiff Rubio and other class members have been injured by
2 Defendants' intentional and willful violation of California Labor Code section 226(a) because
3 they were denied both their legal right to receive, and their protected interest in receiving,
4 accurate and itemized wage statements pursuant to California Labor Code section 226(a).

5 90. Plaintiff Rubio and other class members are entitled to recover from Defendants
6 the greater of their actual damages caused by Defendants' failure to comply with California
7 Labor Code section 226(a), or an aggregate penalty not exceeding four thousand dollars per
8 employee.

9 91. Plaintiff Rubio and other class members are also entitled to injunctive relief to
10 ensure compliance with this section, pursuant to California Labor Code section 226(g).

11 **SEVENTH CAUSE OF ACTION**

12 **(Violation of California Labor Code §§ 2800 and 2802)**

13 **(Against FRESH EXPRESS INCORPORATED and DOES 1 through 100)**

14 92. Plaintiff Rubio incorporates by reference the allegations contained in paragraphs
15 1 through 91, and each and every part thereof with the same force and effect as though fully set
16 forth herein.

17 93. Pursuant to California Labor Code sections 2800 and 2802, an employer must
18 reimburse its employee for all necessary expenditures incurred by the employee in direct
19 consequence of the discharge of his or her job duties or in direct consequence of his or her
20 obedience to the directions of the employer.

21 94. Defendants have intentionally and willfully failed to reimburse Plaintiff Rubio
22 and other class members (but not all) for all necessary business-related expenses and costs.
23 Plaintiff Rubio and other class members are entitled to recover from Defendants their business-
24 related expenses and costs incurred during the course and scope of their employment, plus
25 interest accrued from the date on which the employee incurred the necessary expenditures at the
26 same rate as judgments in civil actions in the State of California.

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1 **EIGHTH CAUSE OF ACTION**

2 **(Violation of Labor Code § 2698, *et seq.* (“PAGA”))**

3 **(Against FRESH EXPRESS INCORPORATED and DOES 1 through 100)**

4 95. Plaintiff Rubio incorporates by reference the allegations contained in paragraphs
5 1 through 94, and each and every part thereof with the same force and effect as though fully set
6 forth herein.

7 96. The Private Attorneys General Act of 2004 (“PAGA”) expressly establishes that
8 any provision of the California Labor Code which provides for a civil penalty to be assessed and
9 collected by the California Labor and Workforce Development Agency (“LWDA”), or any of its
10 departments, divisions, commissions, boards, agencies or employees for a violation of the
11 California Labor Code, may be recovered through a civil action brought by an aggrieved
12 employee on behalf of himself or herself, and other current or former employees.

13 97. On June 13, 2023, Plaintiff Rubio provided written notice to the LWDA and
14 Defendants of the specific provisions of the Labor Code she contends were violated, and the
15 theories supporting her contentions. Attached hereto as **Exhibit 1** and incorporated by reference
16 is a copy of the written notice to the LWDA. Plaintiff Rubio believes that on or about August 17,
17 2023, the sixty-five (65) days’ notice period will expire as to all Defendants, and Plaintiff Rubio
18 will amend the Complaint to plead exhaustion.

19 98. Plaintiff Rubio and the other non-exempt employees are “aggrieved employees”
20 as defined by California Labor Code section 2699(c) in that they all are or were non-exempt
21 employees of Defendants employed in California at any time during the period from June 13,
22 2022, to the present, and one or more of the alleged violations was committed against them.

23 **Failure to Pay Minimum and Overtime Wages**

24 99. At all times relevant herein, Defendants were required to compensate their non-
25 exempt employees minimum wages for all hours worked and overtime wages for all hours
26 worked in excess of eight (8) hours in a day or forty (40) hours in a workweek, pursuant to the
27 mandate of Labor Code sections 510, 1194, 1197, and 1198.

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1 100. As a policy and practice, Defendants failed to compensate Plaintiff Rubio and the
2 other aggrieved current and former employees for all hours worked, resulting in a failure to pay
3 all minimum wages and overtime wages, where applicable.

4 **Failure to Provide Meal Periods and Rest Breaks**

5 101. At all times relevant herein, Defendants were required to authorize and permit
6 their non-exempt employees to take a 10-minute rest break for every four (4) hours worked or
7 major fraction thereof and were further required to provide their non-exempt employees with a
8 30-minute meal period for every five (5) hours worked, pursuant to the mandates of Labor
9 Code sections 226.7 and 512.

10 102. As a policy and practice, Defendants failed to provide Plaintiff Rubio and the
11 other aggrieved current and former employees with legally mandated meal periods and rest
12 breaks and failed to pay proper compensation for this failure.

13 **Failure to Timely Pay Wages During Employment**

14 103. At all times relevant herein, Defendants were required to pay their employees
15 within a specified time period pursuant to the mandate of Labor Code section 204.

16 104. As a policy and practice, Defendants failed to pay Plaintiff Rubio and the other
17 aggrieved current and former employees all wages due and owing them within the required time
18 period.

19 **Failure to Timely Pay Wages Upon Termination**

20 105. At all times relevant herein, Defendants were required to pay their employees all
21 wages owed in a timely fashion at the end of employment pursuant to the mandates of Labor
22 Code sections 201 to 204.

23 106. As a policy and practice, as a result of Defendants' Labor Code violations
24 alleged above, Defendants failed to pay Plaintiff Rubio and the other aggrieved former
25 employees their final wages, pursuant to the mandates of Labor Code sections 201 through
26 204. Accordingly, Defendants owe waiting time penalties pursuant to Labor Code section 203.

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1 **Failure to Provide Complete and Accurate Wage Statements**

2 107. At all times relevant herein, Defendants were required to keep *accurate* records
3 regarding their California employees, pursuant to the mandates of Labor Code sections 226 and
4 1174.

5 108. As a result of Defendants' various Labor Code violations, Defendants failed to
6 keep accurate records regarding Plaintiff Rubio and the other aggrieved current and former
7 employees. For example, Defendants failed in their affirmative obligation to keep accurate
8 records regarding Plaintiff Rubio and the other aggrieved current and former employees' gross
9 wages earned, total hours worked, all deductions, net wages earned, and all applicable hourly
10 rates and the number of hours worked at each hourly rate.

11 **Failure to Reimburse Business Expenses**

12 109. At all times relevant herein, Defendants were required to reimburse their
13 employees for any and all necessary expenditures or losses incurred by the employees in direct
14 consequences of the discharge of their duties, pursuant to the mandates of Labor Code sections
15 2800 and 2802.

16 110. As a policy and practice, Defendants regularly failed to reimburse Plaintiff
17 Rubio and the other aggrieved current and former employees for all business expenses incurred
18 and owed to them within the required time period.

19 **Penalties**

20 111. Pursuant to California Labor Code section 2699, Plaintiff Rubio, individually, and
21 on behalf of other current and former aggrieved employees, requests and is entitled to recover
22 from Defendants, and each of them, civil penalties, interest, attorneys' fees and costs pursuant,
23 including but not limited to:

- 24 a. Penalties under California Labor Code section 2699 in the amount of one
25 hundred dollars (\$100) for each aggrieved employee per pay period for
26 the initial violation, and two hundred dollars (\$200) for each aggrieved
27 employee per pay period for each subsequent violation;

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- 1 b. Penalties under California Code of Regulations Title 8 section 11040 in
2 the amount of fifty dollars (\$50) for each aggrieved employee per pay
3 period for the initial violation, and one hundred dollars (\$100) for each
4 aggrieved employee per pay period for each subsequent violation;
- 5 c. Penalties under California Labor Code section 210 in addition to, and
6 entirely independent and apart from, any other penalty provided in the
7 California Labor Code in the amount of one hundred dollars (\$100) for
8 each aggrieved employee per pay period for the initial violation, and two
9 hundred dollars (\$200) for each aggrieved employee per pay period for
10 each subsequent violation;
- 11 d. Penalties under Labor Code section 1197.1 in the amount of a hundred
12 dollars (\$100) for each aggrieved employee per pay period for the initial
13 violation, and two hundred fifty dollars (\$250) for each aggrieved
14 employee per pay period for each subsequent violation;
- 15 e. Wages under California Labor Code section 558 in addition to, and
16 entirely independent and apart from, any other penalty provided in the
17 California Labor Code;
- 18 f. Any and all additional penalties as provided by the Labor Code and/or
19 other statutes; and
- 20 g. Attorneys' fees and costs pursuant to Labor Code sections 210, 1194,
21 and 2699, and any other applicable statute.

22 **NINTH CAUSE OF ACTION**

23 **(Violation of California Business & Professions Code § 17200, *et seq.*)**

24 **(Against FRESH EXPRESS INCORPORATED, and DOES 1 through 100)**

25 112. Plaintiff Rubio and Plaintiff Rangel incorporate by reference the allegations
26 contained in paragraphs 1 through 111, and each and every part thereof with the same force
27 and effect as though fully set forth herein.

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1 113. Defendants' conduct, as alleged herein, has been, and continues to be unfair,
2 unlawful and harmful to Plaintiffs, other class members, to the general public, and Defendants'
3 competitors. Accordingly, Plaintiffs seek to enforce important rights affecting the public
4 interest within the meaning of Code of Civil Procedure section 1021.5.

5 114. Defendants' activities as alleged herein are violations of California law, and
6 constitute unlawful business acts and practices in violation of California Business &
7 Professions Code section 17200, *et seq.*

8 115. A violation of California Business & Professions Code section 17200, *et seq.*
9 may be predicated on the violation of any state or federal law. In this instant case, Defendants'
10 pattern and practice of requiring Plaintiffs and other class members work overtime hours
11 without paying them proper compensation violate California Labor Code sections 510 and
12 1198. Additionally, Defendants' pattern and practice of requiring Plaintiffs and other class
13 members, to work through their meal and rest periods without paying them proper
14 compensation violate California Labor Code sections 226.7 and 512(a). Moreover, Defendants'
15 pattern and practice of failing to timely pay wages to Plaintiffs and other class members violate
16 California Labor Code sections 201 and 202. Defendants also violated California Labor Code
17 sections 226(a), 1194, 1197, 2800 and 2802.

18 116. As a result of the herein described violations of California law, Defendants
19 unlawfully gained an unfair advantage over other businesses.

20 117. Plaintiffs and other class members (but not all) have been personally injured by
21 Defendants' unlawful business acts and practices as alleged herein, including but not
22 necessarily limited to the loss of money and/or property.

23 118. Pursuant to California Business & Professions Code section 17200, *et seq.*,
24 Plaintiffs and other class members are entitled to restitution of the wages withheld and retained
25 by Defendants during a period that commences four years prior to the filing of this Complaint;
26 an award of attorneys' fees pursuant to California Code of Civil procedure section 1021.5 and
27 other applicable laws; and an award of costs.

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1 **DEMAND FOR JURY TRIAL**

2 Plaintiffs, individually, and on behalf of other members of the general public similarly
3 situated, request a trial by jury.

4 **PRAYER FOR RELIEF**

5 WHEREFORE, Plaintiffs, individually and on behalf of all other members of the
6 general public similarly situated, pray for relief and judgment against Defendants, jointly and
7 severally, as follows:

8 **Class Certification**

- 9 1. That this action be certified as a class action;
10 2. That Plaintiffs be appointed as representatives of the Class;
11 3. That counsel for Plaintiffs be appointed as Class Counsel; and
12 4. That Defendants provide to Class Counsel immediately the names and most
13 current contact information (address, e-mail and telephone numbers) of all class members.

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

- 15 5. That the Court declare, adjudge and decree that Defendants violated California
16 Labor Code sections 510 and 1198 and applicable IWC Wage Orders by willfully failing to pay
17 all overtime wages due to Plaintiff Rubio and other class members (but not all);
18 6. For general unpaid wages at overtime wage rates and such general and special
19 damages as may be appropriate;
20 7. For pre-judgment interest on any unpaid overtime compensation commencing
21 from the date such amounts were due;
22 8. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
23 California Labor Code section 1194; and
24 9. For such other and further relief as the court may deem just and proper.

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As to the Second Cause of Action

10. That the Court declare, adjudge and decree that Defendants violated California Labor Code sections 226.7 and 512 and applicable IWC Wage Orders by willfully failing to provide all meal periods (including second meal periods) to Plaintiff Rubio and other class members (but not all);

11. That the Court make an award to Plaintiff Rubio and the other class members of one (1) hour of pay at each employee's regular rate of compensation for each workday that a meal period was not provided;

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

13. For premium wages pursuant to California Labor Code section 226.7(b);

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

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

16. For such other and further relief as the court may deem just and proper.

As to the Third Cause of Action

17. That the Court declare, adjudge and decree that Defendants violated California Labor Code section 226.7 and applicable IWC Wage Orders by willfully failing to provide all rest periods to Plaintiff Rubio and other class members (but not all);

18. That the Court make an award to Plaintiff Rubio and the other class members of one (1) hour of pay at each employee's regular rate of compensation for each workday that a rest period was not provided;

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

20. For premium wages pursuant to California Labor Code section 226.7(b);

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

22. For such other and further relief as the court may deem just and proper.

As to the Fourth Cause of Action

23. That the Court declare, adjudge and decree that Defendants violated California Labor Code sections 1194 and 1197 by willfully failing to pay minimum wages to Plaintiff Rubio and other class members (but not all);

24. For general unpaid wages and such general and special damages as may be appropriate;

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

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

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

28. For such other and further relief as the court may deem just and proper.

As to the Fifth Cause of Action

29. That the Court declare, adjudge and decree that Defendants violated California Labor Code sections 201, 202, and 203 by willfully failing to pay all compensation owed at the time of termination of the employment of Plaintiff Rubio and other class members (but not all) no longer employed by Defendants;

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

31. For statutory wage penalties pursuant to California Labor Code section 203 for the other class members who have left Defendants' employ;

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

33. For such other and further relief as the court may deem just and proper.

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34. That the Court declare, adjudge and decree that Defendants violated the record
g provisions of California Labor Code section 226(a) and applicable IWC Wage Orders
Plaintiff Rubio and other class members (but not all), and willfully failed to provide

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

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

37. For injunctive relief to ensure compliance with this section, pursuant to
 nia Labor Code section 226(g); and

38. For such other and further relief as the court may deem just and proper.

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39. That the Court declare, adjudge and decree that Defendants violated California Labor Code sections 2800 and 2802 by willfully failing to reimburse Plaintiff Rubio and other members (but not all) for all necessary business-related expenses as required by California Labor Code sections 2800 and 2802;

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

41. For the imposition of civil penalties and/or statutory penalties;

42. For punitive damages and/or exemplary damages according to proof at trial;

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

44. For such other and further relief as the court may deem just and proper.

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45. That the Court declare, adjudge, and decree that Defendants violated California Code section 2698, *et seq.*, by failing to pay minimum and overtime wages, failing to provide meal periods and rest breaks, failing to timely pay wages during employment and upon termination, failing to provide complete and accurate wage statements, and failing to reimburse employees;

1 46. For civil penalties pursuant to Labor Code section 2699 *et seq.*, for Defendants’
2 violations of Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a), 226.3, 226.7,
3 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802;

4 47. For costs and attorneys’ fees pursuant to Labor Code sections 210, 218.5, 1194,
5 2699, and any other applicable statute; and

6 48. For such other and further relief that the court may deem just and proper.

7 **As to the Ninth Cause of Action**

8 49. That the Court declare, adjudge and decree that Defendants violated California
9 Business and Professions Code section 17200, *et seq.* by failing to provide Plaintiffs and other
10 class members all overtime compensation due to them, failing to provide all meal and rest
11 periods to Plaintiffs and the other class members, failing to pay at least minimum wages to
12 Plaintiffs and the other class members, failing to pay Plaintiffs’ and other class members’
13 wages timely as required by California Labor Code section 201, 202.

14 50. For restitution of unpaid wages to Plaintiffs and other class members and all
15 pre-judgment interest from the day such amounts were due and payable;

16 51. For the appointment of a receiver to receive, manage and distribute any and all
17 funds disgorged from Defendants and determined to have been wrongfully acquired by
18 Defendants as a result of violation of California Business and Professions Code section 17200,
19 *et seq.*;

20 52. For reasonable attorneys’ fees and costs of suit incurred herein pursuant to
21 California Code of Civil Procedure section 1021.5;

22 53. For injunctive relief to ensure compliance with this section, pursuant to
23 California Business and Professions Code section 17200, *et seq.*; and

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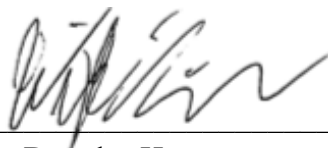
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54. For such other and further relief as the court may deem just and proper.

Dated: June 30, 2023

JUSTICE LAW CORPORATION

By: 

Douglas Han
Shunt Tatavos-Gharajeh
William Wilkinson
Attorneys for Plaintiffs

EXHIBIT 1

June 13, 2023

BY U.S. EMAIL/ELECTRONIC SUBMISSION

PAGAfilings@dir.ca.gov

State of California

Labor & Workforce Development Agency

800 Capitol Mall, MIC-55

Sacramento, California 95814

Re: FRESH EXPRESS INCORPORATED

Dear Representative:

We have been retained to represent Destiny Rubio against Fresh Express Incorporated (including any and all affiliates, managers, members, subsidiaries, and parents, and their shareholders, officers, directors, and employees), any individual, owner, officer and managing agent, DOES 1-10 as an "Employer" or person acting on behalf of an "Employer" pursuant to California Labor Code section 558.1, and DOES 11-20¹ for violations of California wage-and-hour laws (hereinafter collectively referred to as "FEI").

Ms. Rubio is pursuing her California Labor Code section 2698, *et seq.*, the Private Attorneys General Act of 2004 ("PAGA") claim on a representative basis. Therefore, Ms. Rubio may seek penalties for violations of the Labor Code on behalf of the State of California and aggrieved employees, which are recoverable under PAGA. This letter is sent in compliance with the reporting requirements of California Labor Code section 2699.3.

Fresh Express Incorporated is a Delaware corporation located at 4757 The Grove Drive, Suite 260, Windermere, Florida 34786.

FEI employed Ms. Rubio as an hourly-paid non-exempt Packager within one year of the date of this letter (until in or about October of 2022) in the State of California. FEI directly controlled the wages, hours and/or working conditions of Ms. Rubio and other aggrieved employees' employment, including direction, retention, scheduling, supervision, and termination.

The "aggrieved employees" that Ms. Rubio may seek penalties on behalf of are all current and former hourly-paid or non-exempt employees (whether hired directly or through a staffing agency) of FEI within the State of California.

¹ Ms. Rubio does not know the true names or capacities, whether individual, partner or corporate, of DOES 1 through 20, inclusive, and for that reason, said DOES are designated under such fictitious names. Ms. Rubio will amend this notice when the true names and capacities are known. Ms. Rubio is informed and believes that each DOE was responsible in some way for the matters alleged herein and proximately caused Ms. Rubio and other current and former aggrieved employees to be subject to the illegal employment practices, wrongs and injuries complained of herein.

FEI failed to properly pay its hourly-paid or non-exempt employees for all hours worked, failed to properly provide or compensate minimum and overtime wages and for meal and rest breaks, failed to issue compliant wage statements and failed to reimburse for all necessary business-related costs and expenses, thus resulting in other Labor Code violations as stated below.

Pursuant to *Huff v. Securitas Security Services*, 23 Cal. App. 5th 745, 751 (2018), an employee who brings a representative action and was affected by at least one of the violations alleged in the complaint has standing to pursue penalties on behalf of the state not only for that violation, but for violations affecting other employees as well. Accordingly, Ms. Rubio has standing to pursue penalties on behalf of the state for violations affecting all the aggrieved employees at FEI, regardless of their classification, job title, location, or whether they were hired directly or through a staffing agency.

FEI has violated and/or continues to violate, among other provisions of the California Labor Code and applicable wage law, California Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and the IWC Wage Orders.

California Labor Code sections 510, 1194, and 1198 require employers to pay at least minimum wage for all hours worked, pay time-and-a-half, or double-time overtime wages, and make it unlawful to work employees for hours longer than eight hours in one day and/or over forty hours in one week without paying the premium overtime rates. During the relevant time period, Ms. Rubio and other aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. FEI failed to compensate Ms. Rubio and other aggrieved employees for all hours worked and performing off-the-clock work, including pre- and post-shift, and during meal breaks. FEI also failed to include non-discretionary bonuses and incentives in Ms. Rubio and other aggrieved employees' regular rate of pay for purposes of overtime compensation. Therefore, Ms. Rubio and other aggrieved employees were entitled to receive certain wages for overtime compensation, but they were not paid for all overtime hours worked.

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California Labor Code section 246 requires that employers provide employees with paid sick leave of not less than one hour per every 30 hours worked. California Labor Code section 246(l) also requires that paid sick leave be paid at a non-exempt employee's regular rate of pay for the workweek in which the employee uses paid sick time or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment. During the relevant time period, FEI failed to pay Ms. Rubio and other aggrieved employees with paid sick leave that complied with California Labor Code section 246, by, for example, failing to pay paid sick leave at non-exempt employee's regular rate of pay or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment.

California Labor Code sections 226.7 and 512 require employers to pay an employee one additional hour of pay at the employee's regular rate for each workday that a meal or rest break is not provided. During the relevant time period, FEI routinely required Ms. Rubio and other aggrieved employees to work through, interrupt, cut short, and/or delay their meal and rest breaks to comply with FEI's policies and expectations, and meet production quotas. FEI failed to provide coverage to aggrieved employees so they may be relieved of all work duties and take legally mandated meal and rest breaks. Lastly, FEI also failed to authorize and permit Ms. Rubio and other aggrieved employees to take the requisite number of meal and rest breaks, including second meal breaks and third rest breaks, when working shifts exceeding 10 hours in length. Despite these facts, FEI failed to compensate Ms. Rubio and other aggrieved employees all the premium wages they were owed, including failing to pay premium wages at aggrieved employees' regular rate of pay.

California Labor Code section 551 states "[e]very person employed in any occupation of labor is entitled to one day's rest therefrom in seven." Section 552 further states "[n]o employer of labor shall cause his employees to work more than six days in seven." FEI required aggrieved employees to work seven days in a row or more without one day's rest.

California Labor Code section 432.5 states "[n]o employer, or agent, manager, superintendent, or officer thereof, shall require any employee or applicant for employment to agree, in writing, to any term or condition which is known by such employer, or agent, manager, superintendent, or officer thereof to be prohibited by law." FEI required aggrieved employees to execute arbitration agreements as a condition of employment despite knowing that such agreements are prohibited under Labor Code section 432.6.

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California Labor Code section 201 requires that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately. California Labor Code section 202 requires that if an employee not having a written contract for a definite period quits his or her employment, his or her wages shall become due and payable not later than 72 hours thereafter, unless the employee has given 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. California Labor Code section 203 provides that if an employer willfully fails to pay, without abatement or reduction, in accordance with Labor Code sections 201, 201.3, 201.5, 201.6, 201.8, 201.9, 202, and 205.5, any wages of an employee who is discharged or who quits, the wages of the employee shall continue as a penalty from the due date thereof at the same rate until paid or until an action therefor is commenced; but the wages shall not continue for more than 30 days. During the relevant time period, FEI failed to pay Ms. Rubio and other aggrieved employees all wages, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks, due to them within any time period specified by California Labor Code sections 201 and 203 and therefore is liable under California Labor Code sections 203 and 210.

California Labor Code section 204 requires that all wages earned by any person in any employment between the 1st and the 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed, and that all wages earned by any person in any employment between the 16th and the last day, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 1st and the 10th day of the following month. California Labor Code section 204 also requires that all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period. During the relevant time period, FEI failed to pay Ms. Rubio and other aggrieved employees all wages due to them, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks within any time period specified by California Labor Code sections 204 and 210.

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California Labor Code section 226 requires employers to make, keep and provide complete and accurate itemized wage statements to their employees. During the relevant time period, FEI did not provide Ms. Rubio and other aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from FEI were in violation of California Labor Code section 226(a). The violations include, but are not limited to, the failure to include (1) gross wages earned by Ms. Rubio and other aggrieved employees, (2) total hours worked by Ms. Rubio and other aggrieved employees, (3) the number of piece-rate units earned and any applicable piece rate by Ms. Rubio and other aggrieved employees (4) all deductions for Ms. Rubio and other aggrieved employees, (5) net wages earned by Ms. Rubio and other aggrieved employees, (6) the inclusive dates of the period for which Ms. Rubio and other aggrieved employees are paid, (7) the name of the aggrieved employee and only 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 Ms. Rubio and other aggrieved employees.

California Labor Code section 558 allows recovery of penalties. (a) Any employer or other person acting on behalf of an employer who violates, or causes to be violated, a section of this chapter or any provision regulating hours and days of work in any order of the Industrial Welfare Commission shall be subject to a civil penalty as follows: (1) For any initial violation, fifty dollars (\$50) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (2) For each subsequent violation, one hundred dollars (\$100) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (3) Wages recovered pursuant to this section shall be paid to the affected employee. Ms. Rubio and other aggrieved employees have been denied their wages and premium wages and, therefore, are entitled to penalties.

California Labor Code sections 1174(d) requires an employer to keep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept with rules established for this purpose by the commission, but in any case, shall be kept on file for not less than two years. During the relevant time period, FEI failed to keep accurate and complete payroll records showing the hours worked daily and the wages paid, to Ms. Rubio and other aggrieved employees.

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California Labor Code sections 1194, 1197 and 1197.1 provide the minimum wage to be paid to employees, and the payment of a lesser wage than the minimum so fixed is unlawful. During the relevant time period, FEI did not provide Ms. Rubio and other aggrieved employees with the minimum wages to which they were entitled despite constructive and actual knowledge of off-the-clock work, including pre- and post-shift, and during meal breaks.

California Labor Code sections 2800 and 2802 require an employer to reimburse its employee for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her obedience to the directions of the employer. During their employment, Ms. Rubio and other aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by FEI, including for purchasing equipment they were required to wear while working.

We believe that Ms. Rubio and other current and former California-based hourly-paid or non-exempt employees are entitled to penalties as allowed under California Labor Code section 2698, *et seq.* for violations of Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and the IWC Wage Orders.

California Labor Code section 2699.3 requires that a claimant send a certified letter to the employer in questions and the California Labor & Workforce Development Agency setting forth the claims, and the basis for the claims, thereby giving the California Labor & Workforce Development Agency an opportunity to investigate the claims and/or take any action it deems appropriate.

The purpose of this letter is to satisfy the requirement created by California Labor code section 2699 prior to seeking penalties allowed by law for the aforementioned statutory violations. We look forward to determining whether California Labor & Workforce Development Agency intends to take any action in reference to these claims. We kindly request that you respond to this notice according to the time frame contemplated by the California Labor Code.

Ms. Rubio will seek these penalties on her own behalf and on behalf of other similarly situated California-based hourly-paid or non-exempt employees of FEI within one year of the date of this letter, as allowed by law.

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LWDA
June 13, 2023
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If you have any questions or require additional information, please do not hesitate to contact us. Thank you for your attention to this matter and the noble cause you advance each and every day.

Very truly yours,

JUSTICE LAW CORPORATION

A handwritten signature in black ink, appearing to read 'D. Han', with a long horizontal stroke extending to the right.

Douglas Han, Esq.

CC: (By Certified U.S. Mail Only):

C T Corporation System
c/o Fresh Express Incorporated
330 N. Brand Blvd., Suite 700
Glendale, CA 91203
Agent for Service of Process for Fresh Express Incorporated

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1013A(3) CCP

STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action. My business address is 751 N. Fair Oaks Avenue, Suite 101, Pasadena, California 91103 and my electronic service address is dmather@justicelawcorp.com.

On July 6, 2023, I served the foregoing document described as

FIRST AMENDED COMPLAINT

for the following case: **Rangel v. Fresh Express Incorporated**
LWDA/Court Case No.: **LWDA Case No.: LWDA-CM- 943249-23**
Court Case No.: 23CV000859
Monterey County Superior Court

on interested parties in this action by electronically submitting as follows:

State of California
Labor & Workforce Development Agency
800 Capitol Mall, MIC-55
Sacramento, California 95814

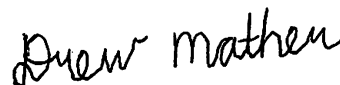
[X] BY ELECTRONIC SUBMISSION

Pursuant to California Senate Bill No. 836, I caused the documents described above to be electronically submitted by and through the procedure stated on the website of the State of California Labor and Workforce Development Agency.

[X] STATE

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

Executed on July 6, 2023, at Pasadena, California.



Drew Mather