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13 and on behalf of all others similarly situated

14 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
15 **FOR THE COUNTY OF VENTURA**

16 ERICK FRANCO, individually, and on behalf of
17 all others similarly situated,

18 Plaintiff,

19 v.

20 PAC FOUNDRIES, INC.; and DOES 1 through
21 50, inclusive,

22 Defendants.

Case No.:

CLASS ACTION COMPLAINT:

1. Failure to Pay Minimum, Regular, and Overtime Wages;
2. Failure to Provide Meal Periods;
3. Failure to Permit Rest Periods;
4. Failure to Indemnify Necessary Expenditures;
5. Failure to Provide Accurate Itemized Wage Statements;
6. Failure to Pay All Wages Due During Employment and Upon Separation of Employment; and
7. Unfair and Unlawful Business Practices.

DEMAND FOR JURY TRIAL

1 Plaintiff Erick Franco (“Plaintiff”), individually and on behalf of all others similarly
2 situated, alleges as follows:

3 INTRODUCTION

4 1. Plaintiff brings this putative class action against defendants PAC Foundries, Inc.
5 and DOES 1 through 50, inclusive (collectively, “Defendants”), on Plaintiff’s own behalf and on
6 behalf of a class of individuals who are and were employed by Defendants as non-exempt or
7 hourly-paid employees throughout California.

8 2. Plaintiff alleges that Defendants engaged in a pattern of wage and hour violations
9 under the California Labor Code and Industrial Welfare Commission (“IWC”) Wage Orders, all of
10 which contribute to Defendants’ deliberate unfair competition.

11 3. Plaintiff is informed and believes, and thereon alleges, that Defendants have
12 increased their profits by violating state wage and hour laws by, among other things:

- 13 (a) failing to pay all minimum, regular, and overtime wages;
- 14 (b) failing to provide meal periods or pay meal period premiums;
- 15 (c) failing to authorize or permit rest periods or pay rest period premiums;
- 16 (d) failing to indemnify business expenditures;
- 17 (e) failing to provide accurate itemized wage statements; and
- 18 (f) failing to pay all wages due during employment and upon separation of
19 employment.

20 4. Plaintiff seeks monetary relief against Defendants on behalf of himself and all other
21 similarly situated in California to recover, among other things, unpaid wages, statutory penalties,
22 benefits, interest, attorneys’ fees, costs and expenses, and penalties pursuant to Labor Code §§ 201,
23 202, 203, 210, 226, 226.7, 510, 512, 1194, 1194.2, 1197, 1198, 2802, and Code of California Civil
24 Procedure § 1021.5.

25 JURISDICTION AND VENUE

26 5. This is a class action brought pursuant to Code of Civil Procedure § 382.

27 6. The monetary damages, restitution, penalties, and other legal and equitable relief
28 sought by Plaintiff exceed the minimal jurisdictional limits of this Court and will be established

1 according to proof at trial.

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

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

11 9. Venue is proper in this court because Defendants maintain offices, have agents,
12 employ individuals, and/or transact business in this county.

13 **THE PARTIES**

14 10. Plaintiff is a California resident and was employed by Defendants in Port Hueneme,
15 California as a non-exempt machinist from approximately June 2024 to approximately June 2025.

16 11. Defendants were and are subject to the Labor Code and IWC Wage Orders as
17 employers whose employees were and are engaged to work throughout this county and the State
18 of California.

19 12. Plaintiff is unaware of the true names or capacities of the Defendant sued herein
20 under the fictitious names DOES 1 through 50 but will amend the complaint and serve such
21 fictitiously named Defendants once their names and capacities become known.

22 13. Plaintiff is informed and believes and thereon alleges that each and all of the acts
23 and omissions alleged herein were performed by, or are attributable, to each Defendant acting as
24 the agent, employee, alter ego, and/or joint venturer of, or working in concert with, each of the
25 other co-Defendants and within the course and scope of such agency, employment, joint venture,
26 or concerted activity with legal authority to act on the others’ behalf.

27 14. Plaintiff is informed and believes and thereon alleges that during the relevant time
28 period, DOES 1 through 50 were the employers of Plaintiff and the other members of the class

1 within the meaning of all applicable state laws and statutes. Plaintiff is informed and believes and
2 thereon alleges that DOES 1 through 50 directly or indirectly controlled or affected the working
3 conditions, working hours, and conditions of employment of Plaintiff and the other members of
4 the class so as to make each Defendant an employer liable under the statutory provision set forth
5 herein.

6 15. Plaintiff is informed and believes and thereon alleges that DOES 1 through 50 had
7 the authority to hire and terminate Plaintiff and the other members of the class, to set work rules
8 and conditions governing Plaintiff and the other members of the class's employment, and to
9 supervise their daily employment activities.

10 16. Plaintiff is informed and believes and thereon alleges that DOES 1 through 50
11 exercise sufficient authority over the terms and conditions of Plaintiff's and the other members of
12 the class's employment for them to be joint employers of Plaintiff and the other members of the
13 class.

14 **CLASS ACTION ALLEGATIONS**

15 17. Plaintiff brings this action under Code of Civil Procedure § 382 on Plaintiff's own
16 behalf and on behalf of all others similarly situated who were affected by Defendants' Labor Code
17 Business and Professions Code, and IWC Wage Order Violations.

18 18. All claims alleged herein arise under California law for which Plaintiff seeks relief
19 authorized by California law.

20 19. Plaintiff's proposed class consists of and is defined as follows:

21 All individuals currently or formerly employed by Defendants as
22 non-exempt or hourly-paid employees in the State of California at
23 any time between four years prior to the filing of this action and the
date of class certification ("Class").

24 20. Members of the Class described above will be collectively referred to as "Class
25 Members."

26 21. Plaintiff reserves the right to modify or re-define the Class, establish subclasses, or
27 modify or re-define any class definition as appropriate based on investigation, discovery, and
28 specific theories of liability.

1 22. There are common questions of law and fact as to the Class Members that
2 predominate over any questions affecting only individual members including, but not limited to
3 the following:

- 4 (a) Whether Defendants failed to pay Plaintiff and Class Members all wages
5 (including minimum wages and overtime wages) for all hours worked by
6 Plaintiff and Class Members.
- 7 (b) Whether Defendants failed to provide Plaintiff and Class Members with 30-
8 minute, uninterrupted, duty-free meal periods for every 5 hours worked;
- 9 (c) Whether Defendants failed to pay meal period premiums at the regular rate
10 of pay when Plaintiff and Class Members were not provided with timely, 30-
11 minute, uninterrupted, duty-free meal periods for every 5 hours worked;
- 12 (d) Whether Defendants failed to permit Plaintiff and Class Members to take
13 10-minute, uninterrupted, duty-free rest periods for every 4 hours worked or
14 major fraction thereof;
- 15 (e) Whether Defendants failed to pay rest period premiums at the regular rate of
16 pay when Plaintiff and Class Members were not permitted to take 10-minute,
17 uninterrupted, duty-free rest periods for every 4 hours worked or major
18 fraction thereof;
- 19 (f) Whether Defendants made it necessary for Plaintiff and Class Members to
20 use their personal cell phones for work purposes and failed to indemnify
21 Plaintiff and Class Members for such use;
- 22 (g) Whether Defendants failed to provide Plaintiff and Class Members accurate
23 itemized wage statements;
- 24 (h) Whether Defendants failed to pay wages timely to Plaintiff and Class
25 Members during employment;
- 26 (i) Whether Defendants failed to pay Plaintiff and Class Members all wages
27 timely upon termination of employment;
- 28 (j) Whether Defendants' conduct was willful, reckless, intentional, and/or

1 knowing; and

- 2 (k) Whether Defendants engaged in unfair business practices in violation of
3 Business and Professions Code § 17200, et seq.

4 23. There is a well-defined community of interest in this litigation and the proposed
5 Class and subclasses are readily ascertainable:

- 6 (a) Numerosity: The Class Members are so numerous that joinder of all
7 members is impractical. Although the members of the Class are unknown to
8 Plaintiff at this time, on information and belief, the Class is estimated to be
9 greater than 400 individuals. The identities of the Class Members are readily
10 ascertainable by inspection of Defendants' employment and payroll records.
- 11 (b) Typicality: Plaintiff's claims (or defenses, if any) are typical of the claims
12 (or defenses, if any) of the Class Members because Defendants' failure to
13 comply with the provisions of California's wage and hour laws entitled each
14 Class Member to similar pay, benefits, and other relief. The injuries
15 sustained by Plaintiff are also typical of the injuries sustained by the Class
16 Members, because they arise out of and are caused by Defendants' common
17 course of conduct as alleged herein.
- 18 (c) Adequacy: Plaintiff will fairly and adequately represent and protect the
19 interests of all Class Members because it is in Plaintiff's best interest to
20 prosecute the claims alleged herein to obtain full compensation and penalties
21 due. Plaintiff's attorneys, as proposed class counsel, are competent and
22 experienced in litigating large employment class actions and versed in the
23 rules governing class action discovery, certification, and settlement. Plaintiff
24 has incurred and, throughout the duration of this action, will continue to
25 incur attorneys' fees and costs that have been and will be necessarily
26 expended for the prosecution of this action for the substantial benefit of the
27 Class Members.
- 28 (d) Superiority: The nature of this action makes use of class action adjudication

1 superior to other methods. A class action will achieve economies of time,
2 effort, and expense as compared with separate lawsuits and will avoid
3 inconsistent outcomes because the same issues can be adjudicated in the
4 same manner for the entire Class at the same time. If appropriate, this Court
5 can, and is empowered to, fashion methods to efficiently manage this case
6 as a class action.

7 **GENERAL ALLEGATIONS**

8 24. During the relevant time period, Defendants employed Plaintiff and Class Members
9 as non-exempt or hourly-paid employees throughout California at Defendants' California business
10 location(s).

11 25. During the relevant time period, Defendants knew that Plaintiff and Class Members
12 were entitled to compensation for all hours worked. However, Defendants failed to pay Plaintiff
13 and Class Members at least the minimum wage and overtime wage for all hours worked due to
14 Defendants' policy and practice of failing to include shift differentials and production bonuses in
15 the regular rate of pay. As a result, Defendants failed to pay Plaintiff and Class Members for all
16 minimum, regular, and overtime wages in violation of the Labor Code and applicable IWC Wage
17 Order.

18 26. During the relevant time period, Defendants knew that Plaintiff and Class Members
19 were entitled to receive 30-minute, uninterrupted, duty-free meal periods for every 5 hours worked
20 or payment of meal period premiums at their regular rate of pay in lieu thereof. However,
21 Defendants failed to provide Plaintiff and Class Members with 30-minute, uninterrupted, duty-free
22 meal periods for every 5 hours worked and failed to pay meal period premiums at their regular rate
23 of pay in lieu thereof in violation of the Labor Code and applicable IWC Wage Order.

24 27. During the relevant time period, Defendants knew that Plaintiff and Class Members
25 were entitled to receive 10-minute, duty-free rest periods for every 4 hours worked or major
26 fraction thereof or payment of rest period premiums at their regular rate of pay in lieu thereof.
27 However, Defendants failed to permit Plaintiff and Class Members to take 10-minute,
28 uninterrupted, duty-free rest periods for every 4 hours worked or major fraction thereof and failed

1 to pay rest period premiums at their regular rate of pay in lieu thereof in violation of the Labor
2 Code and applicable IWC Wage Order.

3 28. During the relevant time period, Defendants knew that Plaintiff and Class Members
4 were entitled to indemnification of all necessary expenditures or losses incurred in direct
5 consequence of the discharge of Plaintiff and Class Members' duties. However, Defendants made
6 it necessary for Plaintiff and Class Members to use their personal devices to download a mobile
7 application called Workforce Dimensions, and Defendants failed to indemnify for these necessary
8 expenditures in violation of the Labor Code.

9 29. During the relevant time period, Defendants knew that Plaintiff and Class Members
10 were entitled to itemized wage statements that accurately showed, *inter alia*, gross wages earned,
11 total hours worked, net wages earned, and all applicable hourly rates in effect during the pay period
12 and the corresponding number of hours worked at each hourly rate. However, due to Defendants'
13 failure to record and pay for all time worked and Defendants' failure to provide meal and rest
14 periods or meal and rest period premiums in lieu thereof, Defendants failed to provide accurate
15 itemized wage statements in violation of the Labor Code.

16 30. During the relevant time period, Defendants knew that Plaintiff and Class Members
17 were entitled to timely payment of wages due during employment and upon separation of
18 employment. In violation of the Labor Code, Plaintiff and Class Members did not receive payment
19 of all wages within the required time periods.

20 31. During the relevant time period, Defendants knew they had a duty to compensate
21 Plaintiff and Class Members, and Defendants had the financial ability to pay such compensation
22 but willfully, knowingly, and/or intentionally failed to do so in order to increase Defendants'
23 profits.

24 32. Therefore, Plaintiff brings this lawsuit seeking monetary and injunctive relief
25 against Defendants on Plaintiff's own behalf and on behalf of all Class Members to recover, among
26 other things, unpaid wages (including minimum, regular, and overtime wages), unpaid meal period
27 premium payments, unpaid rest period premium payments, interest, attorneys' fees, penalties,
28 costs, and expenses.

1 **FIRST CAUSE OF ACTION**

2 **FAILURE TO PAY MINIMUM, REGULAR, AND OVERTIME WAGES**

3 (Violation of Labor Code §§ 510, 1194, 1194.2, 1197, & 1198; Violation of IWC Wage Order
4 §§ 3, 4, and 5)

5 33. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
6 though fully set forth herein.

7 34. During the relevant time period, Defendants were required to compensate Plaintiff
8 and Class Members for all hours worked pursuant to Labor Code §§ 200, *et seq.*, 510, 1182.12,
9 1194, 1194.2, 1197, and 1198, and the applicable IWC Wage Order.

10 35. Labor Code § 510 provides that employees must be paid overtime compensation at
11 1 ½ times their regular rate of pay for hours worked in excess of 8 hours in a day, 40 hours in a
12 week, and for the first 8 hours worked on the 7th day of work.

13 36. Labor Code §§ 1194 and 1197 provide that the minimum wage for employees fixed
14 by the IWC is the minimum wage to be paid to employees, and the payment of a lesser wage than
15 the minimum so fixed is unlawful

16 37. Labor Code § 1198 and the applicable IWC Wage Order provide that it is unlawful
17 to employ individuals without compensating them at a rate of pay either 1 ½ times or 2 times the
18 individual's regular rate of pay, depending on the number of hours worked by the individual on a
19 daily or weekly basis.

20 38. Pursuant to Labor Code §§ 510 and 1194, Defendants were required to compensate
21 Plaintiff and Class Members for all overtime hours worked, calculated at 1 ½ times their regular
22 rate of pay for all hours worked in excess of 8 hours per workday, 40 hours per workweek, and for
23 the first 8 hours on the 7th consecutive workday, and 2 times their regular rate of pay for all hours
24 after 12 in a workday and for all hours over 8 worked on the 7th day of any workweek.

25 39. During the relevant time period, Defendants failed to pay Plaintiff and Class
26 Members all wages owed when Defendants did not pay for all hours worked at the correct rate of
27 pay.

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40. In violation of the Labor Code, Defendants knowingly and willfully refused to perform their obligations and compensate Plaintiff and Class Members for all wages earned and all hours worked, including work performed in workweeks in which they did not qualify for any overtime compensation.

41. During the relevant time period, Defendants regularly failed to pay all wages to Plaintiff and Class Members for all hours worked in violation of the Labor Code and the applicable IWC Wage Order.

42. Defendants' failure to pay Plaintiff and Class Members overtime and double-time compensation violates Labor Code §§ 510 and 1198.

43. As a direct and proximate result of Defendants' failure to pay Plaintiff and Class Members the required wages, Plaintiff and Class Members are entitled to recover the unpaid balance of their wages, including minimum, regular, and overtime wages, as well as interest, costs, and attorneys' fees.

44. Pursuant to Labor Code § 1194.2, Plaintiff and Class Members are entitled to recover liquidated damages in an amount equal to the wages unlawfully unpaid and interest thereon.

SECOND CAUSE OF ACTION

FAILURE TO PROVIDE MEAL PERIODS

(Violation of Labor Code §§ 226.7 & 512; Violation of IWC Wage Order § 11)

45. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as though forth herein.

46. Labor Code § 226.7 prohibits employers from requiring an employee to work during any meal period mandated by the IWC Wage Orders.

47. Section 11 of the applicable IWC Wage Order provides, “[n]o employer shall employ any person for a work period of more than five (5) hours without a meal period of not less than 30 minutes, except that when a work period of not more than six (6) hours will complete the day’s work the meal period may be waived by mutual consent of the employer and the employee.”

48. Labor Code § 512(a) provides that an employer may not require, cause, or permit

1 an employee to work for a period of more than 5 hours per day without providing the employee
2 with an uninterrupted meal period of not less than 30 minutes, except that if the total work period
3 per day of the employee is not more than 6 hours, the meal period may be waived by mutual consent
4 of both the employer and the employee.

5 49. Labor Code § 512(a) also provides that an employer may not employ an employee
6 for a work period of more 10 hours per day without providing the employee with a second meal
7 period of not less than 30 minutes, except that if the total hours worked is no more than 12 hours,
8 the second meal period may be waived by mutual consent of the employer and the employee only
9 if the first meal period was not waived.

10 50. During the relevant time period, Plaintiff and Class Members did not receive
11 compliant meal periods for every 5 hours worked because their meal periods were missed, late,
12 short, interrupted, and/or they were not permitted to take a second meal period.

13 51. Labor Code § 226.7(b) and section 11 of the applicable IWC Wage Order require
14 an employer to pay an employee an additional hour of pay at the employee's regular rate of pay for
15 each workday that a compliant meal period is not provided.

16 52. During the relevant time period, Defendants failed to pay Plaintiff and Class
17 Members meal period premiums for missed, late, and/or short meal periods pursuant to Labor Code
18 § 226.7(b) and section 11 of the applicable IWC Wage Order.

19 53. As a result of Defendants' failure to pay Plaintiff and Class Members an additional
20 hour of pay for each day a compliant meal period was not provided, Plaintiff and Class Members
21 suffered and continue to suffer a loss of wages and compensation.

22 **THIRD CAUSE OF ACTION**

23 **FAILURE TO PERMIT REST PERIODS**

24 (Violation of Labor Code §§ 226.7; Violation of IWC Wage Order § 12)

25 54. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
26 though fully set forth herein.

27 55. Labor Code § 226.7(a) provides that no employer shall require an employee to work
28 during any rest period mandated by the IWC Wage Orders.

1 56. Section 12 of the applicable IWC Wage Order states “[e]very employer shall
2 authorize and permit all employees to take rest periods, which insofar as practicable shall be in the
3 middle of each work period[,]” and the “[a]uthorized rest period time shall be based on the total
4 hours worked daily at the rate of 10 minutes net rest time per 4 hours or major fraction thereof[,]”
5 unless the total time worked is less than 3 ½ hours.

6 57. During the relevant time period, Plaintiff and Class Members did not receive a 10-
7 minute rest period for every 4 hours or major fraction thereof worked because they were required
8 to work through their rest periods and/or were not authorized to take their rest periods.

9 58. Labor Code § 226.7(b) and section 12 of the applicable IWC Wage Order requires
10 an employer to pay an employee an additional hour of pay at the employee's regular rate of
11 compensation for each day that a compliant rest period is not provided.

12 59. During the relevant time period, Defendants failed to pay Plaintiff and Class
13 Members rest period premiums for missed, late, and/or interrupted rest periods pursuant to Labor
14 Code § 226.7(b) and section 12 of the applicable IWC Wage Order.

15 60. As a result of Defendants’ failure to pay Plaintiff and Class Members an additional
16 hour of pay for each day a compliant rest period was not provided, Plaintiff and Class Members
17 suffered and continue to suffer a loss of wages and compensation.

18 **FOURTH CAUSE OF ACTION**

19 **FAILURE TO INDEMNIFY NECESSARY EXPENDITURES**

20 (Violation of Labor Code § 2802)

21 61. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
22 though fully set forth herein.

23 62. Labor Code § 2802 requires employers to indemnify their employees for all
24 necessary expenditures or losses incurred in direct consequence of the discharge of their duties.

25 63. During the relevant time period, Defendants made it necessary for Plaintiff and
26 Class Members to incur expenditures or losses in direct consequence of the discharge of their
27 duties, without indemnifying Plaintiff and Class Members in violation of Labor Code § 2802.

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64. In committing the violations alleged herein, Defendants have willfully and intentionally failed to indemnify Plaintiff and Class Members for necessary expenditures or losses. As a direct result, Plaintiff and Class Members have suffered and continue to suffer substantial losses, including the use and enjoyment of their compensation, expenses, and attorneys' fees.

FIFTH CAUSE OF ACTION

FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS

(Violation of Labor Code § 226)

65. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as though fully set forth herein.

66. Labor Code § 226(a) requires Defendants to provide each employee with an accurate wage statement in writing showing nine pieces of information, including, the following: (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.

67. During the relevant time period, Defendants have knowingly and intentionally failed to comply with Labor Code § 226(a) on wage statements that were provided to Plaintiff and Class Members. The deficiencies include, among other things, the failure to correctly state the gross and net wages earned, total hours worked, all applicable hourly rates in effect, and the number of hours worked at each hourly rate by Plaintiff and Class Members.

68. As a result of Defendants' knowing and intentional failure to comply with Labor Code § 226(a), Plaintiff and Class Members have suffered injury and damage to their statutory rights. Plaintiff and Class Members are deemed to suffer an injury pursuant to Labor Code § 226(e) where, as here, Defendants intentionally violated Labor Code § 226(a). Plaintiff and Class

1 Members were denied both their legal right to receive, and their protected interest in receiving,
2 accurate itemized wage statements under Labor Code § 226(a). In addition, because Defendants
3 failed to provide accurate rates of pay on wage statements, Defendants prevented Plaintiff and
4 Class Members from determining if all hours worked were paid at the appropriate rate and the
5 extent of the underpayment, thereby causing Plaintiff to incur expenses and lost time. Plaintiff
6 would not have had to engage in these efforts and incur these costs had Defendants provided the
7 accurate hours worked, wages earned, and rates of pay. This has also delayed Plaintiff's ability to
8 demand and recover underpayment of wages from Defendants.

9 69. Plaintiff and Class Members are entitled to recover from Defendants the greater of
10 all actual damages caused by Defendants' failure to comply with Labor Code § 226(a) or \$50.00
11 for the initial pay period in which a violation occurred and \$100.00 per employee for each violation
12 in subsequent pay periods in an amount not exceeding \$4,000.00 per employee, plus attorneys'
13 fees and costs.

14 70. Defendants' violations of California Labor Code § 226(a) prevented Plaintiff and
15 Class Members from knowing, understanding, and disputing the wages paid to them and resulted
16 in a unjustified economic enrichment to Defendants. As a result of Defendants' knowing and
17 intentional failure to comply with California Labor Code § 226(a), Plaintiff and Class Members
18 have suffered an injury, in the exact amount of damages and/or penalties to be shown according to
19 proof at trial.

20 SIXTH CAUSE OF ACTION

21 **FAILURE TO PAY ALL WAGES DUE DURING EMPLOYMENT AND UPON** 22 **SEPARATION OF EMPLOYMENT**

23 (Violation of Labor Code §§ 201, 202, 203, 204, & 210)

24 71. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
25 though fully set forth herein.

26 72. Labor Code §§ 201 and 202 provide that if an employer discharges an employee,
27 the wages earned and unpaid at the time of discharge are due and payable immediately, and that if
28 an employee voluntarily leaves his or her employment, his or her wages shall become due and

1 payable not later than seventy-two (72) hours thereafter, unless the employee has given seventy-
2 two (72) hours previous notice of an intention to quit, in which case the employee is entitled to his
3 or her wages at the time of quitting.

4 73. Labor Code § 203 provides that if an employer willfully fails to pay wages in
5 accordance with Labor Code §§ 201 and 202 to any employee who is discharged or quit, the wages
6 of the employee shall continue as a penalty from the due date thereof at the same rate until paid or
7 until an action therefor is commenced, but not for more than 30 days.

8 74. Labor Code § 204 provides that employees must be paid within a certain number of
9 days of the close of the pay period. Labor Code § 210 provides that any employer who fails to pay
10 in accordance with the deadlines set forth in Labor Code § 204 shall be subject to a penalty in the
11 amount of \$100 for each failure to pay each employee and \$200 plus 25% of the amount unlawfully
12 withheld for each subsequent violation or any willful or intentional violation.

13 75. During the relevant time period, Defendants failed to timely pay Plaintiff and Class
14 Members wages earned during the pay period within the required time limits.

15 76. During the relevant time period, Defendants willfully failed to pay Plaintiff and
16 Class Members their earned wages upon termination, either at the time of discharge or within
17 seventy-two (72) hours of their leaving Defendants' employ.

18 77. Defendants' failure to pay Plaintiff and Class Members all their earned wages within
19 the required time limits during employment and at the time of discharge or within seventy-two (72)
20 hours of their leaving Defendants' employ is in violation of Labor Code §§ 201, 202, and 204.

21 78. Plaintiff and other Class Members are entitled to recover from Defendants the
22 statutory penalties set forth in Labor Code §§ 203 and 210.

23 SEVENTH CAUSE OF ACTION

24 UNFAIR AND UNLAWFUL BUSINESS PRACTICES

25 (Violation of Business and Professions Code §§ 17200, *et seq.*)

26 79. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as
27 though fully set forth herein.

28 80. California Business and Professions Code §§ 17200, *et seq.* prohibits acts of unfair

1 competition, which includes any “unlawful, unfair, or fraudulent business act or practice . . .”

2 81. A violation of California Business and Professions Code §§ 17200, *et seq.* may be
3 predicated on a violation of any state or federal law. Defendants’ policies and practices violated
4 California law, causing Plaintiff and Class Members to suffer and continue to suffer injuries-in-
5 fact.

6 82. Defendants’ policies and practices violated state law in at least the following
7 respects:

- 8 (a) Failing to pay minimum, regular, and overtime to Plaintiff and Class
9 Members at the correct rate in violation of Labor Code §§ 510, 1194, 1194.2,
10 1197, & 1198;
- 11 (b) Failing to provide compliant meal periods without paying Plaintiff and Class
12 Members meal period premiums for each day that lawful meal periods were
13 not provided in violation of Labor Code §§ 226.7 and 512;
- 14 (c) Failing to authorize and permit compliant rest breaks without paying
15 Plaintiff and Class Members rest period premiums for each day that lawful
16 rest periods were not authorized or permitted in violation of Labor Code §
17 226.7; and
- 18 (d) Failing to indemnify Plaintiff and Class Members for necessary business
19 expenditures or losses incurred in direct discharge of their duties in violation
20 of Labor Code § 2802.

21 83. As alleged herein, Defendant engaged in unlawful conduct in violation of the California
22 Labor Code and IWC Wage Orders, such as failing to pay minimum, regular, and overtime wages,
23 failing to provide meal periods and rest periods or meal and rest period premiums in lieu thereof,
24 and failing to indemnify necessary business expenditures or losses, all in order to decrease their
25 costs of doing business and increase their profits.

26 84. Plaintiff is informed and believes and thereon alleges that during the relevant time
27 period, Defendants were knowledgeable concerning the wage and hour laws of California.

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85. During the relevant time period, Defendants intentionally avoided paying Plaintiff and Class Members wages and monies owed, thereby creating an artificially lower cost of doing business in order to undercut Defendants' competitors and gain a greater foothold in the marketplace.

86. By violating the foregoing statutes and regulations as herein alleged, Defendants' acts constitute unfair and unlawful business practices under California Business and Professions Code §§ 17200, *et seq.*

87. As a result of the unfair and unlawful business practices of Defendants as alleged herein, Plaintiff and Class Members are entitled to injunctive relief, disgorgement, and restitution in an amount to be shown according to proof at trial.

88. Plaintiff seeks to enforce important rights affecting the public interest within the meaning of California Code of Civil Procedure § 1021.5. Defendants' conduct, as alleged herein, has been and continues to be unfair, unlawful, and harmful to Plaintiff, Class Members, and the general public. Based on Defendants' conduct as alleged herein, Plaintiff and Class Members are entitled to an award of attorneys' fees pursuant to California Code of Civil Procedure § 1021.5.

PRAYER FOR RELIEF

On Plaintiff's own behalf and on behalf of all others similarly situated, Plaintiff prays for relief and judgment against Defendants, jointly and severally, as follows:

1. For certification under California Code of Civil Procedure § 382 of the proposed Class;
2. For appointment of Plaintiff as class representative;
3. For appointment of Abramson Labor Group as class counsel;
4. For compensatory damages in an amount according to proof at trial;
5. For an award of damages in the amount of unpaid compensation including, but not limited to, unpaid wages, necessary business expenditures or losses, benefits, and penalties;
6. For economic and/or special damages in an amount according to proof at trial;
7. For liquidated damages pursuant to § 1194.2;
8. For statutory penalties to the extent permitted by law, including those pursuant to

the Labor Code and IWC Wage Orders;

9. For injunctive relief as provided by the California Labor Code and California Business and Professions Code §§ 17200, *et seq.*;

10. For restitution as provided by Business and professions Code §§ 17200, *et seq.*;

11. For an order requiring Defendants to restore and disgorge all funds to each employee acquired by means of any act or practice declared by this Court to be unlawful, unfair, or fraudulent and, thereof, constituting unfair competition under Business and Professions Code §§ 17200, *et seq.*;

12. For pre-judgment interest;

13. For reasonable attorneys' fees, costs of suit, and interest to the extent permitted by law, including, but not limited to, Code of Civil Procedure § 1021.5 and Labor Code §§ 226(e), 1194, and 2802; and

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

Dated: October 20, 2025

ABRAMSON LABOR GROUP

By: 

Fawn F. Bekam
Jacquelyn Silva
Desiree Ruiz Alfaro
Attorneys for Plaintiff Erick Franco

DEMAND FOR JURY TRIAL

Plaintiff hereby demands a jury trial with respect to all issues triable of right by jury.

Dated: October 20, 2025

ABRAMSON LABOR GROUP

By: 

Fawn F. Bekam
Jacquelyn Silva
Desiree Ruiz Alfaro
Attorneys for Plaintiff Erick Franco