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**FILED**Superior Court of California  
County of Alameda

07/12/2023

Clad Flake, Executive Officer/Clerk of the Court

By: C. Huang Deputy  
C. Huang

Attorneys for Plaintiff, the Putative Class, and the Aggrieved Employees

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

MARY DEL CARMEN ZAMUDIO, an  
individual, on behalf of herself, the State of  
California, as a private attorney general, and on  
behalf of all others similarly situated,

Plaintiff,

v.

SYNERGY ENTERPRISES, INC., a California  
Corporation; and DOES 1 TO 50,

Defendants.

Case Number: 23CV031620

**First Amended Class and Representative  
Action Complaint For:**

1. Failure to Pay All Minimum Wages,
2. Failure to Pay All Overtime Wages,
3. Failure to Provide Rest Periods and Pay Missed Rest Period Premiums,
4. Failure to Provide Meal Periods and Pay Missed Meal Period Premiums,
5. Failure to Maintain Accurate Employment Records,
6. Failure to Pay Wages Timely during Employment,
7. Failure to Pay All Wages Earned and Unpaid at Separation,
8. Failure to Indemnify All Necessary Business Expenditures,
9. Failure to Furnish Accurate Itemized Wage Statements,

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- 10.** Failure to Pay Sick Leave,
  - 11.** Violations of California’s Unfair Competition Law (Bus. & Prof. Code, §§ 17200–17210), and
  - 12.** Penalties Pursuant to the Labor Code Private Attorneys General Act of 2004 (“PAGA”) for Violations of California Labor Code Sections 201, 202, 203, 204, 210, 226, 226.3, 226.7, 246, 256, 510, 512, 1174, 1185, 1194, 1194.2, 1197, 1197.1, 1198, 1198.5, 1199, 2802, 2804, and Other Provisions of the Labor Code.

**Demand for Jury Trial**

1 Plaintiff Mary Del Carmen Zamudio (“Plaintiff”), on behalf of herself, the State of California,  
2 as a private attorney general, and all other similarly situated employees within the State of California,  
3 complains and alleges of defendants Synergy Enterprises, Inc. and Does 1 to 50 (collectively,  
4 “Defendants”), and each of them, as follows:

5 **I. INTRODUCTION**

6 1. This is a class action complaint brought pursuant to California Code of Civil Procedure  
7 section 382.

8 2. The “Class Period” as used herein, is defined as the period from April 20, 2019, and  
9 continuing into the present and ongoing. Defendants’ violations of California’s laws as described more  
10 fully below have been ongoing throughout the Class Period and are still ongoing.

11 3. Plaintiff brings this class action on behalf of herself and the following class: *All*  
12 *individuals who are or were employed by Defendants as non-exempt employees in California during*  
13 *the Class Period* (the “Class Members”). (Code Civ. Proc., § 382.)

14 4. Plaintiff brings this action on behalf of herself and the Class Members, as a class action,  
15 against Defendants for:

- 16 A. Failure to pay all minimum wages,
- 17 B. Failure to pay all overtime wages,
- 18 C. Failure to provide rest periods and pay missed rest period premiums,
- 19 D. Failure to provide meal periods and pay missed meal period premiums,
- 20 E. Failure to maintain accurate employment records,
- 21 F. Failure to pay wages timely during employment,
- 22 G. Failure to pay all wages earned and unpaid at separation,
- 23 H. Failure to indemnify all necessary business expenditures,
- 24 I. Failure to furnish accurate itemized wage statements,
- 25 J. Failure to fully pay all sick leave wages, and
- 26 K. Violations of California’s Unfair Competition Law (“UCL”) (Bus. & Prof.  
27 Code, §§ 17200–17210).
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1           5.       This action is also a representative action brought pursuant to the California Labor Code  
2 Private Attorneys General Act of 2004 (“PAGA”), codified at California Labor Code sections 2698  
3 through 2699.6.

4           6.       The “PAGA Period” as used herein, is defined as the period from April 20, 2022, and  
5 continuing into the present and ongoing.

6           7.       This PAGA action is brought on behalf of Plaintiff, the State of California as private  
7 attorney general, and on behalf of the following aggrieved employees: *All individuals who are or were*  
8 *employed by Defendants as non-exempt employees in California during the PAGA Period* (the  
9 “Aggrieved Employees”).

10          8.       Plaintiff is informed and believes and thereon alleges that the California Industrial  
11 Welfare Commission (“IWC”) Wage Order applicable to the facts of this case is IWC Wage Order 4-  
12 2001 (the “Applicable Wage Order”) and possibly others that may be applicable. (Cal. Code of Regs.,  
13 tit. 8, § 11040.) Plaintiff reserves the right to amend or modify the definition of “Applicable Wage  
14 Order” with greater specificity or add additional IWC Wage Orders if additional applicable wage orders  
15 are discovered in litigation.

16 **II.     JURISDICTION & VENUE**

17          9.       This Court has subject matter jurisdiction over all causes of action asserted herein  
18 pursuant to Article VI, section 10, of the California Constitution and Code of Civil Procedure section  
19 410.10 because this is a civil action in which the matter in controversy, exclusive of interest, exceeds  
20 \$25,000, and because each cause of action asserted arises under the laws of the State of California or  
21 is subject to adjudication in the courts of the State of California.

22          10.      This Court has personal jurisdiction over Defendants because Defendants have caused  
23 injuries in the County of Alameda and the State of California through their acts, and by their violation  
24 of the California Labor Code and California state common law. Defendants transact millions of dollars  
25 of business within the State of California. Defendants own, maintain offices, transact business, have an  
26 agent or agents within the County of Alameda, and/or otherwise are found within the County of  
27 Alameda, and Defendants are within the jurisdiction of this Court for purposes of service of process.  
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1           11.     Venue as to Defendants is proper in this judicial district, pursuant to section 395 of the  
2 Code of Civil Procedure. Defendants operate within California and do business within Alameda  
3 County, California. The unlawful acts alleged herein have a direct effect on Plaintiff and all of  
4 Defendants' employees identified above within Alameda County and surrounding counties where  
5 Defendants may remotely operate.

6           12.     This matter is not appropriate for removal under the Class Action Fairness Act (28  
7 U.S.C. § 1332) as the amount in controversy for Plaintiff's and the Class Members' claims, in  
8 aggregate, is less than \$5 million. Additionally, all the allegations herein occurred in the State of  
9 California. As such, even if the amount in controversy did exceed \$5 million this matter would still not  
10 be appropriate for removal under the "local controversy" exception to the Class Action Fairness Act.  
11 (28 U.S.C. § 1332, subd. (d)(4)(A).)

12 **III.    THE PARTIES**

13 **A.     PLAINTIFF**

14           13.     At all relevant times, Plaintiff, who is over the age of 18, was and currently is a citizen  
15 of California residing in the State of California. Defendants employed Plaintiff as a non-exempt hourly  
16 employee in the County of Alameda.

17           14.     Plaintiff brings this action on behalf of herself and the following class pursuant to  
18 section 382 of the Code of Civil Procedure as follows: *All individuals who are or were employed by*  
19 *Defendants as non-exempt employees in California during the Class Period* (the "Class Members").

20           15.     Plaintiff also brings this action on behalf of herself and the State of California, as a  
21 private attorney general, and on behalf of the following group of aggrieved employees: *All individuals*  
22 *who are or were employed by Defendants as non-exempt employees in California during the PAGA*  
23 *Period* (the "Aggrieved Employees").

24           16.     The Class Members and the Aggrieved Employees, at all times pertinent hereto, are or  
25 were employees of Defendants during the relevant statutory period.

26 **B.     DEFENDANTS**

27           17.     Plaintiff is informed and believes and thereon alleges that Defendants were authorized  
28 to and doing business in Alameda County and is and/or was the legal employer of Plaintiff, the other

1 Aggrieved Employees, and the other Class Members during the applicable statutory periods. Plaintiff,  
2 the other Aggrieved Employees, and the other Class Members were, and are, subject to Defendants'  
3 policies and/or practices complained of herein and have been deprived of the rights guaranteed to them  
4 by: California Labor Code sections 201, 202, 203, 204, 210, 226, 226.3, 226.7, 246, 256, 510, 512,  
5 1174, 1185, 1194, 1194.2, 1197, 1197.1, 1198, 1198.5, 1199, 2802, 2804, and others that may be  
6 applicable; California Business and Professions Code sections 17200 through 17210 ("UCL"); and the  
7 Applicable Wage Order (Cal. Code of Regs., tit. 8, § 11040).

8 18. Plaintiff is informed and believes, and based thereon alleges, that during the Class  
9 Period and PAGA Period, Defendants did (and continue to do) business in the State of California,  
10 County of Alameda. Defendants operations are headquartered in Alameda County.

11 19. Plaintiff does not know the true names or capacities, whether individual, partner, or  
12 corporate, of the defendants sued herein as Does 1 to 50, inclusive, and for that reason, said defendants  
13 are sued under such fictitious names, and Plaintiff will seek leave from this Court to amend this  
14 complaint when such true names and capacities are discovered. Plaintiff is informed, and believes, and  
15 thereon alleges, that each of said fictitious defendants, whether individual, partners, or corporate, were  
16 responsible in some manner for the acts and omissions alleged herein, and proximately caused Plaintiff,  
17 the other Aggrieved Employees, and the other Class Members to be subject to the unlawful employment  
18 practices, wrongs, injuries, and damages complained of herein.

19 20. Plaintiff is informed, and believes, and thereon alleges, that at all times mentioned  
20 herein, Defendants were and/or are the employers of Plaintiff, the other Aggrieved Employees, and the  
21 other Class Members. At all times herein mentioned, each of said Defendants participated in the doing  
22 of the acts hereinafter alleged to have been done by the named Defendants. Furthermore, the  
23 Defendants, and each of them, were the agents, servants, and employees of each and every one of the  
24 other Defendants, as well as the agents of all Defendants, and at all times herein mentioned were acting  
25 within the course and scope of said agency and employment. Defendants, and each of them, approved  
26 of, condoned, or otherwise ratified every one of the acts or omissions complained of herein.

27 21. At all relevant times, Defendants, and each of them, were members of and engaged in a  
28 joint venture, partnership, and common enterprise, and acting within the course and scope of and in

1 pursuance of said joint venture, partnership, and common enterprise. Further, Plaintiff is informed, and  
2 believes, and thereon alleges, that all Defendants were joint employers for all purposes of Plaintiff, the  
3 other Aggrieved Employees, and the other Class Members.

#### 4 **IV. COMMON FACTS & ALLEGATIONS**

5 22. Plaintiff and the other Class Members (collectively, the “Class Members”) are, and were  
6 at all relevant times, employed by the Defendants within the State of California.

7 23. Likewise, Plaintiff and the other Aggrieved Employees (collectively, the “Aggrieved  
8 Employees”) are, and were at all relevant times, employed by the Defendants within the State of  
9 California.

10 24. The Class Members and the Aggrieved Employees are, and were, at all relevant times,  
11 non-exempt employees for the purposes of minimum wages, overtime, rest breaks, meal periods, and  
12 the other claims alleged in this complaint.

13 25. Specifically, Plaintiff was employed by Defendants within the statutory Class Period  
14 and PAGA Period, working as an hourly, non-exempt employee for Defendants.

##### 15 **A. MINIMUM WAGE VIOLATIONS**

16 26. Labor Code section 1197 requires employees to be paid at least the minimum wage fixed  
17 by the IWC, and any payment of less than the minimum wage is unlawful. Similarly, Labor Code  
18 section 1194 entitles “any employee receiving less than the legal minimum wage . . . to recover in a  
19 civil action the unpaid balance of the full amount of this minimum wage.” Likewise, the Applicable  
20 Wage Order also obligates employers to pay each employee minimum wages for all hours worked.  
21 (Cal. Code of Regs., tit. 8, § 11040.) Labor Code section 1198 makes unlawful the employment of an  
22 employee under conditions that the IWC Wage Orders prohibit.

23 27. These minimum wage standards apply to each hour that employees work. Therefore, an  
24 employer’s failure to pay for any particular time worked by an employee is unlawful, even if averaging  
25 an employee’s total pay over all hours worked, paid or not, results in an average hourly wage above  
26 minimum wage. (*Armenta v. Osmose, Inc.* (2005) 135 Cal.App.4th 314, 324.)

27 28. Here, Defendants failed to fully conform their pay practices to the requirements of the  
28 law during the relevant statutory periods. The Class Members and the Aggrieved Employees were not

1 compensated for all hours worked including, but not limited to, all hours they were subject to the control  
2 of Defendants and/or suffered or permitted to work under the California Labor Code and the Applicable  
3 Wage Order. Among other violations, the Class Members and the Aggrieved Employees were subject  
4 to the control of Defendants while off-the-clock and did not receive minimum wage for each hour  
5 worked.

6 29. Additionally, the Class Members and the Aggrieved Employees were not paid all wages  
7 for all hours worked due to Defendants' uniform payroll policies and practices that unfairly rounded  
8 employees' wages to the detriment of the Class Members and the Aggrieved Employees. This rounding  
9 policy routinely failed to capture the entirety of the hours the Class Members and the Aggrieved  
10 Employees worked and was structured in a way that in favored underpayment. (See *See's Candy Shops,*  
11 *Inc. v. Superior Court* (2012) 210 Cal.App.4th 889, 907.) As a result, the Class Members and the  
12 Aggrieved Employees suffered periodic shortages in the hours for which they were compensated. This  
13 uncompensated time violated California's requirement that employees be compensated for all hours  
14 worked. As a result of this practice, the Class Members and the Aggrieved Employees were not  
15 compensated their minimum wages for all hours worked.

16 30. Labor Code sections 1194, subdivision (a), and 1194.2, subdivision (a), provide that an  
17 employer who has failed to pay its employees the legal minimum wage is liable to pay those employees  
18 the unpaid balance of the unpaid wages as well as liquidated damages in an amount equal to the wages  
19 due and interest thereon.

20 31. When employees, such as the Class Members, are not paid for all hours worked under  
21 Labor Code section 1194, they are entitled to recover minimum wages for the time which they received  
22 no compensation. (See *Sillah v. Command International Security Services* (N.D. Cal. 2015) 154  
23 F.Supp.3d 891 [employees suing for failure to pay overtime could recover liquidated damages under  
24 Labor Code section 1194.2 if they also showed they were paid less than minimum wage].)

25 32. Labor Code section 1197.1 authorizes employees who are paid less than the minimum  
26 wage fixed by an applicable state or local law, or by an order of the IWC, a civil penalty, among other  
27 damages, as follows:  
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1 (1) “For any initial violation that is intentionally committed, one hundred  
2 dollars (\$100) for each underpaid employee for each pay period for  
3 which the employee is underpaid.”

4 (2) “For each subsequent violation for the same specific offense, two  
5 hundred fifty dollars (\$250) for each underpaid employee for each pay  
6 period for which the employee is underpaid regardless of whether the  
7 initial violation is intentionally committed.” (Lab. Code, § 1197.1, subd.  
8 (a).)

9 33. As set forth above, Defendants failed to fully compensate the Class Members and the  
10 Aggrieved Employees for all minimum wages. Accordingly, the Class Members are entitled to recover  
11 liquidated damages for violations of Labor Code section 1197.1.

12 34. Based upon these same factual allegations, the Class Members are likewise entitled to  
13 penalties under Labor Code sections 1199.

14 **B. OVERTIME VIOLATIONS**

15 35. Labor Code section 510 requires employers to compensate employees who work more  
16 than eight hours in one workday, forty hours in a workweek, and for the first eight hours worked on  
17 the seventh consecutive day no less than one and one-half times the regular rate of pay for an employee.  
18 (Lab. Code, § 510, subd. (a).) Further, Labor Code section 510 obligates employers to compensate  
19 employees at no less than twice the regular rate of pay when an employee works more than twelve  
20 hours in a day or more than eight hours on the seventh consecutive day of work. (Lab. Code, § 510,  
21 subd. (a).) These rules are also reflected in the Applicable Wage Order.

22 36. In accordance with Labor Code section 1194 and the Applicable Wage Order, the Class  
23 Members and the Aggrieved Employees could not then agree and cannot now agree to work for a lesser  
24 wage than the amount provided by Labor Code sections 510 or the Applicable Wage Order.

25 37. Here, Defendants violated their duty to accurately and completely compensate the Class  
26 Members and the Aggrieved Employees for all overtime worked. The Class Members and the  
27 Aggrieved Employees periodically worked hours that entitled them to overtime compensation under  
28 the law but were not fully compensated for those hours.

1           38. Defendants also had a policy and practice of denying the Class Members and the  
2 Aggrieved Employees meal breaks, but nevertheless deducting meal break time from the Class  
3 Members' and the Aggrieved Employees' pay. As a result, the Class Members' and the Aggrieved  
4 Employees' on-the-clock hours were unlawfully reduced below what was actually worked and, by  
5 extension, overtime hours were also reduced below what was actually worked. The Class Members  
6 and the Aggrieved Employees were thus periodically shorted the full amount of overtime pay lawfully  
7 owed.

8           39. Moreover, during the relevant statutory periods, Defendants had a policy and practice  
9 of failing to pay overtime wages at the proper rate when it actually paid overtime. Specifically, when  
10 Defendants paid overtime wages to the Class Members and the Aggrieved Employees, Defendants  
11 failed to include all compensation when calculating the regular rate of pay used in overtime calculations  
12 and when paying overtime.

13           40. For instance, the Class Members and the Aggrieved Employees would often receive,  
14 along with their hourly rates of pay for their working hours, additional remuneration and/or non-  
15 discretionary bonus pay. Defendants, however, calculated the regular rate of pay for the Class Members  
16 and the Aggrieved Employees without factoring into the regular rate of pay all other non-hourly pay  
17 earnings received during the pay period. As a result, the Class Members and the Aggrieved Employees  
18 were underpaid overtime wages when they worked in excess of eight hours in any workday and/or forty  
19 hours in a workweek when such additional forms of remuneration were earned. By its practice of  
20 periodically requiring the Class Members and the Aggrieved Employees to work in excess of eight  
21 hours in a workday and/or forty hours in a workweek without compensating them at the rate of one and  
22 one-half (1½) their regular rate of pay, Defendants willfully violated the provisions of Labor Code  
23 sections 510, 1194, and 1199.

24           41. These actions were and are in clear violation of California's overtime laws as set forth  
25 in Labor Code sections 510, 1194, 1199, and the Applicable Wage Order. (Cal. Code of Regs., tit. 8, §  
26 11040.) As a result of Defendants' faulty policies and practices, the Class Members and the Aggrieved  
27 Employees were not compensated for all hours worked or paid accurate overtime compensation.  
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1           **C.       REST BREAK VIOLATIONS**

2           42.     Pursuant to Labor Code section 226.7 and the Applicable Wage Order, Defendants were  
3 and are required to provide the Class Members and the Aggrieved Employees with compensated, duty-  
4 free rest periods of not less than ten minutes for every major fraction of four hours worked. Under the  
5 Applicable Wage Order, an employer must authorize and permit all employees to take ten minute duty  
6 free rest periods for every major fraction of four hours worked. (Cal. Code of Regs., tit. 8, § 11040.)

7           43.     Likewise, Labor Code section 226.7 provides that “[a]n employer shall not require an  
8 employee to work during a meal or rest or recovery period mandated pursuant to an applicable statute,  
9 or applicable regulation, standard, or order of the Industrial Welfare Commission . . . .” (Lab. Code, §  
10 226.7, subd. (b).) Labor Code section 226.7 also provides that employers must pay their employees one  
11 additional hour of pay at the employee’s regular rate for each workday that a “meal or rest or recovery  
12 period is not provided.” (Lab. Code, § 226.7, subd. (c).) The “regular rate” for these purposes must  
13 factor in all nondiscretionary payments for work performed by the employee, including non-  
14 discretionary bonuses, commissions, and other forms of wage payments exceeding the employees’ base  
15 hourly rate. (*Ferra v. Loews Hollywood Hotel, LLC* (2021) 11 Cal.5th 858, 878.) Thus, the Wage  
16 Orders set when and for how long the rest period must take place and the Labor Code establishes that  
17 violations of the IWC Wage Orders are unlawful and sets forth the premium pay employer must pay  
18 their employees when employers fail to provide rest periods.

19          44.     The California Supreme Court has held that, during required rest periods, “employers  
20 must relieve their employees of all duties and relinquish any control over how employees spend their  
21 break time.” (*Augustus v. ABM Security Services, Inc.* (2016) 2 Cal.5th 257, 260.) Relinquishing  
22 control over employees during rest periods requires that employees be “free to leave the employer’s  
23 premises” and be “permitted to attend to personal business.” (*Id.* at p. 275.) The *Brinker* Court  
24 explained in the context of rest breaks that employer liability attaches from adopting an unlawful  
25 policy:

26                   “An employer is required to authorize and permit the amount of rest break time  
27                   called for under the wage order for its industry. If it does not—if, for example,  
28                   it adopts a uniform policy authorizing and permitting only one rest break for

1 employees working a seven-hour shift when two are required—it has violated  
2 the wage order and is liable.” (*Brinker Rest. Corp. v. Superior Court* (2012) 53  
3 Cal.4th 1004, 1033.)

4 45. Here, Defendants periodically did not permit the Class Members and the Aggrieved  
5 Employees to take compliant duty-free rest breaks, free from Defendants’ control as required by Labor  
6 Code section 226.7, the Applicable Wage Order, and applicable precedent. (See *Augustus v. ABM*  
7 *Security Services, Inc.* (2016) 2 Cal.5th 257, 269 [concluding that “during rest periods employers must  
8 relieve employees of all duties and relinquish control over how employees spend their time.”].) At all  
9 relevant times, the Class Members and the Aggrieved Employees were periodically not provided with  
10 legally-compliant and timely rest periods of at least ten minutes for each four hour work period, or  
11 major fraction thereof due to Defendants’ unlawful rest period policies/practices. The Class Members  
12 and the Aggrieved Employees were often expected and required to continue working through rest  
13 periods to meet the expectations Defendants and finish the workday. In some cases when the Class  
14 Members and the Aggrieved Employees worked more than ten hours in a shift, Defendants failed to  
15 authorize and/or permit a third mandated rest period. As a result, the Class Members and the Aggrieved  
16 Employees were periodically unable to take compliant rest periods.

17 46. In such cases where Defendants did not offer the Class Members and the Aggrieved  
18 Employees the opportunity to receive a compliant off-duty rest period, “the court may not conclude  
19 employees voluntarily chose to skip those breaks.” (*Alberts v. Aurora Behavioral Health Care* (2015)  
20 241 Cal.App.4th 388, 410 (2015) [“If an employer fails to provide legally compliant meal or rest  
21 breaks, the court may not conclude employees voluntarily chose to skip those breaks.”]; *Brinker Rest.*  
22 *Corp. v. Superior Court, supra*, 53 Cal.4th at p. 1033 [“No issue of waiver ever arises for a rest break  
23 that was required by law but never authorized; if a break is not authorized, an employee has no  
24 opportunity to decline to take it.”].)

25 47. In addition to failing to authorize and permit compliant rest periods, the Class Members  
26 and the Aggrieved Employees were not compensated with one hour’s worth of pay at their regular rate  
27 of compensation when they were not provided with a compliant rest period in accordance with Labor  
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1 Code section 226.7, subdivision (c). Thus, Defendants have violated Labor Code section 226.7 and the  
2 Applicable Wage Order.

3 48. Based on the foregoing, Plaintiff seeks to recover, on behalf of herself and other non-  
4 exempt employees, rest period premiums and penalties.

5 **D. MEAL BREAK VIOLATIONS**

6 49. Labor Code section 512 and the Applicable Wage Order require employers to provide  
7 employees with a thirty-minute uninterrupted and duty-free meal period within the first five hours of  
8 work. (Lab. Code, § 512, subd. (a) [“An employer shall not employ an employee for a work period of  
9 more than five hours per day without providing the employee with a meal period of not less than 30  
10 minutes . . . .”]; Cal. Code of Regs., tit. 8, § 11040 [“No employer shall employ any person for a work  
11 period of more than five (5) hours without a meal period of not less than 30 minutes . . . .”].)  
12 Additionally, an employee who works more than ten hours per day is entitled to receive a second thirty-  
13 minute uninterrupted and duty-free meal period. (Lab. Code, § 512, subd. (a) [“An employer shall not  
14 employ an employee for a work period of more than 10 hours per day without providing the employee  
15 with a second meal period of not less than 30 minutes . . . .”].)

16 50. “An on-duty meal period is permitted only when the nature of the work prevents an  
17 employee from being relieved of all duty and the parties agree in writing to an on-duty paid meal  
18 break.” (*Lubin v. The Wackenhut Corp.* (2016) 5 Cal.App.5th 926, 932.) The written agreement must  
19 include a provision allowing the employee to revoke it at any time. (*Ibid.*) Generally, the California  
20 Department of Industrial Relations, Division of Labor Standards Enforcement (“DLSE”) and courts  
21 have “found that the nature of the work exception applies: (1) where the work has some particular  
22 external force that requires the employee to be on duty at all times, and (2) where the employee is the  
23 sole employee of a particular employer.” (*Id.* at p. 945, internal quotation marks omitted; *Abdullah v.*  
24 *U.S. Security Associates, Inc.* (9th Cir. 2013) 731 F.3d 952, 958–959.) “[I]t is the employer’s obligation  
25 to determine whether the nature of the work prevents an employee from being relieved before requiring  
26 an employee to take an on-duty meal period.” (*Lubin v. The Wackenhut Corp.*, *supra*, 5 Cal.App.5th at  
27 p. 946.)  
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1           51.     Here, the Class Members and the Aggrieved Employees were never asked to sign any  
2 enforceable document agreeing to an on-duty meal period. Moreover, nothing in the nature of their  
3 work involved the kind of “external force” that might justify on-duty meal breaks. (*Lubin v. The*  
4 *Wackenhut Corp.*, *supra*, 5 Cal.App.5th at p. 945.) Nevertheless, Defendants periodically did not  
5 provide compliant off-duty meal periods within the first five hours of work for the Class Members and  
6 the Aggrieved Employees.

7           52.     As with rest breaks, meal breaks must be duty-free. (*Brinker Restaurant Corp. v.*  
8 *Superior Court* (2012) 53 Cal.4th 1004, 1035 [“The IWC’s wage orders have long made a meal period’s  
9 duty-free nature its defining characteristic.”].) Relinquishing control over employees during meal  
10 periods requires that employees be “free to leave the employer’s premises” and be “permitted to attend  
11 to personal business.” (*Augustus v. ABM Security Services, Inc.*, *supra*, 2 Cal.5th at p. 275.) Under  
12 Labor Code section 512, if an employer maintains a uniform policy that does not authorize and permit  
13 the amount of meal time called for under the law (as specified in the Labor Code and/or applicable  
14 IWC Wage Order), “it has violated the wage order and is liable.” (*Brinker Restaurant Corp. v. Superior*  
15 *Court*, *supra*, 53 Cal.4th at p. 1033.)

16           53.     During the applicable statutory periods here, the Class Members and the Aggrieved  
17 Employees were periodically denied legally-compliant and timely off-duty meal periods of at least  
18 thirty minutes due to Defendants’ unlawful meal period policy and practices. As a result of Defendants’  
19 uniform meal period policies and practices, the Class Members and the Aggrieved Employees were  
20 often not permitted to take compliant first meal periods before the end of the fifth hour of work. The  
21 Class Members and the Aggrieved Employees were also periodically not permitted to take second meal  
22 periods for shifts in excess of ten hours. Defendants thus violated Labor Code section 512 and the  
23 Applicable Wage Order by failing to advise, authorize, or permit the Class Members and the Aggrieved  
24 Employees to receive thirty-minute, off-duty meal periods within the first five hours of their shifts.

25           54.     Labor Code section 226.7 provides that “[a]n employer shall not require an employee  
26 to work during a meal or rest or recovery period mandated pursuant to an applicable statute, or  
27 applicable regulation, standard, or order of the Industrial Welfare Commission.” (Lab. Code, § 226.7,  
28 subd. (b).) Labor Code section 226.7, subdivision (c), and the Applicable Wage Order further obligate

1 employers to pay employees one additional hour of pay at the employee’s regular rate of compensation  
2 for each workday that the meal period is not provided. (Lab. Code, § 226.7, subd. (c); Cal. Code of  
3 Regs., tit. 8, § 11040 [“If an employer fails to provide an employee a meal period in accordance with  
4 the applicable provisions of this order, the employer shall pay the employee one (1) hour of pay at the  
5 employee’s regular rate of compensation for each workday that the meal period is not provided.”].)  
6 The “regular rate” for these purposes must factor in all nondiscretionary payments for work performed  
7 by the employee, including non-discretionary bonuses, commissions, and other forms of wage  
8 payments exceeding the employees’ base hourly rate. (*Ferra v. Loews Hollywood Hotel, LLC* (2021)  
9 11 Cal.5th 858, 878.)

10 55. Accordingly, for each day that the Class Members and the Aggrieved Employees did  
11 not receive compliant meal periods, they were and are entitled to receive meal period premiums  
12 pursuant to Labor Code section 226.7 and the Applicable Wage Order. Defendants, however, failed to  
13 pay the Class Members and the Aggrieved Employees applicable meal period premiums for many  
14 workdays that the employees did not receive a compliant meal period. Thus, Defendants have violated  
15 Labor Code section 226.7 and the Applicable Wage Order.

16 56. Based on the foregoing, Plaintiff seeks to recover, on behalf of herself and other non-  
17 exempt employees, meal period premiums and penalties.

18 **E. UNTIMELY WAGES DURING EMPLOYMENT**

19 57. Labor Code section 204 expressly requires employers who pay employees on a weekly,  
20 biweekly, or semimonthly basis to pay all wages “not more than seven calendar days following the  
21 close of the payroll period.” Labor Code section 210, subdivision (a), makes employers who violate  
22 Labor Code section 204 subject to a penalty of:

23 “(1) For any initial violation, one hundred dollars (\$100) for each failure to  
24 pay each employee.

25 “(2) For each subsequent violation, or any willful or intentional violation, two  
26 hundred dollars (\$200) for each failure to pay each employee, plus 25  
27 percent of the amount unlawfully withheld.” (Lab. Code, § 210, subd.  
28 (a).)

1           58.     Notably, the penalty provided by Labor Code section 210 is “[i]n addition to, and  
2     entirely independent and apart from, any other penalty provided in this article . . . .” (Lab. Code, § 210,  
3     subd. (a).)

4           59.     Due to Defendants’ failure to pay the Class Members and the Aggrieved Employees the  
5     wages described above, along with rest and meal break premiums, Defendants failed to timely pay the  
6     Class Members and the Aggrieved Employees within seven calendar days following the close of payroll  
7     in accordance with Labor Code section 204 on a regular and consistent basis. (See *Parson v. Golden*  
8     *State FC, LLC* (N.D. Cal., May 2, 2016, No. 16-CV-00405-JST) 2016 WL 1734010, at p. \*3–5, 2016  
9     U.S. Dist. LEXIS 58299 [finding that a failure to pay rest period premiums can support claims under  
10    Labor Code sections 203 and 204].)

11           **F.     UNTIMELY WAGES AT SEPARATION**

12           60.     Labor Code section 203 provides “if an employer willfully fails to pay . . . any wages  
13     of an employee who is discharged or who quits, the wages of the employee shall continue as a penalty”  
14     for up to thirty days. (Lab. Code § 203; *Mamika v. Barca* (1998) 68 Cal.App.4th 487, 492.) As a result  
15     of Defendants’ failure to pay the Class Members and the Aggrieved Employees for the wages described  
16     above, along with rest and meal break premiums, Defendants violated and continue to violate Labor  
17     Code section 203.

18           61.     Due to Defendants’ faulty pay policies, those Class Members and Aggrieved Employees  
19     whose employment with Defendants concluded were not compensated for each and every hour worked  
20     at the appropriate rate. Defendants have failed to pay formerly-employed Class Members and  
21     Aggrieved Employees whose sums were certain at the time of termination within at least seventy-two  
22     hours of their resignation and have failed to pay those sums for thirty days thereafter.

23           62.     Under Labor Code section 256, “[t]he Labor Commissioner shall impose a civil penalty  
24     in an amount not exceeding 30 days pay as waiting time under the terms of Section 203.” (Lab. Code,  
25     § 256.) This type of waiting time penalty can be recovered through PAGA because PAGA allows an  
26     employee to recover civil penalties on behalf of the state against his or her employer for Labor Code  
27     violations. (*Villacres v. ABM Industries Inc.* (2010) 189 Cal.App.4th 562, 579 [recovery of the section  
28     256 “civil penalty falls within the PAGA”]); *Iskanian v. CLS Transportation Los Angeles, LLC* (2014)

59 Cal.4th 348, 381; *Esparza v. KS Industries, L.P.* (2017) 13 Cal.App.5th 1228, 1242.) Defendants have failed to pay the Aggrieved Employees' worked wages that were due within at least seventy-two hours of their separation. Thus, the Aggrieved Employees were and are entitled to waiting time penalties as civil penalties under PAGA and Labor Code section 256.

**G. FAILURE TO REIMBURSE BUSINESS EXPENSES**

63. At all relevant times herein, Defendants were subject to Labor Code section 2802, which states that "an employer shall indemnify his or her employees for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer." The purpose of this section is to "prevent employers from passing along their operating expenses onto their employees." (*Gattuso v. Harte-Hanks Shoppers, Inc.* (2007) 42 Cal.4th 554, 562.)

64. At all relevant times herein, Defendants were subject to Labor Code section 2804, which states that "any contract or agreement, express or implied, made by any employee to waive the benefits of this article or any part thereof, is null and void, and this article shall not deprive any employee or his personal representative of any right or remedy to which he is entitled under the laws of this State."

65. Thus, the Class Members and the Aggrieved Employees were and are entitled to reimbursement for the expenses they incurred during the course of their duties. The duty to reimburse even extends to the use of equipment the employee may already own and would be required to pay for anyway. (*Cochran v. Schwan's Home Serv., Inc.* (2014) 228 Cal.App.4th 1137, 1144 ["The threshold question in this case is this: Does an employer always have to reimburse an employee for the reasonable expense of the mandatory use of a personal cell phone, or is the reimbursement obligation limited to the situation in which the employee incurred an extra expense that he or she would not have otherwise incurred absent the job? The answer is that reimbursement is always required. Otherwise, the employer would receive a windfall because it would be passing its operating expenses on to the employee."].)

66. Here, Defendants failed to fully reimburse the Class Members and the Aggrieved Employees for necessary expenditures incurred as a direct consequence and requirement of performing their job duties, including the costs associated with their personal cell phone and mileage they required to perform their work. Consequently, Defendants failed to comply with Labor Code section 2802.

1           **H.      WAGE STATEMENT VIOLATIONS**

2           67.     Defendants also failed to provide accurate itemized wage statements in accordance with  
3 Labor Code sections 226, subdivisions (a)(1), (2), (5), and (9). Labor Code section 226, subdivision  
4 (a), obligates employers, semi-monthly or at the time of each payment to furnish an itemized wage  
5 statement in writing showing:

- 6                   (1)     The gross wages earned;
- 7                   (2)     The total hours worked by the employee;
- 8                   (3)     The number of piece-rate units earned and any applicable piece rate if  
9                             the employee is paid on a piece rate basis;
- 10                  (4)     All deductions, provided that all deductions made on written orders of  
11                             the employee may be aggregated and shown as one item;
- 12                  (5)     The net wages earned;
- 13                  (6)     The inclusive dates of the period for which the employee is paid;
- 14                  (7)     The name of the employee and only the last four digits of his or her social  
15                             security number or an employee identification number other than a social  
16                             security number;
- 17                  (8)     The name and address of the legal entity that is the employer; and
- 18                  (9)     All applicable hourly rates in effect during the pay period and the  
19                             corresponding number of hours worked at each hourly rate by the  
20                             employee.

21           68.     Due to Defendants' failure to pay the Class Members and the Aggrieved Employees  
22 properly as described above, the wage statements issued do not indicate the correct amount of gross  
23 wages earned, total hours worked, or the net wages earned, or the applicable hourly rates in effect  
24 during the pay period and the corresponding number of hours worked at each hourly rate. Thus,  
25 Defendants have violated Labor Code section 226, subdivisions (a)(1), (2), (5), and (9).

26           69.     Defendants also failed to include the accrued sick hours on the wage statements  
27 provided to the Class Members and the Aggrieved Employees as required by Labor Code section 246,  
28 subdivision (i).

1           70. In addition to Labor Code section 226, subdivision (a), Defendants also knowingly and  
2 intentionally failed to provide the Class Members and the Aggrieved Employees with accurate itemized  
3 wage statements in violation of Labor Code section 226, subdivision (e). Defendants knew that they  
4 were not providing the Class Members and the Aggrieved Employees with wage statements required  
5 by California law but nevertheless failed to correct their unlawful practices and policies. (See *Garnett*  
6 *v. ADT LLC* (E.D. Cal. 2015) 139 F.Supp.3d 1121, 1134 [finding the defendant knowingly and  
7 intentionally violated Labor Code section 226 because the “[d]efendant knew that it was not providing  
8 total hours worked to plaintiff or other employees paid on commission” even though it believed that  
9 employees paid solely on commission or commission and salary “are exempt and therefore we do not  
10 record hours on a wage statement.”].)

11           **I. RECORDKEEPING VIOLATIONS**

12           71. Labor Code section 226, subdivision (a), requires employers to keep an accurate record  
13 of, among other things, all hours worked by employees. Labor Code section 226.3 provides, in pertinent  
14 part, as follows:

15                   “Any employer who violates subdivision (a) of Section 226 shall be subject to a  
16 civil penalty in the amount of two hundred fifty dollars (\$250) per employee per  
17 violation in an initial citation and one thousand dollars (\$1,000) per employee  
18 for each violation in a subsequent citation, for which the employer fails to  
19 provide the employee a wage deduction statement or fails to keep the records  
20 required in subdivision (a) of Section 226. The civil penalties provided for in  
21 this section are in addition to any other penalty provided by law.” (Lab. Code, §  
22 226.3, emphasis added.)

23           72. Likewise, Labor Code section 1174, subdivision (d), requires every employer, including  
24 Defendants, to:

25                   “Keep, at a central location in the state or at the plants or establishments at which  
26 employees are employed, payroll records showing the hours worked daily by  
27 and the wages paid to, and the number of piece-rate units earned by and any  
28 applicable piece rate paid to, employees employed at the respective plants or

1 establishments. These records shall be kept in accordance with rules established  
2 for this purpose by the commission, but in any case shall be kept on file for not  
3 less than three years. An employer shall not prohibit an employee from  
4 maintaining a personal record of hours worked, or, if paid on a piece-rate basis,  
5 piece-rate units earned.” (Lab. Code, § 1174, subd. (d), emphasis added.)

6 73. As explained in detail above, Defendants failed to provide the Class Members and the  
7 Aggrieved Employees with accurate itemized wage statements. Defendants did so, in part, because they  
8 failed to accurately track hours worked by the Class Members and the Aggrieved Employees.  
9 Defendants have thus failed to keep accurate records of the “total hours worked by the employee[s]”  
10 in violation of Labor Code section 226, subdivision (a), and are therefore subject to the penalties  
11 provided by Labor Code section 226.3. These penalties are “in addition to any other penalty provided  
12 by law.” (Lab. Code, § 226.3.)

13 74. The failure to accurately track hours worked also resulted in a failure of Defendants to  
14 keep a record of all “payroll records showing the hours worked daily by” Defendants’ employees,  
15 including Plaintiff and the other Class Members, in violation of Labor Code section 1174, subdivision  
16 (d).

#### 17 **J. SICK PAY VIOLATIONS**

18 75. Labor Code section 246 provides that every employee who works in California for the  
19 same employer for 30 or more days within a year from the commencement of employment is entitled  
20 to paid sick days. (Lab. Code, § 246, subd. (a).) These paid sick days generally accrue at a rate of not  
21 less than one hour per every 30 hours worked, and must be paid out using the employees’ regular rate  
22 of pay. (Lab. Code, § 246, subds. (b), (l).) The “regular rate of pay” for these purposes must factor in  
23 all nondiscretionary payments for work performed by the employee, including non-discretionary  
24 bonuses, commissions, and other forms of wage payments exceeding the employees’ base hourly rate.  
25 (Lab. Code, § 246, subds. (l)(1), (2); see, e.g., *Ferra v. Loews Hollywood Hotel, LLC* (2021) 11 Cal.5th  
26 858, 878.)

27 76. Here, Defendants employed the Class Members and the Aggrieved Employees for 30  
28 or more days within a year from the commencement of employment. Defendants nevertheless failed to

1 fully pay the Class Members and the Aggrieved Employees for all sick pay that was lawfully earned  
2 and accrued.

3 77. By failing to fully pay accrued sick time, Defendants have underpaid the Class Members  
4 and the Aggrieved Employees and have violated California Labor Code provisions including, but not  
5 limited to, section 246.

6 **V. CLASS ACTION ALLEGATIONS**

7 78. As mentioned above, Plaintiff brings this action on behalf of herself and the Class  
8 Members pursuant to section 382 of the Code of Civil Procedure.

9 79. **Numerosity/Ascertainability:** The Class Members are so numerous that joinder of all  
10 members would be unfeasible and not practicable. The membership of the class is unknown to Plaintiff  
11 at this time; however, it is estimated that the number of Class Members is greater than 100 individuals.  
12 The identity of such membership is readily ascertainable via inspection of Defendants' employment  
13 records.

14 80. **Common Questions of Law and Fact Predominate/Well Defined Community of**  
15 **Interest:** There are common questions of law and fact as to Plaintiff and all other similarly situated  
16 non-exempt employees, which predominate over questions affecting only individual members  
17 including, without limitation to:

18 A. Whether Defendants' pay policies/practices resulted in a failure to pay the Class  
19 Members for all hours worked, including all minimum wages;

20 B. Whether Defendants' pay policies/practices resulted in a failure to pay the Class  
21 Members for all required overtime wages at the Class Members' regular rate of pay;

22 C. Whether Defendants' rest period policies and practices afforded legally  
23 compliant rest periods or compensation in lieu thereof;

24 D. Whether Defendants' meal period policies and practices afforded legally  
25 compliant meal periods or compensation in lieu thereof;

26 E. Whether Defendants maintained accurate employment records;

27 F. Whether Defendants timely paid all wages during employment;

28 G. Whether Defendants timely paid all wages earned and unpaid at separation;

1 H. Whether Defendants indemnified their employees for all necessary business  
2 expenditures;

3 I. Whether Defendants furnished legally-compliant wage statements to the Class  
4 Members pursuant to Labor Code section 226;

5 J. Whether Defendants fully paid all sick pay wages as required by Labor Code  
6 section 246; and

7 K. Whether Defendants' violations of the Labor Code and the Applicable Wage  
8 Order amounted to a violation of California's UCL.

9 81. **Predominance of Common Questions:** Common questions of law and fact  
10 predominate over questions that affect only individual Class Members. The common questions of law  
11 set forth above are numerous and substantial and stem from Defendants' uniform policies and practices  
12 applicable to each individual class member, such as Defendants' uniform policy and practice of failing  
13 to pay for all hours worked, Defendants' uniform policies and practices which failed to provide  
14 compliant rest periods, Defendants' uniform policies and practices which failed to provide compliant  
15 meal periods, Defendants' failure to provide accurate itemized wage statements, Defendants' uniform  
16 policies and practices which failed to provide complete and accurate sick pay, and others. As such, the  
17 common questions predominate over individual questions concerning each individual class member's  
18 showing as to his or her eligibility for recovery or as to the amount of his or her damages.

19 82. **Typicality:** The claims of Plaintiff are typical of the claims of the Class Members  
20 because Plaintiff was employed by Defendants as a non-exempt employee in California during the  
21 statute(s) of limitation applicable to each cause of action pleaded in this complaint. As alleged herein,  
22 Plaintiff, like the other Class Members, was deprived of minimum, regular, and overtime wages  
23 because of Defendants' unlawful timekeeping policies and practices, was deprived of rest periods and  
24 premium wages in lieu thereof, was deprived of meal periods and premium wages in lieu thereof, was  
25 subject to Defendants' uniform rest period policies and practices, was subject to Defendants' uniform  
26 meal period policies and practices, was not provided accurate itemized wage statements, was not paid  
27 all wages in full and on time, was not paid all sick pay wages as required by law, and was subject to  
28 other similar policies and practices to which the Class Members were subject.

1           83.     **Adequacy of Representation:** Plaintiff is fully prepared to take all necessary steps to  
2 represent fairly and adequately the interests of the Class Members. Moreover, Plaintiff's attorneys are  
3 ready, willing, and able to fully and adequately represent the Class Members and Plaintiff. Plaintiff's  
4 attorneys have prosecuted numerous wage-and-hour class actions in state and federal court in the past  
5 and are committed to vigorously prosecuting this action on behalf of the Class Members.

6           84.     **Superiority:** The California Labor Code is broadly remedial in nature and serves an  
7 important public interest in establishing minimum working conditions and standards in California.  
8 These laws and labor standards protect the average working employee from exploitation by employers  
9 who have the responsibility to follow the laws and who may seek to take advantage of superior  
10 economic and bargaining power in setting onerous terms and conditions of employment. The nature of  
11 this action and the format of laws available to Plaintiff and the Class Members make the class action  
12 format a particularly efficient and appropriate procedure to redress the violations alleged herein. If each  
13 employee were required to file an individual lawsuit, Defendants would necessarily gain an  
14 unconscionable advantage since they would be able to exploit and overwhelm the limited resources of  
15 each individual plaintiff with their vastly superior financial and legal resources.

16           85.     Moreover, requiring each Class Member to pursue an individual remedy would also  
17 discourage the assertion of lawful claims by employees who would be disinclined to file an action  
18 against their former or current employer for real and justifiable fear of retaliation and permanent  
19 damages to their careers at subsequent employment. Further, the prosecution of separate actions by the  
20 individual Class Members, even if possible, would create a substantial risk of inconsistent or varying  
21 verdicts or adjudications with respect to the individual Class Members against Defendants herein, and  
22 which would establish potentially incompatible standards of conduct for Defendants or legal  
23 determinations with respect to individual Class Members which would, as a practical matter, be  
24 dispositive of the interest of the other Class Members not parties to adjudications or which would  
25 substantially impair or impede the ability of the Class Members to protect their interests.

26           86.     Further, the claims of the individual Class Members are not sufficiently large to warrant  
27 vigorous individual prosecution considering the concomitant costs and expenses attending thereto. As  
28

1 such, the Class Members identified above are maintainable as a class under section 382 of the Code of  
2 Civil Procedure.

3 **VI. EXHAUSTION OF REMEDIES**

4 87. Plaintiff has fully and completely exhausted administrative remedies under PAGA prior  
5 to proceeding with the PAGA claims stated in this complaint. Plaintiff filed a PAGA notice online with  
6 the Labor Workforce Development Agency (“LWDA”) and sent a letter by certified mail to Defendants  
7 setting forth the facts and theories of the violations alleged against Defendants, as prescribed by PAGA.  
8 (Lab. Code, §§ 2698–2699.6.)

9 88. As required by PAGA, Plaintiff submitted the \$75.00 filing fee with the LWDA by  
10 regular mail. Pursuant to Labor Code section 2699.3, subdivision (a)(2)(A), no notice was received by  
11 Plaintiff from the LWDA evidencing its intention to investigate within sixty-five calendar days of the  
12 postmark date of the PAGA notice. Plaintiff is therefore entitled to commence and proceed with a civil  
13 action pursuant to Labor Code section 2699.

14 **VII. CAUSES OF ACTION**

15 **First Cause of Action**

16 *Failure to Pay All Minimum Wages*

17 *(Against All Defendants)*

18 89. Plaintiff realleges and incorporates by reference all previous paragraphs.

19 90. Section 4 of the Applicable Wage Order and Labor Code section 1197 establish the right  
20 of employees to be paid minimum wages for all hours worked, in amounts set by state law. (Lab. Code,  
21 § 1197; Cal. Code of Regs., tit. 8, § 11040.) Labor Code sections 1194, subdivision (a), and 1194.2,  
22 subdivision (a), provide that an employee who has not been paid the legal minimum wage as required  
23 by Labor Code section 1197 may recover the unpaid balance, together with attorneys’ fees and costs  
24 of suit, as well as liquidated damages in an amount equal to the unpaid wages and interest accrued  
25 thereon.

26 91. Here, Defendants failed to fully conform their pay practices to the requirements of the  
27 law during the relevant statutory periods. Plaintiff and the other Class Members were not compensated  
28

1 for all hours worked including, but not limited to, all hours they were subject to the control of  
2 Defendants and/or suffered or permitted to work under the Labor Code and the Applicable Wage Order.

3 92. Labor Code section 1198 makes unlawful the employment of an employee under  
4 conditions that the IWC Wage Orders prohibit. Labor Code sections 1194, subdivision (a), and 1194.2,  
5 subdivision (a), provide that an employer who has failed to pay its employees the legal minimum wage  
6 is liable to pay those employees the unpaid balance of the unpaid wages as well as liquidated damages  
7 in an amount equal to the wages due and interest thereon.

8 93. As a direct and proximate result of Defendants' unlawful conduct as alleged herein,  
9 Plaintiff and the other Class Members have sustained economic damages, including but not limited to  
10 unpaid wages and lost interest, in an amount to be established at trial, and they are entitled to recover  
11 economic and statutory damages and penalties and other appropriate relief because of Defendants'  
12 violations of the Labor Code and Applicable Wage Order.

13 94. Defendants' practices and policies regarding illegal employee compensation are  
14 unlawful and create an entitlement to recovery by Plaintiff and the other Class Members in a civil  
15 action for the unpaid amount of minimum wages, liquidated damages, including interest thereon,  
16 statutory penalties, attorney's fees, and costs of suit according to Labor Code sections 204, 218.5,  
17 1194, 1194.2, 1197, and 1198, and Code of Civil Procedure section 1021.5.

18 **Second Cause of Action**

19 *Failure to Pay All Overtime Wages*

20 *(Against All Defendants)*

21 95. Plaintiff realleges and incorporates by reference all previous paragraphs.

22 96. This cause of action is brought pursuant to Labor Code sections 204, 510, 1194, and  
23 1198, which provide that non-exempt employees are entitled to overtime wages for all overtime hours  
24 worked and provide a private right of action for the failure to pay all overtime compensation for  
25 overtime work performed. At all times relevant herein, Defendants were required to properly pay  
26 Plaintiff and the other Class Members for all overtime wages earned pursuant to Labor Code section  
27 1194 and the Applicable Wage Order. Defendants caused Plaintiff and the other Class Members to  
28 work overtime hours but did not compensate them at one and one-half times their regular rate of pay

1 for such hours in accordance with California law. Likewise, Defendants caused Plaintiff and the other  
2 Class Members to work double-time hours but did not compensate them at twice their regular rate of  
3 pay for such hours in accordance with California law.

4 97. Defendants failed to fully conform their pay practices to the requirements of California  
5 law. This unlawful conduct includes but is not limited to Defendants' uniform and unlawful pay  
6 policies and practices of failing to accurately record all the time that non-exempt employees were under  
7 the supervision and control of Defendants. The foregoing policies and practices are unlawful and allow  
8 Plaintiff and the other Class Members to recover in a civil action the unpaid amount of overtime  
9 premiums owing, including interest thereon, statutory penalties, attorney's fees, and costs of suit  
10 according to Labor Code section 204, 510, 1194, and 1198, the Applicable Wage Order, and Code of  
11 Civil Procedure section 1021.5.

12 **Third Cause of Action**

13 *Failure to Provide Rest Periods and Pay Missed Rest Period Premiums*

14 *(Against All Defendants)*

15 98. Plaintiff realleges and incorporates by reference all previous paragraphs.

16 99. Section 12 of the Applicable Wage Order, and Labor Code section 226.7 establish the  
17 right of employees to be provided with a rest period of at least ten minutes for each four hour period  
18 worked, or major fraction thereof. (See Cal. Code of Regs., tit. 8, § 11040.)

19 100. Due to Defendants' unlawful rest period policies and practices described in detail above,  
20 Defendants did not authorize and permit Plaintiff and the other Class Members to take all rest periods  
21 to which they were legally entitled. Despite Defendants' violations, Defendants have not paid an  
22 additional hour of pay to Plaintiff and the other Class Members at their respective regular rates of pay  
23 for each violation, in accordance with California Labor Code section 226.7.

24 101. The foregoing violations create an entitlement to recovery by Plaintiff and the other  
25 Class Members in a civil action for the unpaid amount of rest period premiums owing, including interest  
26 thereon, statutory penalties, and costs of suit pursuant to the Applicable Wage Order, and California  
27 Labor Code section 226.7.

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1 Plaintiff and the other Class Members have been denied their legal right and protected interest in having  
2 available at a central location at the plant or establishment where they are employed, accurate and  
3 complete payroll records showing the hours worked daily by, and the wages paid to, employees at those  
4 respective locations pursuant to Labor Code 1174.

5 **Sixth Cause of Action**

6 *Failure to Pay Wages Timely during Employment*

7 *(Against All Defendants)*

8 109. Plaintiff realleges and incorporates by reference all previous paragraphs.

9 110. Labor Code section 200 provides that “wages” include all amounts for labor performed  
10 by employees of every description, whether the amount is fixed or ascertained by the standard of time,  
11 task, pieces, commission basis, or other method of calculation. Labor Code section 204 states that all  
12 wages earned by any person in any employment are payable twice during the calendar month and must  
13 be paid not more than seven days following the close of the period when the wages were earned. Labor  
14 Code section 210, subdivision (a), makes employers who violate Labor Code section 204 subject to a  
15 penalty of \$100 for any initial failure to timely pay each employee’s full wages and \$200 for each  
16 subsequent violation, plus 25% of the amount unlawfully withheld.

17 111. Labor Code section 216 establishes that it is a misdemeanor for any person, with regards  
18 to wages due, to “falsely deny the amount or validity thereof, or that the same is due, with intent to  
19 secure himself, his employer or other person, any discount upon such indebtedness, or with intent to  
20 annoy, harass, oppress, hinder, delay, or defraud, the person to whom such indebtedness is due.”

21 112. Defendants as a matter of established company policy and procedure in the State of  
22 California, scheduled, required, suffered, and/or permitted Plaintiff and the other Class Members, to  
23 work without full compensation, to work without legally-compliant off-duty meal periods, to work  
24 without legally-compliant off-duty rest periods, and thereby failed to fully pay Plaintiff and the other  
25 Class Members within seven days of the close of payroll, as required by law.

26 113. Defendants, as a matter of established company policy and procedure in the State of  
27 California, falsely deny they owe Plaintiff and the other Class Members these wages, with the intent of  
28

1 securing for itself a discount upon its indebtedness and/or to annoy, harass, oppress, hinder, delay,  
2 and/or defraud Plaintiff and the other Class Members.

3 114. Defendants' pattern, practice, and uniform administration of its corporate policy of  
4 illegally denying employees compensation, as described herein, is unlawful and entitles Plaintiff and  
5 the other Class Members to recover, pursuant to Labor Code section 218, the unpaid balance of the  
6 compensation owed to them in a civil action and any applicable penalties, attorney fees, and interest  
7 owed to them pursuant to Labor Code sections 210 and 218.5.

8 **Seventh Cause of Action**

9 *Failure to Pay All Wages Earned and Unpaid at Separation*

10 *(Against All Defendants)*

11 115. Plaintiff realleges and incorporates by reference all previous paragraphs.

12 116. The actionable period for this cause of action is three years prior to the filing of this  
13 complaint through the present, and ongoing until the violations are corrected or the class is certified.  
14 (*Pineda v. Bank of America, N.A.* (2010) 50 Cal.4th 1389, 1395; *Murphy v. Kenneth Cole Productions,*  
15 *Inc.* (2007) 40 Cal.4th 1094, 1109; Code Civ. Proc., § 338, subd. (a).) Labor Code sections 201 and  
16 202 of the California Labor Code require Defendants to pay all compensation due and owing to its  
17 former employees (including the formerly-employed Class Members) during the actionable period for  
18 this cause of action at or around the time that their employment is or was terminated, or ended.

19 117. Section 203 of the Labor Code provides that if an employer willfully fails to pay  
20 compensation promptly upon discharge or resignation, as required by Sections 201 and 202, then the  
21 employer is liable for penalties in the form of continued compensation up to thirty workdays.

22 118. Due to Defendants' faulty pay policies, those Class Members whose employment with  
23 Defendants has concluded were not compensated for each and every hour worked at the appropriate  
24 rate. Defendants have willfully failed to pay those formerly-employed Class Members whose sums  
25 were certain at the time of termination within seventy-two hours of their resignation and have failed to  
26 pay those sums for thirty days thereafter as required by Labor Code sections 201 through 203.

27 119. As a result, Defendants are liable to the formerly-employed Class Members for waiting  
28 time penalties amounting to thirty days wages for the formerly-employed Class Members pursuant to

1 Labor Code section 203. (See, e.g., DLSE Manual, § 4.3.4 [failure to pay any sort of wages due upon  
2 termination entitles an employee to recover waiting time penalties].)

3 **Eighth Cause of Action**

4 *Failure to Indemnify All Necessary Business Expenditures*

5 *(Against All Defendants)*

6 120. Plaintiff realleges and incorporates by reference all previous paragraphs.

7 121. California Labor Code Section 2802 states that employers must “indemnify” an  
8 employee for “all necessary expenditures or losses incurred by the employee in direct consequence of  
9 the discharge of his or her duties, or of his or her obedience to the directions of the employer.” Likewise,  
10 Labor Code section 2804 states that “any contract or agreement, express or implied, made by any  
11 employee to waive the benefits of this article or any part thereof, is null and void, and this article shall  
12 not deprive any employee or his personal representative of any right or remedy to which he is entitled  
13 under the laws of this State.”

14 122. Here, Plaintiff and the other Class Members paid out of pocket for necessary business  
15 expenditures incurred as a direct consequence and requirement of performing their job duties, including  
16 the costs associated with their personal cell phone and mileage they required to perform their work.  
17 Despite knowing that Plaintiff and the other Class Members incurred these necessary business  
18 expenses, and requiring Plaintiff and the other Class Members to use such items, Defendants did not  
19 reimburse them.

20 123. Thus, Plaintiff and the other Class Members are entitled to recover the cost of such  
21 necessary business expenses, plus interest from the date each incurred such business expenses, plus  
22 fees and costs. (Lab. Code, § 2802, subds. (b), (c).)

23 **Ninth Cause of Action**

24 *Failure to Furnish Accurate Itemized Wage Statements*

25 *(Against All Defendants)*

26 124. Plaintiff realleges and incorporates by reference all previous paragraphs.

27 125. Labor Code section 226, subdivision (a), obligates employers, semi-monthly or at the  
28 time of each payment to furnish an itemized wage statement in writing showing:

- (1) The gross wages earned;
- (2) The 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) The net wages earned;
- (6) The inclusive dates of the period for which the employee is paid;
- (7) The name of the 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 the employee.

126. As set forth above, Defendants issued and continues to issue wage statements to its non-exempt employees including Plaintiff and the other Class Members that are inadequate under Labor Code section 226, subdivision (a). By failing to pay Plaintiff and the other Class Members properly as described above, Defendants failed to include required information on their wage statements, including, but not limited to, the gross wages earned, the net wages earned in violation of Labor Code section 226, subdivision (a).

127. Defendants also failed to include the accrued sick hours on the wage statements provided to Plaintiff and the other Class Members as required by Labor Code section 246, subdivision (i).

128. Defendants' failure to comply with Labor Code section 226, subdivision (a), of the Labor Code was knowing and intentional. (Lab. Code, § 226, subd. (e)).

129. As a result of Defendants' issuance of inaccurate itemized wage statements to Plaintiff and the other Class Members in violation of Labor Code section 226, subdivision (a), Plaintiff and the

1 other Class Members are each entitled to recover an initial penalty of \$50, and subsequent penalties of  
2 \$100, up to an amount not exceeding an aggregate penalty of \$4,000 per Plaintiff and per each Class  
3 Member from Defendants pursuant to Labor Code section 226, subdivision (e), along with costs and  
4 reasonable attorneys' fees.

5 **Tenth Cause of Action**

6 *Failure to Pay Sick Leave*

7 *(Against All Defendants)*

8 130. Plaintiff realleges and incorporates by reference all previous paragraphs.

9 131. Labor Code section 246 provides that an employee who works for the same employer  
10 for 30 or more days within a year from the commencement of employment is entitled to paid sick days.  
11 (Lab. Code, § 246, subd. (a).) These paid sick days generally accrue at a rate of not less than one hour  
12 per every 30 hours worked. (Lab. Code, § 246, subd. (b).)

13 132. The employer must calculate paid sick leave by using one of two calculations: **(1)** "Paid  
14 sick time for nonexempt employees shall be calculated in the same manner as the regular rate of pay  
15 for the workweek in which the employee uses paid sick time, whether or not the employee actually  
16 works overtime in that workweek," or **(2)** "Paid sick time for nonexempt employees shall be calculated  
17 by dividing the employee's total wages, not including overtime premium pay, by the employee's total  
18 hours worked in the full pay periods of the prior 90 days of employment." (Lab. Code, § 246, subds.  
19 (1)(1), (2).)

20 133. Here, Defendants employed Plaintiff and the other Class Members for 30 or more days  
21 within a year from the commencement of employment. Defendants nevertheless failed to fully pay  
22 Plaintiff and the other Class Members for all sick pay that was lawfully earned and accrued. This  
23 resulted in Plaintiff and the other Class Members being underpaid for their lawfully-accrued sick leave,  
24 and resulted in derivative violations including, among others, of Labor Code section 201, 202, and 203,  
25 because Defendants did not pay, or timely pay, Plaintiff and the other Class Members all owing and  
26 unpaid wages for work performed by them during their employment and at the end of their employment.  
27  
28

1           134. As a consequence for violating Labor Code section 246, Plaintiff and the other Class  
2 Members are have sustained damages in an amount to be established at trial, are entitled to attorneys'  
3 fees and costs of suit, and Defendants are subject to all applicable penalties.

4                                   **Eleventh Cause of Action**

5                                   *Violations of California's Unfair Competition Law*

6                                   *(Against All Defendants)*

7           135. Plaintiff realleges and incorporates by reference all previous paragraphs.

8           136. Defendants have engaged and continue to engage in unfair and/or unlawful business  
9 practices in California in violation of California Business and Professions Code section 17200 through  
10 17210, by committing the unlawful acts described above. Defendants' utilization of these unfair and  
11 unlawful business practices deprived and continue to deprive Plaintiff and the other Class Members of  
12 compensation to which they are legally entitled. These practices constitute unfair and unlawful  
13 competition and provide an unfair advantage over Defendants' competitors who have been and/or are  
14 currently employing workers and attempting to do so in honest compliance with applicable wage and  
15 hour laws.

16           137. Because Plaintiff is a victim of Defendants' unfair and unlawful conduct alleged herein,  
17 Plaintiff for herself and on behalf of the Class Members, seeks full restitution of monies, as necessary  
18 and according to proof, to restore any and all monies withheld, acquired and/or converted by  
19 Defendants pursuant to Business and Professions Code sections 17203 and 17208.

20           138. The acts complained of herein occurred within the four years prior to the initiation of  
21 this action and are continuing into the present and ongoing.

22           139. Plaintiff was compelled to retain the services of counsel to file this Court action to  
23 protect her interests and those of the Class Members, to obtain restitution and injunctive relief on behalf  
24 of Defendants' current non-exempt employees and to enforce important rights affecting the public  
25 interest. Plaintiff has thereby incurred the financial burden of attorneys' fees and costs, which Plaintiff  
26 is entitled to recover under Code of Civil Procedure section 1021.5.

**Twelfth Cause of Action**

*Penalties Pursuant to PAGA for Violations of California Labor Code Sections 201, 202, 203, 204, 210, 226, 226.3, 226.7, 246, 256, 510, 512, 1174, 1185, 1194, 1194.2, 1197, 1197.1, 1198, 1198.5, 1199, 2802, 2804, and Other Provisions of the Labor Code*  
*(Against All Defendants)*

140. Plaintiff realleges and incorporates by reference all previous paragraphs.

141. Based on the above allegations incorporated by reference, Defendants violated Labor Code sections 201, 202, 203, 204, 210, 226, 226.3, 226.7, 246, 256, 510, 512, 1174, 1185, 1194, 1194.2, 1197, 1197.1, 1198, 1198.5, 1199, 2802, 2804, and others that may be applicable; and the Applicable Wage Order (Cal. Code of Regs., tit. 8, § 11040), and others that may be applicable.

142. As a result of the acts alleged above, Plaintiff seeks penalties under Labor Code sections 2698 through 2699.6 because of Defendants' violation of Labor Code sections 201, 202, 203, 204, 210, 226, 226.3, 226.7, 246, 256, 510, 512, 1174, 1185, 1194, 1194.2, 1197, 1197.1, 1198, 1198.5, 1199, 2802, 2804, and others that may be applicable; and the Applicable Wage Order (Cal. Code of Regs., tit. 8, § 11040), and others that may be applicable.

143. Under Labor Code section 2699, subdivision (f)(2), and 2699.5, for each such violation, Plaintiff and the Aggrieved Employees are entitled to penalties in an amount to be shown at the time of trial subject to the following formula:

A. \$100 for the initial violation per employee per pay period; and

B. \$200 for each subsequent violation per employee per pay period.

144. Moreover, under Labor Code section 256, the Aggrieved Employees are entitled to penalties "in an amount not exceeding 30 days pay as waiting time under the terms of Section 203" through PAGA. (Lab. Code, §§ 256, 2699.)

145. These penalties must be allocated seventy-five percent to the Labor and Workforce Development Agency ("LWDA") and twenty-five percent to the affected employees. These penalties may be stacked separately for each of Defendants violations of the California Labor Code. (*Lopez v. Friant & Associates, LLC* (2017) 15 Cal.App.5th 773, 780–781 [citing with approval *Stoddart v.*

1 *Express Services, Inc.* (E.D. Cal., Sept. 16, 2015, No. 2:12-CV-01054-KJM) 2015 WL 5522142, at \*9,  
2 for the proposition that plaintiff could pursue separate claims for penalties under Labor Code section  
3 226, subdivision (e), and penalties for Labor Code section 226, subdivision (a), violations]; see also  
4 *Hernandez v. Towne Park, Ltd.* (C.D. Cal., June 22, 2012, No. CV 12-02972 MMM JCGX) 2012 WL  
5 2373372, at \*17 fn. 70 [noting that federal courts applying California law have found that “PAGA  
6 penalties can be stacked, i.e., multiple PAGA penalties can be assessed for the same pay period for  
7 different Labor Code violations.”], internal quotation marks omitted).

8 146. In addition, to the extent permitted by law, Defendants failed to provide Plaintiff and all  
9 Aggrieved Employees with accurate itemized wage statements in compliance with Labor Code section  
10 226, subdivision (a). Plaintiff seeks separate PAGA penalties for Defendants’ violations of Labor Code  
11 section 226, subdivisions (a) and (e). (*Lopez v. Friant & Associates, LLC, supra*, 15 Cal.App.5th at pp.  
12 780, 788.)

13 147. For violations of Labor Code section 226, subdivision (a), Plaintiff seeks the default  
14 penalty provided by Labor Code section 226.3. Labor Code section 226.3 provides that “[a]ny  
15 employer who violates subdivision (a) of Section 226 shall be subject to a civil penalty in the amount  
16 of two hundred fifty dollars (\$250) per employee per violation in an initial violation and one thousand  
17 dollars (\$1,000) per employee for each violation in a subsequent citation, for which the employer fails  
18 to provide the employee a wage deduction statement or fails to keep the required in subdivision (a) of  
19 Section 226.” Accordingly, through PAGA and to the extent permitted by law Plaintiff and the  
20 Aggrieved Employees are entitled to recover penalties for violations of Labor Code section 226.3 and  
21 seeks default PAGA penalties for each of Defendants’ numerous violations of Labor Code section 226,  
22 subdivision (e).

23 148. Labor Code section 210 provides that “in addition to, an entirely independent and apart  
24 from, any other penalty provided in this article, every person who fails to pay the wages of each  
25 employee as provided in Sections . . . 204 . . . shall be subject to a civil penalty as follows: (1) For any  
26 initial violation, one hundred dollars (\$100) for each failure to pay each employee; (2) For each  
27 subsequent violation, or any willful or intentional violation, two hundred dollars (\$200) for each failure  
28 to pay each employee, plus 25% of the amount unlawfully withheld.” As a result of the faulty

1 compensation policies and practices, Plaintiff and the Aggrieved Employees are also entitled to recover  
2 penalties under Labor Code section 210 through PAGA.

3 149. Labor Code section 1197.1 authorizes a civil penalty, restitution of wages, and  
4 liquidated damages, in the amount of: (1) one hundred dollars (\$100) for any initial violation that is  
5 intentionally committed for each underpaid employee for each pay period for which the employee is  
6 underpaid, and (2) two hundred fifty dollars (\$250) for each subsequent violation for the same specific  
7 offense for each underpaid employee for each pay period for which the employee is underpaid  
8 regardless of whether the initial violation is intentionally committed. Accordingly, through PAGA and  
9 to the extent permitted by law, Plaintiff and the Aggrieved Employees are entitled to recover pursuant  
10 to Labor Code section 1197.1.

11 150. Plaintiff was compelled to retain the services of counsel to file this action to protect her  
12 interests and those of the Aggrieved Employees, and to assess and collect the wages and penalties owed  
13 by Defendants. Plaintiff has thereby incurred attorneys' fees and costs, which Plaintiff is also entitled  
14 to recover under Labor Code section 2699, subdivision (g)(1).

15 **VIII. DEMAND FOR JURY TRIAL**

16 151. Plaintiff hereby demands trial by jury of Plaintiff's and the Class Members' claims  
17 against Defendants.

18 **IX. PRAYER FOR RELIEF**

19 Plaintiff prays for judgment for herself and for all others on whose behalf this suit is brought  
20 against Defendants, as follows:

- 21 1. For an order certifying the proposed class;
- 22 2. For an order appointing Plaintiff as representative of the class;
- 23 3. For an order appointing Plaintiff's counsel as counsel for the class;
- 24 4. For the failure to pay all minimum wages, compensatory, consequential, general, and  
25 special damages according to proof pursuant to Labor Code sections 1194, 1194.2,  
26 1197, and others as may be applicable;
- 27
- 28

- 1           **5.**     For the failure to pay all overtime wages, compensatory, consequential, general, and  
2                   special damages according to proof pursuant to Labor Code sections 204, 510, 1194,  
3                   1198, and others as may be applicable;
- 4           **6.**     For the failure to provide rest periods and pay missed rest period premiums,  
5                   compensatory, consequential, general, and special damages according to proof pursuant  
6                   to Labor Code section 226.7;
- 7           **7.**     For the failure to provide meal periods and pay missed meal period premiums,  
8                   compensatory, consequential, general, and special damages according to proof pursuant  
9                   to Labor Code sections 226.7 and 512;
- 10          **8.**     For the failure to maintain accurate employment records, penalties pursuant to Labor  
11                  Code sections 226.3, 1174.5, and others that may be applicable;
- 12          **9.**     For the failure to pay wages timely during employment, the unpaid balance of the  
13                  compensation owed to Plaintiff and the other Class Members and any applicable  
14                  penalties owed to them pursuant to Labor Code section 210;
- 15          **10.**    For the failure to pay all wages earned and unpaid at separation, statutory waiting time  
16                  penalties pursuant to Labor Code sections 201 through 203, for the Class Members who  
17                  quit or were fired in an amount equal to their daily wage multiplied by thirty days, as  
18                  may be proven;
- 19          **11.**    For the failure to indemnify all necessary business expenditures, all unreimbursed  
20                  business expenses, and interest thereon, that are owed, pursuant to Labor Code section  
21                  2802, and attorney fees, pursuant to Labor Code section 2802, subdivision (c);
- 22          **12.**    For the failure to pay all sick time wages due and owed, compensatory, consequential,  
23                  general, and special damages according to proof pursuant to Labor Code section 246,  
24                  and others as may be applicable;
- 25          **13.**    For the violations of California's Unfair Competition Law, restitution to Plaintiff and  
26                  the other Class Members of all money and/or property unlawfully acquired by  
27                  Defendants by means of any acts or practices declared by this Court to be in violation  
28                  of Business and Professions Code sections 17200 through 17210;

