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

JEREMIAH SEAY, individually, and on behalf
of all others similarly situated,

Plaintiff,

vs.

MOVAL MARIJUANA, LLC, a limited liability
company; and DOES 1 through 10, inclusive,

Defendants

Case No.: CVRI2301748

**FIRST AMENDED CLASS AND
REPRESENTATIVE ACTION
COMPLAINT:**

1. Failure to Pay Minimum Wages [Cal. Lab. Code §§ 204, 1194, 1194.2, and 1197];
2. Failure to Pay Overtime Compensation [Cal. Lab. Code §§ 510, 1194, and 1198];
3. Failure to Provide Meal Periods [Cal. Lab. Code §§ 226.7 and 512];
4. Failure to Authorize and Permit Rest Breaks [Cal. Lab. Code § 226.7];
5. Failure to Indemnify Necessary Business Expenses [Cal. Lab. Code § 2802];
6. Failure to Timely Pay Final Wages at Termination [Cal. Lab. Code §§ 201-203];
7. Failure to Provide Accurate Itemized Wage Statements [Cal. Lab. Code § 226];
8. Unfair Business Practices [Cal. Bus. & Prof. Code §§ 17200, *et seq.*]; and
9. Civil Penalties under PAGA [Cal. Lab. Code §§ 2698, *et seq.*].

DEMAND FOR JURY TRIAL

TABLE OF CONTENTS

INTRODUCTION & PRELIMINARY STATEMENT	1
THE PARTIES	3
A. Plaintiff.....	3
B. Defendants	3
ALLEGATIONS COMMON TO ALL CAUSES OF ACTION.....	4
CLASS ACTION ALLEGATIONS	8
FIRST CAUSE OF ACTION	12
SECOND CAUSE OF ACTION	13
THIRD CAUSE OF ACTION	15
FOURTH CAUSE OF ACTION	15
FIFTH CAUSE OF ACTION	16
SIXTH CAUSE OF ACTION	17
SEVENTH CAUSE OF ACTION	18
EIGHTH CAUSE OF ACTION	19
NINTH CAUSE OF ACTION.....	22
PRAYER FOR RELIEF	24
DEMAND FOR JURY TRIAL	30

1 Plaintiff Jeremiah Seay (“Plaintiff”), based upon facts that either have evidentiary support
2 or are likely to have evidentiary support after a reasonable opportunity for further investigation
3 and discovery, alleges as follows:

4 **INTRODUCTION & PRELIMINARY STATEMENT**

5 1. Plaintiff brings this action against Defendants Moval Marijuana, LLC, and Does 1
6 through 10 (collectively referred to as “Defendants”) for California Labor Code violations and
7 unfair business practices stemming from Defendants’ failure to pay minimum wages, failure to
8 pay overtime wages, failure to provide meal periods, failure to authorize and permit rest periods,
9 failure to maintain accurate records of hours worked and meal periods, failure to timely pay all
10 wages to terminated employees, failure to indemnify necessary business expenses, and failure to
11 furnish accurate wage statements.

12 2. Plaintiff brings the First through Eighth Causes of Action individually and as a
13 class action on behalf of himself and certain current and former employees of Defendants
14 (hereinafter collectively referred to as the “Class” or “Class Members” and defined more fully
15 below). The Class consists of Plaintiff and all other persons who have been employed by any
16 Defendants in California as an hourly-paid, non-exempt employee during the statute of
17 limitations period applicable to the claims pleaded here.

18 3. Plaintiff brings the Ninth Cause of Action as a representative action under the
19 California Private Attorney General Act (“PAGA”) to recover civil penalties that are owed to
20 Plaintiff, the State of California, and past and present hourly-paid, non-exempt employees of
21 Defendants who worked in California during the applicable statute of limitations period
22 (hereinafter referred to as the “Aggrieved Employees”).

23 4. Defendants own/owned and operate/operated an industry, business, and
24 establishment within the State of California, including Riverside County. As such, and based
25 upon all the facts and circumstances incident to Defendants’ business in California, Defendants
26 are subject to the California Labor Code, Wage Orders issued by the Industrial Welfare
27 Commission (“IWC”), and the California Business & Professions Code.

1 5. Despite these requirements, throughout the statutory period Defendants
2 maintained a systematic, company-wide policy and practice of:

- 3 (a) Failing to pay employees for all hours worked, including all minimum
4 wages, and overtime wages in compliance with the California Labor Code
5 and IWC Wage Orders;
- 6 (b) Failing to provide employees with timely and duty-free meal periods in
7 compliance with the California Labor Code and IWC Wage Orders, failing
8 to maintain accurate records of all meal periods taken or missed, and
9 failing to pay an additional hour's pay for each workday a meal period
10 violation occurred;
- 11 (c) Failing to authorize and permit employees to take timely and duty-free rest
12 periods in compliance with the California Labor Code and IWC Wage
13 Orders, and failing to pay an additional hour's pay for each workday a rest
14 period violation occurred;
- 15 (d) Failing to indemnify employees for necessary business expenses incurred;
- 16 (e) Willfully failing to pay employees all minimum wages, overtime wages,
17 meal period premium wages, and rest period premium wages due within
18 the time period specified by California law when employment terminates;
- 19 (f) Failing to maintain accurate records of the hours that employees worked;
20 and
- 21 (g) Failing to provide employees with accurate, itemized wage statements
22 containing all the information required by the California Labor Code and
23 IWC Wage Orders.

24 6. On information and belief, Defendants, and each of them, were on actual and
25 constructive notice of the improprieties alleged herein and intentionally refused to rectify their
26 unlawful policies. Defendants' violations, as alleged above, during all relevant times herein were
27 willful and deliberate.
28

7. At all relevant times, Defendants were and are legally responsible for all of the unlawful conduct, policies, practices, acts, and omissions as described in each and all of the foregoing paragraphs as the employer of Plaintiff, the Class, and the Aggrieved Employees. Further, Defendants are responsible for each of the unlawful acts or omissions complained of herein under the doctrine of “respondeat superior”.

THE PARTIES

A. Plaintiff

8. Plaintiff is a California resident who worked for Defendants in the County of Riverside, State of California, as a distribution associate from approximately March 2021 to October 2022.

9. Plaintiff reserves the right to seek leave to amend this complaint to add new plaintiffs, if necessary, in order to establish suitable representative(s) pursuant to *La Sala v. American Savings and Loan Association* (1971) 5 Cal.3d 864, 872, and other applicable law.

B. Defendants

10. Plaintiff is informed and believes, and based upon that information and belief alleges, that Defendant Moval Marijuana, LLC is:

- (a) A limited liability company with its principal place of business in Riverside, California.
- (b) A business entity conducting business in numerous counties throughout the State of California, including in Riverside County; and
- (c) The former employer of Plaintiff, and the current and/or former employer of the putative Class and/or Aggrieved Employees. Defendants suffered and permitted Plaintiff, the Class, and the Aggrieved Employees to work, and/or controlled their wages, hours, or working conditions.

11. Plaintiff does not currently know the true names or capacities of the persons or entities sued herein as Does 1-10, inclusive, and therefore sues said Defendants by such fictitious names. Each of the Doe Defendants was in some manner legally responsible for the damages suffered by Plaintiff, the Class, and the Aggrieved Employees as alleged herein. Plaintiff will

1 amend this complaint to set forth the true names and capacities of these Defendants when they
2 have been ascertained, together with appropriate charging allegations, as may be necessary.

3 12. At all times mentioned herein, the Defendants named as Does 1-10, inclusive, and
4 each of them, were residents of, doing business in, availed themselves of the jurisdiction of,
5 and/or injured a significant number of Plaintiff, the Class, and the Aggrieved Employees in the
6 State of California.

7 13. Plaintiff is informed and believes and thereon alleges that at all relevant times
8 each Defendant, directly or indirectly, or through agents or other persons, employed Plaintiff, the
9 Class, and the Aggrieved Employees, and exercised control over their wages, hours, and working
10 conditions. Plaintiff is informed and believes and thereon alleges that, at all relevant times, each
11 Defendant was the principal, agent, partner, joint venturer, officer, director, controlling
12 shareholder, subsidiary, affiliate, parent corporation, successor in interest, and/or predecessor in
13 interest of some or all of the other Defendants, and was engaged with some or all of the other
14 Defendants in a joint enterprise for profit, and bore such other relationships to some or all of the
15 other Defendants so as to be liable for their conduct with respect to the matters alleged below.
16 Plaintiff is informed and believes and thereon alleges that each Defendant acted pursuant to and
17 within the scope of the relationships alleged above, that each Defendant knew or should have
18 known about, and authorized, ratified, adopted, approved, controlled, aided, and abetted the
19 conduct of all other Defendants.

20 **ALLEGATIONS COMMON TO ALL CAUSES OF ACTION**

21 14. Plaintiff is a California resident who worked for Defendants in the County of
22 Riverside, State of California, as distribution associate during the statutory period. During the
23 statutory time period, Plaintiff was typically scheduled to work at least 5 days in a workweek,
24 and typically in excess of 8 hours in a single workday.

25 15. Throughout the statutory period, Defendants failed to pay Plaintiff for all hours
26 worked (including minimum wages and overtime wages), failed to provide Plaintiff with
27 uninterrupted meal periods, failed to authorize and permit Plaintiff to take uninterrupted rest
28 periods, failed to indemnify Plaintiff for necessary business expenses, failed to timely pay all

1 final wages to Plaintiff when Defendants terminated Plaintiff's employment, and failed to furnish
2 accurate wage statements to Plaintiff. As discussed below, Plaintiff's experience working for
3 Defendants was typical and illustrative.

4 16. Throughout the statutory period, Defendants maintained a policy and practice of
5 not paying Plaintiff, the Class, and the Aggrieved Employees for all hours worked, including all
6 overtime wages. Plaintiff, the Class, and the Aggrieved Employees were required to work off-
7 the-clock, and uncompensated. For example, Plaintiff, the Class, and the Aggrieved Employees
8 were required to wait in line in order to clock into work each workday, including filling out a
9 timesheet. Also, Plaintiff, the Class, and the Aggrieved Employees were required to pass
10 through a security check prior to clocking into work, and after clocking out of work at the end of
11 the day, off the clock and uncompensated. Plaintiff, the Class, and the Aggrieved Employees
12 were also sometimes required to perform work after clocking out, such as taking out trash or
13 cleaning, off the clock and uncompensated. Also, Plaintiff, the Class, and the Aggrieved
14 Employees were required to use company chat applications, sometimes off the clock and
15 uncompensated. Also, during certain portions of employment for Plaintiff, the Class, and the
16 Aggrieved Employees, they were required to undergo COVID screening prior to clocking into
17 work, off the clock and uncompensated.

18 17. Throughout the statutory period, Defendants have wrongfully failed to provide
19 Plaintiff, the Class, and the Aggrieved Employees with legally compliant meal periods.
20 Defendants sometimes, but not always, required Plaintiff, the Class, and the Aggrieved
21 Employees to work in excess of five consecutive hours a day without providing 30-minute,
22 continuous and uninterrupted, duty-free meal period for every five hours of work, or without
23 compensating Plaintiff, the Class, and the Aggrieved Employees for meal periods that were not
24 provided by the end of the fifth hour of work or tenth hour of work. Defendants also did not
25 adequately inform Plaintiff, the Class, and the Aggrieved Employees of their right to take a meal
26 period by the end of the fifth hour of work, or, for shifts greater than 10 hours, by the end of the
27 tenth hour of work. Accordingly, Defendants' policy and practice was to not provide meal
28 periods to Plaintiff, the Class, and the Aggrieved Employees in compliance with California law.

1 18. Throughout the statutory period, Defendants have wrongfully failed to authorize
2 and permit Plaintiff, the Class, and the Aggrieved Employees to take timely and duty-free rest
3 periods. Defendants sometimes, but not always, required Plaintiff, the Class, and the Aggrieved
4 Employees to work in excess of four consecutive hours a day without Defendants authorizing and
5 permitting them to take a 10-minute, continuous and uninterrupted, rest period for every four
6 hours of work (or major fraction of four hours), or without compensating Plaintiff, the Class, and
7 the Aggrieved Employees for rest periods that were not authorized or permitted. Defendants also
8 did not adequately inform Plaintiff, the Class, and the Aggrieved Employees of their right to take
9 a rest period. Moreover, Defendants did not have adequate policies or practices permitting or
10 authorizing rest periods for Plaintiff, the Class, and the Aggrieved Employees, nor did
11 Defendants have adequate policies or practices regarding the timing of rest periods. Defendants
12 also did not have adequate policies or practices to verify whether Plaintiff, the Class, and the
13 Aggrieved Employees were taking their required rest periods. Further, Defendants did not
14 maintain accurate records of employee work periods, and therefore Defendants cannot
15 demonstrate that Plaintiff, the Class, and the Aggrieved Employees took rest periods during the
16 middle of each work period. Accordingly, Defendants' policy and practice was to not authorize
17 and permit Plaintiff, the Class, and the Aggrieved Employees to take rest periods in compliance
18 with California law.

19 19. Throughout the statutory period, Defendants wrongfully required Plaintiff, the
20 Class, and the Aggrieved Employees to pay expenses that they incurred in direct discharge of
21 their duties for Defendants without reimbursement, such as the purchase of masks, uniforms, and
22 the use of personal cellular telephones for work purposes (for communication with other
23 employees and for group chat applications), without reimbursement. Also, Plaintiff, the Class,
24 and the Aggrieved Employees were occasionally required to use their own personal vehicles for
25 work purposes, without reimbursement, such as gas.

26 20. Throughout the statutory period, Defendants willfully failed and refused to timely
27 pay Plaintiff, the Class, and the Aggrieved Employees at the conclusion of their employment all
28 wages for all minimum wages, overtime wages, meal period premium wages, and rest period

1 premium wages. Further, Defendants did not pay Plaintiff, the Class, and the Aggrieved
2 Employees their final paychecks immediately upon termination.

3 21. Throughout the statutory period, Defendants failed to furnish Plaintiff, the Class,
4 and the Aggrieved Employees with accurate, itemized wage statements showing all applicable
5 hourly rates, and all gross and net wages earned (including correct hours worked, correct wages
6 earned for hours worked, correct overtime hours worked, correct wages for meal periods that
7 were not provided in accordance with California law, correct wages for rest periods that were not
8 authorized and permitted to take in accordance with California law, and Defendant's address).
9 Further, the wage statements do not show Defendant's address as required by California law. As
10 a result of these violations of California Labor Code § 226(a), Plaintiff, the Class, and the
11 Aggrieved Employees suffered injury because, among other things:

- 12 (a) the violations led them to believe that they were not entitled to be paid
13 minimum wages, overtime wages, meal period premium wages, and rest
14 period premium wages and reimbursement for business expenses to which
15 they were entitled, even though they were entitled;
- 16 (b) the violations led them to believe that they had been paid the minimum,
17 overtime, meal period premium, and rest period premium wages, even
18 though they had not been;
- 19 (c) the violations led them to believe they were not entitled to be paid
20 minimum, overtime, meal period premium, and rest period premium wages
21 at the correct California rate, even though they were;
- 22 (d) the violations led them to believe they had been paid minimum, overtime,
23 meal period premium, and rest period premium wages at the correct
24 California rate, even though they had not been;
- 25 (e) the violations hindered them from determining the amounts of minimum,
26 overtime, meal period premium, and rest period premium and business
27 reimbursements owed to them;

- 1 (f) in connection with their employment before and during this action, and in
2 connection with prosecuting this action, the violations caused them to have
3 to perform mathematical computations to determine the amounts of wages
4 and reimbursements owed to them, computations they would not have to
5 make if the wage statements contained the required accurate information;
- 6 (g) by understating the wages truly due them, the violations caused them to
7 lose entitlement and/or accrual of the full amount of Social Security,
8 disability, unemployment, and other governmental benefits; and
- 9 (h) the wage statements inaccurately understated the wages, hours, and wage
10 rates to which Plaintiff, the Class, and the Aggrieved Employees were
11 entitled, and Plaintiff, the Class, and the Aggrieved Employees were paid
12 less than the wages and wage rates to which they were entitled.

13 Thus, Plaintiff, the Class, and the Aggrieved Employees are owed the amounts provided for in
14 California Labor Code § 226(e), including actual damages.

15 **CLASS ACTION ALLEGATIONS**

16 22. Plaintiff brings certain claims individually, as well as on behalf of each and all
17 other persons similarly situated, and thus, seeks class certification under California Code of Civil
18 Procedure § 382.

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

21 24. The proposed Class consists of and is defined as:

22 All persons who worked for any Defendant in California as an hourly, non-
23 exempt employee at any time during the period beginning four years before the
24 filing of the initial complaint in this action and ending when notice to the Class
is sent.

25 25. At all material times, Plaintiff was a member of the Class.

26 26. Plaintiff undertakes this concerted activity to improve the wages and working
27 conditions of all Class Members.

28 27. There is a well-defined community of interest in the litigation and the Class is

1 readily ascertainable:

- 2 (a) Numerosity: The members of the Class (and each subclass, if any) are so
3 numerous that joinder of all members would be unfeasible and impractical.
4 The membership of the entire Class is unknown to Plaintiff at this time,
5 however, the Class is estimated to be greater than 100 individuals and the
6 identity of such membership is readily ascertainable by inspection of
7 Defendants' records.
- 8 (b) Typicality: Plaintiff is qualified to, and will, fairly and adequately protect
9 the interests of each Class Member with whom there is a shared, well-
10 defined community of interest, and Plaintiff's claims (or defenses, if any)
11 are typical of all Class Members' claims as demonstrated herein.
- 12 (c) Adequacy: Plaintiff is qualified to, and will, fairly and adequately protect
13 the interests of each Class Member with whom there is a shared, well-
14 defined community of interest and typicality of claims, as demonstrated
15 herein. Plaintiff has no conflicts with or interests antagonistic to any Class
16 Member. Plaintiff's attorneys, the proposed Class Counsel, are versed in
17 the rules governing class action discovery, certification, and settlement.
18 Plaintiff has incurred, and throughout the duration of this action will
19 continue to incur, costs and attorneys' fees that have been, are, and will be
20 necessarily expended for the prosecution of this action for the substantial
21 benefit of each class member.
- 22 (d) Superiority: A Class Action is superior to other available methods for the
23 fair and efficient adjudication of the controversy, including consideration
24 of:
- 25 1) The interests of the members of the Class in individually
26 controlling the prosecution or defense of separate actions;
 - 27 2) The extent and nature of any litigation concerning the controversy
28 already commenced by or against members of the Class;

1 3) The desirability or undesirability of concentrating the litigation of
2 the claims in the particular forum; and

3 4) The difficulties likely to be encountered in the management of a
4 class action.

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

15 28. There are common questions of law and fact as to the Class (and each subclass, if
16 any) that predominate over questions affecting only individual members, including without
17 limitation, whether, as alleged herein, Defendants have:

18 (a) Failed to pay Class Members for all hours worked, including minimum
19 wages, and overtime wages;

20 (b) Failed to provide meal periods and pay meal period premium wages to
21 Class Members;

22 (c) Failed to authorize and permit rest periods and pay rest period premium
23 wages to Class Members;

24 (d) Failed to promptly pay all wages due to Class Members upon their
25 discharge or resignation;

26 (e) Failed to maintain accurate records of all hours Class Members worked,
27 and all meal periods Class Members took or missed;

28 (f) Failed to reimburse Class Members for all necessary business expenses;

1 and

- 2 (g) Violated California Business & Professions Code §§ 17200, *et. seq.*, as a
3 result of their illegal conduct as described above.

4 29. This Court should permit this action to be maintained as a class action pursuant to
5 California Code of Civil Procedure § 382 because:

- 6 (a) The questions of law and fact common to the Class predominate over any
7 question affecting only individual members;
- 8 (b) A class action is superior to any other available method for the fair and
9 efficient adjudication of the claims of the members of the Class;
- 10 (c) The members of the Class are so numerous that it is impractical to bring all
11 members of the class before the Court;
- 12 (d) Plaintiff, and the other members of the Class, will not be able to obtain
13 effective and economic legal redress unless the action is maintained as a
14 class action;
- 15 (e) There is a community of interest in obtaining appropriate legal and
16 equitable relief for the statutory violations, and in obtaining adequate
17 compensation for the damages and injuries for which Defendants are
18 responsible in an amount sufficient to adequately compensate the members
19 of the Class for the injuries sustained;
- 20 (f) Without class certification, the prosecution of separate actions by
21 individual members of the Class would create a risk of:
- 22 1) Inconsistent or varying adjudications with respect to individual
23 members of the Class which would establish incompatible standards
24 of conduct for Defendants; and/or
- 25 2) Adjudications with respect to the individual members of the Class
26 which would, as a practical matter, be dispositive of the interests of
27 other members not parties to the adjudications, or would
28 substantially impair or impede their ability to protect their interests,

1 including but not limited to the potential for exhausting the funds
2 available from those parties who are, or may be, responsible
3 Defendants; and

4 (g) Defendants have acted or refused to act on grounds generally applicable to
5 the Class, thereby making final injunctive relief appropriate with respect to
6 the Class as a whole.

7 30. Plaintiff contemplates the eventual issuance of notice to the proposed members of
8 the Class that would set forth the subject and nature of the instant action. Defendants' own
9 business records may be utilized for assistance in the preparation and issuance of the
10 contemplated notices. To the extent that any further notices may be required, Plaintiff would
11 contemplate the use of additional techniques and forms commonly used in class actions, such as
12 published notice, e-mail notice, website notice, first-class mail, or combinations thereof, or by
13 other methods suitable to the Class and deemed necessary and/or appropriate by the Court.

14 **FIRST CAUSE OF ACTION**

15 **(Against all Defendants for Failure to Pay Minimum Wages for All Hours Worked)**

16 31. Plaintiff incorporates by reference and re-alleges as if fully stated herein
17 paragraphs 1 through 21 in this Complaint.

18 32. "Hours worked" is the time during which an employee is subject to the control of
19 an employer, and includes all the time the employee is suffered or permitted to work, whether or
20 not required to do so.

21 33. At all relevant times herein mentioned, Defendants knowingly failed to pay to
22 Plaintiff and the Class compensation for all hours they worked. By their failure to pay
23 compensation for each hour worked as alleged above, Defendants willfully violated the
24 provisions of California Labor Code § 1194, and any additional applicable Wage Orders, which
25 require such compensation to non-exempt employees.

26 34. Accordingly, Plaintiff and the Class are entitled to recover minimum wages for all
27 non-overtime hours worked for Defendants.

35. By and through the conduct described above, Plaintiff and the Class have been deprived of their rights to be paid wages earned by virtue of their employment with Defendants.

36. By virtue of the Defendants' unlawful failure to pay additional compensation to Plaintiff and the Class for their non-overtime hours worked without pay, Plaintiff and the Class suffered, and will continue to suffer, damages in amounts which are presently unknown to Plaintiff and the Class, but which exceed the jurisdictional minimum of this Court, and which will be ascertained according to proof at trial.

37. By failing to keep adequate time records required by California Labor Code § 1174(d), Defendants have made it difficult to calculate the full extent of minimum wage compensation due Plaintiff and the Class.

38. Pursuant to California Labor Code § 1194.2, Plaintiff and the Class are entitled to recover liquidated damages (double damages) for Defendants' failure to pay minimum wages.

39. California Labor Code § 204 requires employers to provide employees with all wages due and payable twice a month. Throughout the statute of limitations period applicable to this cause of action, Plaintiff and the Class were entitled to be paid twice a month at rates required by law, including minimum wages. However, during all such times, Defendants systematically failed and refused to pay Plaintiff and the Class all such wages due, and failed to pay those wages twice a month.

40. Plaintiff and the Class are also entitled to seek recovery of all unpaid minimum wages, interest, and reasonable attorneys' fees and costs pursuant to California Labor Code §§ 218.5, 218.6, and 1194(a).

SECOND CAUSE OF ACTION

(Against all Defendants for Failure to Pay Overtime Wages)

41. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 21 in this Complaint.

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

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

6 44. At all times relevant hereto, Plaintiff and the Class have worked more than eight
7 hours in a workday, as employees of Defendants.

8 45. At all times relevant hereto, Defendants failed to pay Plaintiff and the Class
9 overtime compensation for the hours they have worked in excess of the maximum hours
10 permissible by law as required by California Labor Code §§ 510 and 1198. Plaintiff and the
11 Class are regularly required to work overtime hours.

12 46. By virtue of Defendants' unlawful failure to pay additional premium rate
13 compensation to the Plaintiff and the Class for their overtime hours worked, Plaintiff and the
14 Class have suffered, and will continue to suffer, damages in amounts which are presently
15 unknown to them, but which exceed the jurisdictional minimum of this Court, and which will be
16 ascertained according to proof at trial.

17 47. By failing to keep adequate time records required by California Labor Code §
18 1174(d), Defendants have made it difficult to calculate the full extent of overtime compensation
19 due to Plaintiff and the Class.

20 48. Plaintiff and the Class also request recovery of overtime compensation according
21 to proof, interest, attorneys' fees, and costs pursuant to California Labor Code § 1194(a), as well
22 as the assessment of any statutory penalties against Defendants, in a sum as provided by the
23 California Labor Code and/or other statutes.

24 49. California Labor Code § 204 requires employers to provide employees with all
25 wages due and payable twice a month. The applicable Wage Orders also provide that every
26 employer shall pay to each employee, on the established payday for the period involved,
27 overtime wages for all overtime hours worked in the payroll period. Defendants failed to provide
28 Plaintiff and the Class with all compensation due, in violation of California Labor Code § 204.

1 **THIRD CAUSE OF ACTION**

2 **(Against All Defendants for Failure to Provide Meal Periods)**

3 50. Plaintiff incorporates by reference and re-alleges as if fully stated herein
4 paragraphs 1 through 21 in this Complaint.

5 51. Under California law, Defendants have an affirmative obligation to relieve the
6 Plaintiff and the Class of all duty in order to take their first daily meal periods no later than the
7 start of Plaintiff and the Class' sixth hour of work in a workday, and to take their second meal
8 periods no later than the start of the eleventh hour of work in the workday. California Labor
9 Code § 512 and Section 11 of the applicable Wage Orders require that an employer provide
10 unpaid meal periods of at least 30 minutes for each five-hour period worked. It is a violation of
11 California Labor Code § 226.7 for an employer to require any employee to work during any meal
12 period mandated under any Wage Order.

13 52. Despite these legal requirements, Defendants regularly failed to provide Plaintiff
14 and the Class with both meal periods as required by California law. By their failure to permit
15 and authorize Plaintiff and the Class to take all meal periods as alleged above (or due to the fact
16 that Defendants made it impossible or impracticable to take these uninterrupted meal periods),
17 Defendants willfully violated the provisions of California Labor Code § 226.7 and the applicable
18 Wage Orders.

19 53. Under California law, Plaintiff and the Class are entitled to be paid one hour of
20 additional wages for each workday he or she was not provided with all required meal period(s),
21 plus interest thereon.

22 **FOURTH CAUSE OF ACTION**

23 **(Against All Defendants for Failure to Authorize and Permit Rest Periods)**

24 54. Plaintiff incorporates by reference and re-alleges as if fully stated herein
25 paragraphs 1 through 21 in this Complaint.

26 55. Defendants are required by California law to authorize and permit breaks of 10
27 uninterrupted minutes for each four hours of work or major fraction of four hours (i.e., more than
28 two hours). California Labor Code § 512 and the applicable Wage Orders require that the

1 employer permit and authorize all employees to take paid rest periods of 10 minutes each for
2 each 4-hour period worked. Thus, for example, if an employee's work time is 6 hours and ten
3 minutes, the employee is entitled to two rest breaks. Each failure to authorize rest breaks as so
4 required is itself a violation of California's rest break laws. It is a violation of California Labor
5 Code § 226.7 for an employer to require any employee to work during any rest period mandated
6 under any Wage Order.

7 56. Despite these legal requirements, Defendants failed to authorize Plaintiff and the
8 Class to take rest breaks, regardless of whether employees worked more than 4 hours in a
9 workday. By their failure to permit and authorize Plaintiff and the Class to take rest periods as
10 alleged above (or due to the fact that Defendants made it impossible or impracticable to take
11 these uninterrupted rest periods), Defendants willfully violated the provisions of California Labor
12 Code § 226.7 and the applicable Wage Orders.

13 57. Under California law, Plaintiff and the Class are entitled to be paid one hour of
14 premium wages rate for each workday he or she was not provided with all required rest break(s),
15 plus interest thereon.

16 **FIFTH CAUSE OF ACTION**

17 **(Against All Defendants for Failure to Indemnify Necessary Business Expenses)**

18 58. Plaintiff incorporates by reference and re-alleges as if fully stated herein
19 paragraphs 1 through 21 in this Complaint.

20 59. Defendants violated California Labor Code § 2802 and the applicable IWC Wage
21 Orders by failing to pay and indemnify the Plaintiff and the Class for their necessary
22 expenditures and losses incurred in direct consequence of the discharge of their duties or of their
23 obedience to directions of Defendants.

24 60. As a result, Plaintiff and the Class were damaged at least in the amounts of the
25 expenses they paid, or which were deducted by Defendants from their wages.

26 61. Plaintiff and the Class represent they are entitled to attorneys' fees, expenses, and
27 costs of suit pursuant to California Labor Code § 2802(c) and interest pursuant to California
28 Labor Code § 2802(b).

1 **SIXTH CAUSE OF ACTION**

2 **(Against all Defendants for Failure to Pay Wages of Discharged Employees – Waiting Time**
3 **Penalties)**

4 62. Plaintiff incorporates by reference and re-alleges as if fully stated herein
5 paragraphs 1 through 21 in this Complaint.

6 63. At all times herein set forth, California Labor Code §§ 201 and 202 provide that if
7 an employer discharges an employee, the wages earned and unpaid at the time of discharge are
8 due and payable immediately, and that if an employee voluntarily leaves his or her employment,
9 his or her wages shall become due and payable not later than seventy-two (72) hours thereafter,
10 unless the employee has given seventy-two (72) hours previous notice of his or her intention to
11 quit, in which case the employee is entitled to his or her wages at the time of quitting.

12 64. Within the applicable statute of limitations, the employment of Plaintiff and many
13 other members of the Class ended (i.e., was terminated by quitting or discharge), and the
14 employment of others will be. However, during the relevant time period, Defendants failed, and
15 continue to fail to pay terminated Class Members, without abatement, all wages required to be
16 paid by California Labor Code §§ 201 and 202 either at the time of discharge, or within seventy-
17 two (72) hours of their leaving Defendants' employ.

18 65. Defendants' failure to pay Plaintiff and those Class members who are no longer
19 employed by Defendants their wages earned and unpaid at the time of discharge, or within
20 seventy-two (72) hours of their leaving Defendants' employ, is in violation of California Labor
21 Code §§ 201 and 202.

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

26 67. Plaintiff and the Class are entitled to recover from Defendants their additionally
27 accruing wages for each day they were not paid, at their regular hourly rate of pay, up to 30 days
28 maximum pursuant to California Labor Code § 203.

68. Pursuant to California Labor Code §§ 218.5, 218.6, and 1194, Plaintiff and the Class are also entitled to an award of reasonable attorneys' fees, interest, expenses, and costs incurred in this action.

SEVENTH CAUSE OF ACTION

(Against all Defendants for Failure to Provide and Maintain Accurate and Compliant Wage Records)

69. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 21 in this Complaint.

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

71. Defendants have intentionally and willfully failed to provide employees with complete and accurate wage statements. The deficiencies include, among other things, the failure to correctly identify the gross wages earned by Plaintiff and the Class, the failure to list the true “total hours worked by the employee,” and the failure to list the true net wages earned.

72. As a result of Defendants' violation of California Labor Code § 226(a), Plaintiff and the Class have suffered injury and damage to their statutorily-protected rights.

73. Specifically, Plaintiff and the members of the Class have been injured by Defendants' intentional violation of California Labor Code § 226(a) because they were denied both their legal right to receive, and their protected interest in receiving, accurate, itemized wage

1 statements under California Labor Code § 226(a).

2 74. Calculation of the true wage entitlement for Plaintiff and the Class is difficult and
3 time consuming. As a result of this unlawful burden, Plaintiff and the Class were also injured as
4 a result of having to bring this action to attempt to obtain correct wage information following
5 Defendants' refusal to comply with many of the mandates of California's Labor Code and related
6 laws and regulations.

7 75. Plaintiff and the Class are entitled to recover from Defendants their actual
8 damages caused by Defendants' failure to comply with California Labor Code § 226(a).

9 76. Plaintiff and the Class are also entitled to injunctive relief, as well as an award of
10 attorneys' fees and costs to ensure compliance with this section, pursuant to California Labor
11 Code § 226(h).

12 **EIGHTH CAUSE OF ACTION**

13 **(Against all Defendants for Violation of California Business & Professions Code §§ 17200,**
14 ***et seq.*)**

15 77. Plaintiff incorporates by reference and re-alleges as if fully stated herein
16 paragraphs 1 through 21 in this Complaint.

17 78. Defendants, and each of them, are "persons" as defined under California Business
18 & Professions Code § 17201.

19 79. Defendants' conduct, as alleged herein, has been, and continues to be, unfair,
20 unlawful, and harmful to Plaintiff, other Class Members, and to the general public. Plaintiff
21 seeks to enforce important rights affecting the public interest within the meaning of California
22 Code of Civil Procedure § 1021.5.

23 80. Defendants' activities, as alleged herein, are violations of California law, and
24 constitute unlawful business acts and practices in violation of California Business & Professions
25 Code §§ 17200, *et seq.*

26 81. A violation of California Business & Professions Code §§ 17200, *et seq.*, may be
27 predicated on the violation of any state or federal law. All of the acts described herein as
28 violations of, among other things, the California Labor Code, are unlawful and in violation of

1 public policy; and in addition are immoral, unethical, oppressive, fraudulent, and unscrupulous,
2 and thereby constitute unfair, unlawful, and/or fraudulent business practices in violation of
3 California Business & Professions Code §§ 17200, *et seq.*

4 **Failure to Pay Minimum Wages**

5 82. Defendants' failure to pay minimum wages, and other benefits in violation of the
6 California Labor Code, as alleged above, constitutes unfair, unlawful, and/or fraudulent activity
7 prohibited by California Business & Professions Code §§ 17200, *et seq.*

8 **Failure to Pay Overtime Wages**

9 83. Defendants' failure to pay overtime compensation and other benefits in violation
10 of California Labor Code §§ 510, 1194, and 1198, as alleged above, constitutes unfair, unlawful,
11 and/or fraudulent activity prohibited by California Business & Professions Code §§ 17200, *et*
12 *seq.*

13 **Failure to Maintain Accurate Records of All Hours Worked**

14 84. Defendants' failure to maintain accurate records of all hours worked in accordance
15 with California Labor Code § 1174.5 and the applicable IWC Wage Orders, as alleged above,
16 constitutes unfair, unlawful, and/or fraudulent activity prohibited by California Business &
17 Professions Code §§ 17200, *et seq.*

18 **Failure to Provide Meal Periods**

19 85. Defendants' failure to provide meal periods in accordance with California Labor
20 Code §§ 226.7 and 512 and the applicable IWC Wage Orders, as alleged above, constitutes
21 unfair, unlawful, and/or fraudulent activity prohibited by California Business & Professions Code
22 §§ 17200, *et seq.*

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

24 86. Defendants' failure to authorize and permit rest periods in accordance with
25 California Labor Code § 226.7 and the applicable IWC Wage Orders, as alleged above,
26 constitutes unfair, unlawful, and/or fraudulent activity prohibited by California Business and
27 Professions Code §§ 17200, *et seq.*

28 **Failure to Indemnify Necessary Business Expenses**

1 87. Defendants' failure to indemnify employees for necessary business expenses in
2 accordance with California Labor Code § 2802 and the applicable IWC Wage Orders, as alleged
3 above, constitutes unfair, unlawful, and/or fraudulent activity prohibited by California Business
4 and Professions Code §§ 17200, *et seq.*

5 **Failure to Provide Accurate Itemized Wage Statements**

6 88. Defendants' failure to provide accurate itemized wage statements in accordance
7 with California Labor Code § 226, as alleged above, constitutes unfair, unlawful, and/or
8 fraudulent activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

9 89. By and through their unfair, unlawful, and/or fraudulent business practices
10 described herein, Defendants have obtained valuable property, money, and services from
11 Plaintiff, and all persons similarly situated, and have deprived Plaintiff, and all persons similarly
12 situated, of valuable rights and benefits guaranteed by law, all to their detriment.

13 90. Plaintiff and the Class Members suffered monetary injury as a direct result of
14 Defendants' wrongful conduct.

15 91. Plaintiff, individually, and on behalf of members of the putative Class, is entitled
16 to, and does, seek such relief as may be necessary to disgorge money and/or property which the
17 Defendants have wrongfully acquired, or of which Plaintiff and the Class have been deprived, by
18 means of the above-described unfair, unlawful, and/or fraudulent business practices. Plaintiff
19 and the Class are not obligated to establish individual knowledge of the wrongful practices of
20 Defendants in order to recover restitution.

21 92. Plaintiff, individually, and on behalf of members of the putative Class, is further
22 entitled to, and does, seek a declaration that the above-described business practices are unfair,
23 unlawful, and/or fraudulent, and injunctive relief restraining the Defendants, and each of them,
24 from engaging in any of the above-described unfair, unlawful, and/or fraudulent business
25 practices in the future.

26 93. Plaintiff, individually, and on behalf of members of the putative Class, has no
27 plain, speedy, and/or adequate remedy at law to redress the injuries which Plaintiff and the Class
28 Members suffered as a consequence of the Defendants' unfair, unlawful, and/or fraudulent

1 business practices. As a result of the unfair, unlawful, and/or fraudulent business practices
2 described above, Plaintiff, individually, and on behalf of members of the putative Class, has
3 suffered, and will continue to suffer irreparable harm unless Defendants, and each of them, are
4 restrained from continuing to engage in said unfair, unlawful, and/or fraudulent business
5 practices.

6 94. Plaintiff also alleges that if Defendants are not enjoined from the conduct set forth
7 herein above, they will continue to avoid paying the appropriate taxes, insurance, and other
8 withholdings.

9 95. Pursuant to California Business & Professions Code §§ 17200, *et seq.*, Plaintiff
10 and putative Class Members are entitled to restitution of the wages withheld and retained by
11 Defendants during a period that commences four years prior to the filing of this complaint; a
12 permanent injunction requiring Defendants to pay all outstanding wages due to Plaintiff and
13 Class Members; an award of attorneys' fees pursuant to California Code of Civil Procedure §
14 1021.5 and other applicable laws; and an award of costs.

15 **NINTH CAUSE OF ACTION**

16 **(Against all Defendants for Civil Penalties under the Private Attorneys General Act of** 17 **2004, Cal. Lab. Code §§ 2698, *et seq.*)**

18 96. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs
19 1 through 21 in this Complaint.

20 97. At all times herein mentioned, Defendants were subject to the Labor Code of the
21 State of California and the applicable Industrial Welfare Commission Orders.

22 98. California Labor Code § 2699(a) specifically provides for a private right of action to
23 recover penalties for violations of the Labor Code: "Notwithstanding any other provision of law,
24 any provision of this code that provides for a civil penalty to be assessed and collected by the
25 Labor and Workforce Development Agency or any of its departments, divisions, commissions,
26 boards, agencies, or employees, for a violation of this code, may, as an alternative, be recovered
27 through a civil action brought by an aggrieved employee on behalf of himself or herself and other
28 current or former employees pursuant to the procedures specified in Section 2699.3."

1 99. Plaintiff has exhausted his administrative remedies pursuant to California Labor
2 Code § 2699.3. On April 4, 2023, he gave written notice by online filing to the Labor and
3 Workforce Development Agency and by certified mail to Defendants of the specific provisions of
4 the Labor Code that Defendants have violated against Plaintiff and certain current and former
5 aggrieved employees, including the facts and theories to support the violations. Plaintiff also paid
6 the filing fee. Plaintiff's PAGA case number is LWDA-CM-946417-23.

7 100. More than 65 days has elapsed since Plaintiff provided notice, but the Labor and
8 Workforce Development Agency has not indicated that it intends to investigate Defendants' Labor
9 Code violations discussed in the notice. Accordingly, Plaintiff may commence a civil action to
10 recover penalties under California Labor Code § 2699 pursuant to California Labor Code § 2699.3
11 for the violations of the Labor Code described in this Complaint. These penalties include, but are
12 not limited to, penalties under California Labor Code §§ 210, 226.3, 558, and 2699(f)(2).

13 101. In addition, Plaintiff seeks penalties for Defendants' violation of California Labor
14 Code § 1174(d). Pursuant to California Labor Code § 1174.5, any person, including any entity,
15 employing labor who willfully fails to maintain accurate and complete records required by
16 California Labor Code § 1174 is subject to a penalty under California Labor Code § 1174.5.
17 Pursuant to the applicable IWC Order § 7(A)(3), every employer shall keep time records showing
18 when the employee begins and ends each work period. Meal periods, and total hours worked daily
19 shall also be recorded. Additionally, pursuant to the applicable IWC Order § 7(A)(5), every
20 employer shall keep total hours worked in the payroll period and applicable rates of pay.

21 102. During the time period of employment for Plaintiff and the Aggrieved Employees,
22 Defendants failed to maintain records pursuant to the California Labor Code and applicable IWC
23 Orders by failing to maintain accurate records showing meal periods. Defendants' failure to
24 provide and maintain records required by the California Labor Code and applicable IWC Wage
25 Orders deprived Plaintiff and the Aggrieved Employees the ability to know, understand, and
26 question the accuracy and frequency of meal periods. Therefore, Plaintiff and the Aggrieved
27 Employees had no way to dispute the resulting failure to pay wages, all of which resulted in an
28 unjustified economic enrichment to Defendants. As a direct result, Plaintiff and the Aggrieved

1 Employees have suffered, and continue to suffer, substantial losses related to the use and
2 enjoyment of such wages, lost interest on such wages, and expenses and attorneys' fees in seeking
3 to compel Defendants to fully perform its obligation under state law, all to their respective damage
4 in amounts according to proof at trial. Because of Defendants' knowing failure to comply with the
5 California Labor Code and applicable IWC Wage Orders, Plaintiff and the Aggrieved Employees
6 have also suffered an injury in that they were prevented from knowing, understanding, and
7 disputing the wage payments paid to them.

8 103. Based on the conduct described in this Complaint, Plaintiff is entitled to an award of
9 civil penalties on behalf of himself, the State of California, and similarly Aggrieved Employees of
10 Defendants. The exact amount of the applicable penalties, in all, is in an amount to be shown
11 according to proof at trial. These penalties are in addition to all other remedies permitted by law.

12 104. In addition, Plaintiff seeks an award of reasonable attorneys' fees and costs pursuant
13 to California Labor Code § 2699(g)(1), which states, "Any employee who prevails in any action
14 shall be entitled to an award of reasonable attorney's fees and costs."

15 **PRAYER FOR RELIEF**

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

19 **Class Certification**

- 20 1. That this action be certified as a class action with respect to the First, Second,
21 Third, Fourth, Fifth, Sixth, Seventh, and Eighth Causes of Action;
22 2. That Plaintiff be appointed as the representative of the Class; and
23 3. That counsel for Plaintiff be appointed as Class Counsel.

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

- 25 4. That the Court declare, adjudge, and decree that Defendants violated California
26 Labor Code §§ 204 and 1194 and the applicable IWC Wage Orders by willfully failing to pay all
27 minimum wages due;
28 5. For general unpaid wages as may be appropriate;

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

3 7. For liquidated damages;

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

6 9. For Plaintiff's individual claim, an award to Plaintiff of damages for the amounts
7 of unpaid minimum wage compensation, interest thereon, and liquidated damages, in the amounts
8 according to proof at trial, but not less than \$2,924.67 in minimum wage compensation, not less
9 than \$584.93 in interest, and not less than \$2,924.67 in liquidated damages; and

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

11 As to the Second Cause of Action

12 11. That the Court declare, adjudge, and decree that Defendants violated California
13 Labor Code §§ 510 and 1198 and the applicable IWC Wage Orders by willfully failing to pay all
14 overtime wages due;

15 12. For general unpaid wages at overtime wage rates as may be appropriate;

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

18 14. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to
19 California Labor Code § 1194(a);

20 15. For Plaintiff's individual claim, an award to Plaintiff of damages for the amounts
21 of overtime compensation and interest thereon, in the amounts according to proof at trial, but not
22 less than \$4,387 in overtime compensation and not less than \$877.40 in interest; and

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

24 As to the Third Cause of Action

25 17. That the Court declare, adjudge, and decree that Defendants violated California
26 Labor Code §§ 226.7 and 512 and the applicable IWC Wage Orders;

27 18. For unpaid meal period premium wages as may be appropriate;

1 19. For pre-judgment interest on any unpaid compensation commencing from the date
2 such amounts were due;

3 20. For reasonable attorneys' fees under California Code of Civil Procedure § 1021.5,
4 and for costs of suit incurred herein;

5 21. For Plaintiff's individual claim, an award to Plaintiff of, without limitation, one
6 hour's pay per workday involving failure to observe meal periods pursuant to California Labor
7 Code § 226.7 and Sections 10 and 11 of the applicable Wage Orders and for interest thereon, in
8 amounts according to proof at trial, but not less than \$8,610 in meal period premiums and not
9 less than \$1,722 in interest; and

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

11 As to the Fourth Cause of Action

12 23. That the Court declare, adjudge, and decree that Defendants violated California
13 Labor Code §§ 226.7 and 512 and the applicable IWC Wage Orders;

14 24. For unpaid rest period premium wages as may be appropriate;

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

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

19 27. For Plaintiff's individual claim, an award to Plaintiff of, without limitation, one
20 hour's pay per workday involving failure to observe rest periods pursuant to California Labor
21 Code § 226.7 and Sections 10 and 11 of the applicable Wage Orders and for interest thereon, in
22 amounts according to proof at trial, but not less than \$8,610 in rest period premiums and not less
23 than \$1,722 in interest; and

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

25 As to the Fifth Cause of Action

26 29. That the Court declare, adjudge, and decree that Defendants violated Labor Code §
27 2802 and the applicable IWC Wage Orders;

1 30. For general unpaid wages and reimbursement of business expenses as may be
2 appropriate;

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

5 32. For reasonable attorneys' fees and for costs of suit incurred herein;

6 33. For Plaintiff's individual claim, an award to Plaintiff of, without limitation,
7 reimbursement of business expenses pursuant to California Labor Code § 2802 and for interest
8 thereon, in amounts according to proof at trial, but not less than \$200 in reimbursements and not
9 less than \$40 in interest; and

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

11 As to the Sixth Cause of Action

12 35. That the Court declare, adjudge, and decree that Defendants violated California
13 Labor Code §§ 201, 202, and 203 by willfully failing to pay all compensation owed at the time of
14 termination of the employment;

15 36. For statutory wage penalties pursuant to California Labor Code § 203 for former
16 employees who have left Defendants' employ;

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

19 38. For reasonable attorneys' fees and for costs of suit incurred herein;

20 39. For Plaintiff's individual claim, an award to Plaintiff of, without limitation,
21 waiting time penalties pursuant to California Labor Code § 203 and for interest thereon, in
22 amounts according to proof at trial, but not less than \$4,920 in waiting time penalties and not less
23 than \$984 in interest; and

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

25 As to the Seventh Cause of Action

26 41. That the Court declare, adjudge, and decree that Defendants violated the record
27 keeping provisions of California Labor Code § 226(a) and the applicable IWC Wage Orders, and
28 willfully failed to provide accurate itemized wage statements thereto;

- 1 42. For penalties and actual damages pursuant to California Labor Code § 226(e);
- 2 43. For injunctive relief to ensure compliance with this section, pursuant to California
- 3 Labor Code § 226(h);
- 4 44. For reasonable attorneys' fees and for costs of suit incurred herein;
- 5 45. For Plaintiff's individual claim, Plaintiff is entitled pursuant to California Labor
- 6 Code § 226(e) to recover actual damages, or in the alternative, \$50 for the initial pay period and
- 7 \$100 for each subsequent pay period in which inadequate records were maintained up to a
- 8 maximum of \$4,000; therefore, Plaintiff is entitled to, without limitation, wage statement
- 9 penalties in an amount according to proof at trial, but not less than \$4,000; and
- 10 46. For such other and further relief as the Court may deem equitable and appropriate.

11 As to the Eighth Cause of Action

- 12 47. That the Court declare, adjudge, and decree that Defendants violated California
- 13 Business & Professions Code §§ 17200, *et seq.*, by failing to pay wages for all hours worked
- 14 (including minimum and overtime wages), failing to provide meal periods, failing to maintain
- 15 accurate records of meal periods, failing to authorize and permit rest periods, failing to maintain
- 16 accurate records of all hours worked and meal periods, failing to furnish accurate wage
- 17 statements, and failing to indemnify necessary business expenses;
- 18 48. For restitution of unpaid wages to Plaintiff and all Class Members and
- 19 prejudgment interest from the day such amounts were due and payable;
- 20 49. For the appointment of a receiver to receive, manage, and distribute any and all
- 21 funds disgorged from Defendants and determined to have been wrongfully acquired by
- 22 Defendants as a result of violations of California Business & Professions Code §§ 17200, *et seq.*;
- 23 50. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
- 24 California Code of Civil Procedure § 1021.5;
- 25 51. For injunctive relief to ensure compliance with this section, pursuant to California
- 26 Business & Professions Code §§ 17200, *et seq.*; and
- 27 52. For such other and further relief as the Court may deem equitable and appropriate.

28 As to the Ninth Cause of Action

1 53. That the Court declare, adjudge, and decree that Defendants violated the California
2 Labor Code by failing to pay all wages owed, including overtime, failing to provide meal periods,
3 failing to maintain accurate records of meal periods, failing to authorize and permit rest periods,
4 failing to reimburse necessary business expenses, failing to pay final wages at termination, and
5 failing to furnish accurate wage statements;

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

7 55. For all civil penalties pursuant to California Labor Code §§ 2698, *et seq.*, and all
8 other applicable Labor Code provisions;

9 56. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
10 California Labor Code § 2699;

11 57. For Plaintiff's individual claim, Plaintiff is entitled to, without limitation, PAGA
12 penalties in an amount according to proof at trial, but not less than \$4,250; and

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

14 As to all Causes of Action

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

16
17 Dated: August 4, 2023

Respectfully submitted,

18 **MOON LAW GROUP, PC**

19
20 By:


Kane Moon
Allen Fegahli
Charlotte Mikat-Stevens

21
22 *Attorneys for Plaintiff*
23
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25
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27
28

DEMAND FOR JURY TRIAL

Plaintiff demands a trial by jury as to all causes of action triable by jury.

Dated: August 4, 2023

MOON LAW GROUP, PC

By:



Kane Moon
Allen Feghali
Charlotte Mikat-Stevens

Attorneys for Plaintiff

1 **PROOF OF SERVICE**

2 STATE OF CALIFORNIA)
3) ss
4 COUNTY OF LOS ANGELES)

5 I am employed in the county of Los Angeles, State of California. I am over the age of 18
6 and not a party to the within action; my business address is 1055 West Seventh Street, Suite
7 1880, Los Angeles, California 90017. On August 4, 2023, I served the foregoing document
8 described as:

9 **FIRST AMENDED CLASS AND REPRESENTATIVE ACTION**
10 **COMPLAINT**

11 X by placing ___ the original X a true copy thereof enclosed in sealed envelope(s)
12 addressed as follows:

13 Chi-Long Lee
14 24889 Elder Avenue
15 Moreno Valley, CA 92557

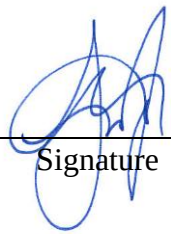
16 *Agent for Service of Process for Moval Marijuana, LLC.*

17 [✓] **BY U.S. MAIL:** I deposited such envelope in the mail at Los Angeles, California. The
18 envelope was mailed with postage thereon fully prepaid. I am “readily familiar” with the
19 firm’s practice of collection and processing correspondence for mailing. Under that
20 practice it would be deposited with U.S. postal service on that same day with postage
21 thereon fully prepaid at Los Angeles, California in the ordinary course of business. I am
22 aware that on motion of the party served, service is presumed invalid if postal
23 cancellation date or postage meter date is more than one day after date of deposit for
24 mailing in affidavit.

25 X (State) I declare under penalty of perjury under the laws of the State of California
26 that the above is true and correct.

27 Executed on August 4, 2023, at Los Angeles, California.

28 Janelle Jickain
Name


Signature