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on behalf of himself and current and former aggrieved employees

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Superior Court of California,
County of Alameda

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

MARK CARBONE, on behalf of himself and
current and former aggrieved employees

Plaintiff,

vs.

SUN AUTO TIRE & SERVICE, INC.; and
DOES 1 to 100, inclusive,

Defendants.

Case No.: **26CV169857**

PAGA ACTION

**PLAINTIFF MARK CARBONE'S
COMPLAINT FOR:**

- CIVIL PENALTIES PURSUANT
TO THE PRIVATE ATTORNEYS
GENERAL ACT OF 2004
("PAGA"), LABOR CODE
SECTIONS 2698, ET SEQ.**

COMES NOW Plaintiff MARK CARBONE ("Plaintiff"), who alleges and complains
against Defendants SUN AUTO TIRE & SERVICE, INC.; and DOES 1 to 100, inclusive
(collectively "Defendants") as follows:

I. INTRODUCTION

1. This is a Private Attorneys General Act of 2004, Labor Code §§ 2698, *et seq.*
("PAGA") representative action brought by Plaintiff on behalf of the State of California, himself
and other current and former aggrieved employees of Defendants who worked as hourly non-exempt
employees in California during the relevant time period seeking civil penalties associated with

1 Defendants' violation of the Labor Code based on Defendants' failure to pay wages for all hours
2 worked at minimum wage and all overtime hours worked at the overtime rate of pay; failure to
3 authorize or permit all legally required and/or compliant meal periods or pay meal period premium
4 wages; failure to authorize or permit all legally required and/or compliant rest periods or pay rest
5 period premium wages; indemnification for all necessary expenditures or losses incurred by
6 employees in direct consequence of discharging their duties; failure to pay wages for accrued paid
7 sick time at the regular rate of pay; statutory penalties for failure to timely pay earned wages during
8 employment; statutory penalties for failure to provide accurate wage statements; statutory waiting
9 time penalties in the form of continuation wages for failure to timely pay employees all wages due
10 upon separation of employment. . Plaintiff experienced these violations personally, as well as is
11 informed and believes other aggrieved employees did as well. Plaintiff seeks on a representative
12 basis, following notice to the Labor and Workforce Development Agency, civil penalties, reasonable
13 attorneys' fees pursuant to Labor Code section 2699(g)(1) and costs brought on behalf of Plaintiff,
14 the State of California, and others aggrieved.

15 **II. JURISDICTION AND VENUE**

16 2. This Court has jurisdiction over the claims of Plaintiff and all other current and
17 former aggrieved California-based hourly non-exempt employees because Plaintiff's lawsuit seeks
18 civil penalties on behalf of herself, all other current and former aggrieved California-based hourly
19 non-exempt employees, and the State of California in excess of thirty-five thousand dollars
20 (\$35,000); Defendants employed Plaintiff and all other current and former aggrieved California-
21 based hourly non-exempt employees; and the injuries to all other current and former aggrieved
22 California-based hourly non-exempt employees occurred in locations throughout California,
23 including but not limited to Alameda County, at 240 Hegenberger Road, Oakland, CA 94621.

24 **III. PARTIES**

25 1. Plaintiff brings this action as a representative of the Labor and Workforce
26 Development Agency on behalf of himself and other current and former employees subject to
27 violations of the Labor Code. The named Plaintiff and the persons on whose behalf this action is
28 filed include current, former and/or future employees of Defendants who work, worked, or will work

1 for Defendants as direct employees as well as temporary employees employed through temp
2 agencies as hourly non-exempt employees in California. At all times mentioned herein, the currently
3 named Plaintiff is and was domiciled and a resident and citizen of California and was employed by
4 Defendants in an hourly position from in or around August 17, 2024, until on or about August 27,
5 2025.

6 2. Plaintiff is informed and believes and thereon alleges that Defendant SUN AUTO
7 TIRE & SERVICE, INC. is authorized to do business within the State of California and is doing
8 business in the State of California and/or that Defendants DOES 1-50 are, and at all times relevant
9 hereto were persons acting on behalf of Defendant SUN AUTO TIRE & SERVICE, INC. in the
10 establishment of, or ratification of, the aforementioned illegal wage and hour practices or policies.
11 Defendant SUN AUTO TIRE & SERVICE, INC. operates in Alameda County and employed
12 aggrieved employees in Alameda County, including but not limited to, at 240 Hegenberger Road,
13 Oakland, CA 94621.

14 3. Plaintiff is informed and believes and thereon alleges that Defendants DOES 1
15 through 50 are corporations, or are other business entities or organizations of a nature unknown to
16 Plaintiff that employed Plaintiff and aggrieved California non-exempt employees, permitted
17 Plaintiff and aggrieved employees to work, and exercised control over the wages, hours and working
18 conditions of employment of Plaintiff and aggrieved employees.

19 4. Plaintiff is informed and believes and thereon alleges that Defendants DOES 51
20 through 100 are individuals unknown to Plaintiff. Each of the individual defendants is sued
21 individually and in his or her capacity as an agent, shareholder, owner, representative, manager,
22 supervisor, independent contractor and/or employee of each defendant who violated or caused to be
23 violated the minimum wage and overtime provisions of the Labor Code and/or any provision of the
24 Industrial Welfare Commission's wage orders regulating hours and days of work.

25 5. Plaintiff is unaware of the true names of Defendants DOES 1 through 100. Plaintiff
26 sues said defendants by said fictitious names, and will amend this complaint when the true names
27 and capacities are ascertained or when such facts pertaining to liability are ascertained, or as
28 permitted by law or by the Court. Plaintiff is informed and believes that each of the fictitiously

1 named defendants is in some manner responsible for the events and allegations set forth in this
2 complaint.

3 6. Plaintiff makes the allegations in this complaint without any admission that, as to
4 any particular allegation, Plaintiff bears the burden of pleading, proving, or persuading and Plaintiff
5 reserves all of Plaintiff's right to plead in the alternative.

6 **FIRST CAUSE OF ACTION**

7 **CIVIL PENALTIES PURSUANT TO THE PRIVATE ATTORNEYS GENERAL ACT OF**
8 **2004, LABOR CODE SECTIONS 2698, ET SEQ.**

9 **(Against all Defendants by Plaintiff on behalf of Themselves, the State of California, and**
10 **Other Current and Former Aggrieved Employees)**

11 7. Plaintiff incorporates all paragraphs above as though fully set forth herein.

12 8. During Plaintiff's employment and continuing through the present, Plaintiff alleges
13 Defendants violated Labor Code sections 201, 202, 203, 204, 223, 226, 226.7, 246, 510, 512, 1194,
14 1197, 1198, 2802, and the applicable Wage Orders.

15 9. Specifically, Defendants have committed the following violations of California
16 Labor Code:

17 10. **Failure to pay wages for all hours worked at the legal minimum wage:**
18 Defendants employed many of their employees, including Plaintiff, as hourly non-exempt
19 employees. In California, an employer is required to pay hourly employees for all "hours worked,"
20 which includes all time that an employee is under control of the employer and all time the employee
21 is suffered and permitted to work. This includes the time an employee spends, either directly or
22 indirectly, performing services which inure to the benefit of the employer.

23 11. Labor Code sections 1194 and 1197 require an employer to compensate employees
24 for all "hours worked" at least at a minimum wage rate of pay as established by the IWC and the
25 Wage Orders.

26 12. In this case, Plaintiff and other current and former aggrieved California-based hourly
27 non-exempt employees worked more minutes per shift than Defendants credited them with having
28 worked. Specifically, Defendants failed to pay Plaintiff and other current and former aggrieved

1 California-based hourly non-exempt employees all wages at the applicable minimum wage for all
2 hours worked due to Defendants' policies, practices, and/or procedures including, but not limited
3 to:

4 (a) Requiring Plaintiff and other current and former aggrieved California-based hourly
5 non-exempt employees to clock out for their meal breaks and continue to work through their off-
6 the-clock meal breaks; and

7 (b) Requiring Plaintiff and other current and former aggrieved California-based hourly
8 non-exempt employees to clock out for the end of their shift and continue to work, without being
9 paid for all time worked while off the clock.

10 13. Therefore, Defendants suffered, permitted, and required Plaintiff and other current
11 and former aggrieved California-based hourly non-exempt employees to be subject to Defendants'
12 control without paying wages for that time. This resulted in Plaintiff and other current and former
13 aggrieved California-based hourly non-exempt employees working time for which they were not
14 compensated any wages, in violation of Labor Code sections 1194 and 1197 and the applicable
15 Wage Order.

16 14. Employee is further informed and believes, and based thereon alleges, that
17 Employer's conduct above that gave rise to such violations was malicious, fraudulent, or oppressive.
18 Employer would further be liable for civil penalties pursuant to Labor Code section
19 2699(f)(2)(B)(ii).

20 15. **Failure to pay wages for overtime hours worked at the overtime rate of pay**
21 **and/or failure to pay overtime wages at the proper rate of pay:** Defendants employed many of
22 their employees, including Plaintiff, as hourly non-exempt employees. In California, an employer
23 is required to pay hourly employees for all "hours worked," which includes all time that an employee
24 is under control of the employer and all time the employee is suffered and permitted to work. This
25 includes the time an employee spends, either directly or indirectly, performing services that inure to
26 the benefit of the employer.'

27 16. Labor Code sections 510 and 1194 require an employer to compensate employees a
28 higher rate of pay for hours worked in excess of eight (8) hours in a workday, in excess of forty (40)

1 hours in a workweek, and on any seventh consecutive day of work in a workweek:

2 Any work in excess of eight (8) hours in one workday, any work in excess of forty (40) hours
3 in any one (1) workweek, and the first eight (8) hours worked on the seventh day of work in
4 any one (1) workweek, shall be compensated at the rate of no less than one-and-one-half
5 (1.5) times the regular rate of pay for an employee. Any work in excess of twelve (12) hours
6 in one (1) day shall be compensated at the rate of no less than twice the regular rate of pay
7 for an employee. In addition, any work in excess of eight (8) hours on any seventh day of a
8 workweek shall be compensated at the rate of no less than twice the regular rate of pay of an
9 employee.

10 Labor Code section 510.

11 17. In this case, Defendants failed to pay Plaintiff and other current and former aggrieved
12 California-based hourly non-exempt employees overtime wages for all overtime hours worked due
13 to Defendants' policies, practices, and/or procedures including, but not limited to:

14 (a) Requiring Plaintiff and other current and former aggrieved California-based hourly
15 non-exempt employees to clock out for their meal breaks and continue to work through their off-
16 the-clock meal breaks; and

17 (b) Requiring Plaintiff and other current and former aggrieved California-based hourly
18 non-exempt employees to clock out for the end of their shift and continue to work, without being
19 paid for all time worked while off the clock.

20 18. Employee is further informed and believes, and based thereon alleges, that
21 Employer's conduct above that gave rise to such violations was malicious, fraudulent, or oppressive.
22 Employer would further be liable for civil penalties pursuant to Labor Code section
23 2699(f)(2)(B)(ii).

24 19. Furthermore, overtime is based upon an employee's regular rate of pay. "The regular
25 rate at which an employee is employed shall be deemed to include all remuneration for employment
26 paid to, or on behalf, of the employee." See Division of Labor Standards Enforcement –
27 Enforcement Policies and Interpretations Manual, Section 49.1.2.

28 20. In this case, Plaintiff alleges that when he and other current and former aggrieved
California-based hourly non-exempt employees earned overtime wages, Defendants failed to pay
them overtime wages at the proper overtime rate of pay due to Defendants' failure to include all
remuneration when calculating the overtime rate of pay. Specifically, Defendants maintained a

1 policy, practice, and/or procedure of failing to include all remuneration such as commission pay and
2 sales bonus pay for example, when calculating Plaintiff's and other current and former aggrieved
3 California-based hourly non-exempt employees' regular rate of pay for the purpose of paying
4 overtime.

5 21. The foregoing policies, practices, and/or procedures resulted in time during each
6 workday that Plaintiff and other current and former aggrieved California-based hourly non-exempt
7 employees were under the control of Defendants but were not compensated. To the extent that the
8 foregoing uncompensated time occurred when Plaintiff and other current and former aggrieved
9 California-based hourly non-exempt employees worked more than eight (8) hours in a workday,
10 more than forty (40) hours in a workweek, and/or seven (7) days in a workweek, Defendants failed
11 to pay them at their overtime rate of pay for overtime hours worked, in violation of Labor Code
12 sections 510, 1194 and 1198, and the applicable Wage Order.

13 22. **Failure to pay wages to hourly non-exempt employees for workdays that**
14 **Defendants failed to provide legally required and compliant meal periods and/or failure to**
15 **pay period premium wages:** Plaintiff and other current and former aggrieved California-based
16 hourly non-exempt employees regularly worked shifts of more than five (5) hours in length and
17 shifts of more than ten (10) hours in length.

18 23. California law requires an employer to authorize or permit an employee an
19 uninterrupted meal period of no less than thirty (30) minutes in which the employee is relieved of
20 all duties and the employer relinquishes control over the employee's activities prior to the
21 employee's sixth hour of work. Labor Code sections 226.7, 512, and 1198; Wage Order 4 at §11;
22 *Brinker Rest. Corp. v. Super Ct. (Hohnbaum)* (2012) 53 Cal.4th 1004. An employer may not employ
23 an employee for a work period of more than ten (10) hours per day without providing the employee
24 with a second such meal period of not less than thirty (30) minutes prior to the start of the eleventh
25 hour of work. *Id.* If the employee is not relieved of all duty during a meal period, the meal period
26 shall be considered an "on duty" meal period and counted as time worked. A paid "on duty" meal
27 period is only permitted when: (1) the nature of the work prevents an employee from being relieved
28 of all duty; and (2) the parties have a written agreement agreeing to on-duty meal periods.

1 24. If an employer fails to provide an employee a meal period in accordance with the
2 law, the employer must pay the employee one (1) hour of pay at the employee's regular rate of pay
3 for each workday that a legally required and compliant meal period was not provided. Labor Code
4 sections 226.7 and 1198; Wage Order 4 at §11.

5 25. In this case, Defendants failed to authorize or permit legally required and compliant
6 meal periods to Plaintiff and other current and former aggrieved California-based hourly non-
7 exempt employees due to Defendants' policies, practices, and/or procedures, including but not
8 limited to:

9 (a) Requiring Plaintiff and other current and former aggrieved California-based hourly
10 non-exempt employees to clock out for their meal breaks and continue to work through their off-
11 the-clock meal breaks; and

12 (b) Failing to provide Plaintiff and other current and former aggrieved California-based
13 hourly non-exempt employees timely, uninterrupted, duty-free meal breaks of at least 30 minutes
14 for every five hours worked, as a result of late meal breaks beyond the fifth hour of work.

15 (c) Failing to provide Plaintiff and other current and former aggrieved California-based
16 hourly non-exempt employees a second uninterrupted duty-free meal period of no less than thirty
17 (30) minutes for each workday that Plaintiff and other current and former aggrieved California-
18 based hourly non-exempt employees work shifts over ten (10) hours.

19 26. Additionally, Plaintiff alleges that Defendants maintained a policy, practice, and/or
20 procedure of failing to compensate Plaintiff and other current and former aggrieved California-based
21 hourly non-exempt employees one (1) hour of pay at their regular rate of pay for each workday that
22 Plaintiff and other current and former aggrieved California-based hourly non-exempt employees did
23 not receive legally required and compliant meal periods, in violation of Labor Code section 226.7.

24 27. Finally, on occasions when Defendants paid Plaintiff and other current and former
25 aggrieved California-based hourly non-exempt employees a "premium" wage for late, missed, short,
26 on-premise, on-duty, and/or interrupted meal periods, Defendants failed to pay the one (1) additional
27 hour of pay at Plaintiff's and other current and former aggrieved California-based hourly non-
28 exempt employees' regular rate of compensation. Specifically, Defendants maintained a policy,

1 practice, and/or procedure of failing to include all remuneration such as commission pay and sales
2 bonus pay for example, when calculating Plaintiff's and other current and former aggrieved
3 California-based hourly non-exempt employees' regular rate of pay for the purpose of paying meal
4 period premium wages.

5 28. Defendants' foregoing policies, practices, and/or procedures resulted in Plaintiff and
6 other current and former aggrieved California-based hourly non-exempt employees not receiving
7 wages to compensate them for workdays during which Defendants did not provide them with meal
8 periods in compliance with California law.

9 29. Employee is further informed and believes, and based thereon alleges, that
10 Employer's conduct above that gave rise to such violations was malicious, fraudulent, or oppressive.
11 Employer would further be liable for civil penalties pursuant to Labor Code section
12 2699(f)(2)(B)(ii).

13 30. **Failure to pay wages to hourly non-exempt employees for workdays that**
14 **Defendants failed to provide legally required and compliant rest periods and/or failure to pay**
15 **rest period premium:** Plaintiff and other current and former aggrieved California-based hourly
16 non-exempt employees regularly worked shifts of more than three-and-a-half (3.5) hours.

17 31. California law requires every employer to authorize and permit an employee a rest
18 period of ten (10) net minutes for every four (4) hours worked or major fraction thereof. Labor Code
19 section 226.7; Wage Order 4 at §12. Under California law, "[e]mployees are entitled to 10 minutes'
20 rest for shifts from three and one-half to six hours in length, 20 minutes for shifts of more than six
21 hours up to 10 hours, 30 minutes for shifts of more than 10 hours up to 14 hours, and so on." *Brinker*
22 *Restaurant Corp. v. Sup. Ct. (Hohnbaum)* (2012) 53 Cal.4th 1004, 1029; Labor Code section 226.7;
23 Wage Order 4 at §12. Rest periods, insofar as practicable, shall be in the middle of each work period.
24 Wage Order 4 at §12. Additionally, the rest period requirement "'obligates employers to permit –
25 and authorizes employees to take – off-duty rest periods.'" *Augustus v. ABM Security Services, Inc.*
26 (2016) 2 Cal.5th 257, 269. That is, during rest periods employers must relieve employees of all
27 duties and relinquish control over how employees spend their time. *Id.*

28 32. If the employer fails to authorize or permit a required rest period, the employer must

1 pay the employee one (1) hour of pay at the employee's regular rate of pay for each workday the
2 employer did not authorize or permit a legally required rest period. Labor Code section 226.7; Wage
3 Order 4 at § 12.

4 33. In this case, Defendants failed to authorize or permit all legally required and
5 compliant rest periods to Plaintiff and other current and former aggrieved California-based hourly
6 non-exempt employees due to Defendants' policies, practices, and/or procedures including, but not
7 limited to:

8 (a) Failing to provide Plaintiff and other current and former aggrieved California-based
9 hourly non-exempt employees with net ten (10) minute rest breaks for every four (4) hours worked
10 or major fraction thereof.

11 (b) Failing to provide Plaintiff and other current and former aggrieved California-based
12 hourly non-exempt employees a third uninterrupted duty-free rest period of no less than ten (10) net
13 minutes on each workday that Plaintiff and other current and former aggrieved California-based
14 hourly non-exempt employees work shifts over ten (10) hours.

15 34. Additionally, Plaintiff alleges that Defendants maintained a policy, practice, and/or
16 procedure of failing to compensate Plaintiff and other current and former aggrieved California-based
17 hourly non-exempt employees with one (1) hour of pay at their regular rate of pay for each workday
18 they did not receive legally required and compliant rest periods, in violation of Labor Code section
19 226.7.

20 35. Finally, on occasions when Defendants did pay Plaintiff and other current and former
21 aggrieved California-based hourly non-exempt employees a "premium" wage for late, missed, short,
22 on-premise, on-duty, and/or interrupted rest periods, Defendants failed to pay the one (1) additional
23 hour of pay at Plaintiff's and other current and former aggrieved California-based hourly non-
24 exempt employees' regular rate of compensation. Specifically, Defendants maintained a policy,
25 practice, and/or procedure of failing to include all remuneration such commission pay and sales
26 bonus pay for example, when calculating Plaintiff's and other current and former aggrieved
27 California-based hourly non-exempt employees' regular rate of pay for the purpose of paying rest
28 period premiums.

1 36. Defendants' foregoing policies, practices, and/or procedures resulted in Plaintiff and
2 other current and former aggrieved California-based hourly non-exempt employees not receiving
3 wages to compensate them for workdays in which Defendants did not provide them with rest periods
4 in compliance with California law.

5 37. Employee is further informed and believes, and based thereon alleges, that
6 Employer's conduct above that gave rise to such violations was malicious, fraudulent, or oppressive.
7 Employer would further be liable for civil penalties pursuant to Labor Code section
8 2699(f)(2)(B)(ii).

9 38. **Failure to Indemnify for Losses and Expenditures Incurred as Part of**
10 **Employment:** California law requires that every employer must indemnify its employees for all
11 necessary expenditures or losses incurred by the employee in discharge of his or her duties or at the
12 obedience of the directions of the employer. Moreover, an employer is prohibited from passing the
13 ordinary business expenses and losses of the employer onto the employee. (Lab. Code, § 2802.)

14 39. Defendants have violated Labor Code Section 2802 by failing to indemnify Plaintiff
15 and other current and former aggrieved California-based non-exempt hourly employees' necessary
16 expenditures they incurred in the discharge of their duties. Specifically, Defendants employed
17 policies, practices, and/or procedures included, but not limited to:

18 (a) Requiring Plaintiff and other current and former aggrieved California-based hourly
19 non-exempt employees to use or purchase their own tools and/or resources in order to work for
20 Defendants, including but not limited to cell phone usage and gas mileage for work-related purposes
21 - without reimbursing Plaintiff and other current and former aggrieved California-based hourly non-
22 exempt employees for such use.

23 40. Moreover, Defendants employed policies and procedures which ensured Plaintiff and
24 aggrieved employees would not receive indemnification for their employment related expenses.
25 This practice resulted in Plaintiff and aggrieved employees not receiving such indemnification in
26 compliance with California law.

27 41. Therefore, Defendants are liable to Plaintiff and aggrieved employees for their
28 employment related expenses, including but not limited to costs related to use of their personal cell

1 phones and costs associated with their uniforms pursuant to Labor Code section 2802.

2 42. Employee is further informed and believes, and based thereon alleges, that
3 Employer's conduct above that gave rise to such violations was malicious, fraudulent, or oppressive.
4 Employer would further be liable for civil penalties pursuant to Labor Code section
5 2699(f)(2)(B)(ii).

6 43. **Failure to provide sick pay wages:** Defendants had a policy and/or procedure where
7 Plaintiff and other current and former aggrieved California-based hourly non-exempt employees
8 accrued paid sick time.

9 44. Labor Code section 246, subdivision (a), states in relevant part "[a]n employee
10 who...works in California for the same employer for 30 or more days within a year from the
11 commencement of employment is entitled to paid sick days." Additionally, an employee accrues
12 paid sick days at the rate of no-less-than one (1) hour per every thirty (30) hours worked, beginning
13 at the commencement of employment. Labor Code section 246(b).

14 45. Here, Plaintiff and other current and former aggrieved California-based hourly non-
15 exempt employees were employed by Defendants for 30 or more days and were entitled to paid sick
16 days. Defendants, however, lacked a policy, practice, and/or procedure whereby Plaintiffs and other
17 current and former aggrieved California-based hourly non-exempt employees who were employed
18 by Defendants for 30 days or more could accrue paid sick days at the rate of no-less-than one (1)
19 hour per every thirty (30) hours worked, beginning at the commencement of employment as required
20 by Labor Code section 246(b).

21 46. In this case, Plaintiff alleges that when he and other current and former aggrieved
22 California-based hourly non-exempt employees elected to use paid sick time, Defendants failed to
23 pay them sick time wages at the proper sick time rate of pay due to Defendants' failure to include
24 all remuneration when calculating the sick time rate of pay. Specifically, Defendants maintained a
25 policy, practice, and/or procedure of failing to include all remuneration including but not limited to
26 commission pay and sales bonus pay for example, when calculating Plaintiff and other current and
27 former aggrieved California-based hourly non-exempt employees' regular rate of pay for the
28 purpose of paying sick time.

1 47. Defendants' foregoing policy, practice, and/or procedure resulted in Defendants
2 failing to provide Plaintiff and other current and former aggrieved California-based hourly non-
3 exempt employees' paid sick days, in violation of Labor Code section 246.

4 48. Plaintiff also believes these failures were malicious, fraudulent, or oppressive.
5 Employer would further be liable for civil penalties pursuant to Labor Code section
6 2699(f)(2)(B)(ii).

7 49. **Failure to timely pay earned wages during employment:** In California, wages
8 must be paid at least twice during each calendar month on days designated in advance by the
9 employer as regular paydays, subject to some exceptions. Labor Code section 204(a). Wages earned
10 between the 1st and 15th days, inclusive, of any calendar month must be paid between the 16th and
11 the 26th day of that month and wages earned between the 16th and the last day, inclusive, of any
12 calendar month must be paid between the 1st and 10th day of the following month. *Id.* Other payroll
13 periods such as those that are weekly, biweekly, or semimonthly, must be paid within seven (7)
14 calendar days following the close of the payroll period in which wages were earned. Labor Code
15 section 204(d).

16 50. As a derivative of Plaintiff's claims above, Plaintiff alleges that Defendants failed to
17 timely pay Plaintiff's and other current and former aggrieved California-based hourly non-exempt
18 employees' earned wages (including minimum wages, overtime wages, meal period premium wages
19 and/or rest period premium wages), in violation of Labor Code section 204. Defendants'
20 aforementioned policies, practices, and/or procedures resulted in their failure to pay Plaintiff's and
21 other current and former aggrieved California-based hourly non-exempt employees' their earned
22 wages within the applicable time frames outlined in Labor Code section 204.

23 51. Plaintiff also believes these failures were malicious, fraudulent, or oppressive.
24 Employer would further be liable for civil penalties pursuant to Labor Code section
25 2699(f)(2)(B)(ii).

26 52. **Secret payment of lower wages than designated by statute:** Labor Code section
27 223 provides that, where any statute or contract requires an employer to maintain the designated
28 wage scale, it shall be unlawful to secretly pay a lower wage while purporting to pay the wage

1 designated by statute or contract. By engaging in the unlawful conduct alleged herein, including by
2 failing to: pay overtime wages at the applicable legal overtime rate, meal break premiums and lawful
3 sick pay at the employees' regular rate of pay, as established by Labor Code sections 226.7, 246,
4 510, 1194 and sections 11 and 12 of the applicable IWC Wage Orders, as incorporated by Labor
5 Code section 1198, the Defendant secretly paid a lower wage than designated by statute while
6 purporting to pay the wages designated by statute, in violation of Labor Code section 223.

7 53. Plaintiff also believes these failures were malicious, fraudulent, or oppressive.
8 Employer would further be liable for civil penalties pursuant to Labor Code section
9 2699(f)(2)(B)(ii).

10 54. **Failure to provide complete and accurate wage statements:** Labor Code section
11 226, subdivision (a). Labor Code section 226(a) provides, *inter alia*, that, upon paying an employee
12 his or her wages, the employer must "furnish each of his or her employees ... an itemized statement
13 in writing showing (1) gross wages earned, (2) total hours worked by the employee, except for any
14 employee whose compensation is solely based on a salary and who is exempt from payment of
15 overtime under subdivision (a) of Section 515 or any applicable order of the Industrial Welfare
16 Commission, (3) the number of piece-rate units earned and any applicable piece rate if the employee
17 is paid on a piece-rate basis, (4) all deductions, provided, that all deductions made on written orders
18 of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive
19 dates of the pay period for which the employee is paid, (7) the name of the employee and his or her
20 social security number, (8) the name and address of the legal entity that is the employer, and (9) all
21 applicable hourly rates in effect during the pay period and the corresponding number of hours
22 worked at each hourly rate by the employee."

23 55. As a derivative of Plaintiff's allegations above, Defendants' failure to pay Plaintiff
24 and other current and former aggrieved California-based hourly non-exempt employees all wages
25 earned (including minimum wages, overtime wages, meal period premium wages, and/or rest period
26 premium wages) rendered Plaintiff's and other current and former aggrieved California-based
27 hourly non-exempt employees' wage statements inaccurate, in violation of Labor Code section
28 226(a)(1, 2, 5 & 9).

1 56. Plaintiff believes these failures were willful and intentional.

2 57. Plaintiff also believes these failures were malicious, fraudulent, or oppressive.
3 Employer would further be liable for civil penalties pursuant to Labor Code section
4 2699(f)(2)(B)(ii).

5 58. Labor Code sections 2699, subdivisions (a) and (g) authorize an aggrieved employee,
6 on behalf of himself or herself and other current or former employees, to bring a civil action to
7 recover civil penalties against all Defendants pursuant to the procedures specified in Labor Code
8 section 2699.3.

9 59. Plaintiff has complied with the procedures for bringing suit specified in Labor Code
10 section 2699.3. On November 17, 2025, Plaintiff filed a PAGA Claim Notice with the LWDA and
11 provided notice to Defendants by certified mail which provided notice of the specific provisions of
12 the Labor Code alleged to have been violated, including the facts and theories to support the
13 violations alleged.

14 60. Pursuant to Labor Code section 2699.3, the LWDA must give written notice by
15 certified mail to the parties that it intends to investigate the alleged violations of the Labor Code
16 within 60 days of the date of the complainant's written notice. The LWDA failed to provide the
17 parties notice within 60 days of the date of Plaintiff's PAGA Claim Notice that the LWDA intends
18 to investigate Plaintiff's claims.

19 61. Pursuant to Labor Code sections 2699(a) and (f), Plaintiff is entitled to recover civil
20 penalties for Defendants' violations of Labor Code sections 201, 202, 203, 204, 223, 226(a), 226.7,
21 246, 510, 512, 1194, and 1198., During Plaintiff's employment and continuing through the present,
22 preceding Plaintiff sending the initial PAGA Claim Notice to the LWDA to the present, in the
23 following amounts:

24 a. For violations of Labor Code sections 201, 202, 203, 226(a), 226.7, 1198, and
25 2802; one hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation
26 and two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent
27 violation [penalty amounts established by Labor Code section 2699(f)(2)].

28 b. For violations of Labor Code section 226(a), alternatively, two hundred fifty

1 dollars (\$250) for each employee for each pay period for the initial violation, and for each
2 subsequent violation, one thousand dollars (\$1000) for each underpaid employee for each pay period
3 [penalty amounts established by Labor Code section 226.3].

4 c. For violations of Labor Code section 510 and 512, fifty dollars (\$50) for each
5 employee for each pay period for the initial violation, and for each subsequent violation, one
6 hundred dollars (\$100) for each underpaid employee for each pay period [penalty amounts
7 established by Labor Code section 558].

8 d. For violations of Labor Code section 204, one hundred dollars (\$100) for
9 each failure to pay each employee in any initial violation, and for each subsequent violation, or any
10 willful or intentional violation, two hundred dollars (\$200) for each failure to pay each employee,
11 plus 25 percent of the amount unlawfully withheld [penalty amounts established by Labor Code
12 section 210].

13 e. For violations of Labor Code section 223, one hundred dollars (\$100) for
14 each failure to pay each employee in any initial violation, and for each subsequent violation, or any
15 willful or intentional violation, two hundred dollars (\$200) for each failure to pay each employee,
16 plus 25 percent of the amount unlawfully withheld [penalty amounts established by Labor Code
17 section 225.5].

18 62. Pursuant to Labor Code section 2699(g), Plaintiff is entitled to an award of
19 reasonable attorneys' fees and costs in connection with his claims for civil penalties.

20 **PRAYER FOR RELIEF**

21 **WHEREFORE, PLAINTIFF, ON BEHALF OF HIMSELF AND ON OTHER AGGRIEVED**
22 **EMPLOYEES, PRAYS AS FOLLOWS:**

23 **ON THE FIRST CAUSE OF ACTION:**

24 1. That Defendants be found to have violated the provisions of the Labor Code and the
25 IWC Wages Orders as to the Plaintiff and aggrieved employees;

26 2. For any and all legally applicable penalties during the relevant statute of limitations
27 subject to any permissible tolling, including but not limited to those recoverable under the California
28 Labor Code, including but not limited to sections 210, 225.5, 226.3, 558, 2699(f);

1 3. For attorneys' fees and costs of suit, including but not limited to those recoverable
2 under California Labor Code section 2699(g); and

3 4. For such and other further relief, in law and/or equity, as the Court deems just or
4 appropriate.

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6 Dated: February 10, 2026

Respectfully submitted,
LAVI & EBRAHIMIAN, LLP

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8 By: /s/ Vincent C. Granberry
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15 MARK CARBONE, on behalf of himself and current
16 and former aggrieved employees
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