

BOKHOUR LAW GROUP, P.C.
Mehrddad Bokhour, Esq., CA Bar No. 285256
mehrdad@bokhourlaw.com
1901 Avenue of the Stars, Suite 520
Los Angeles, California 90067
Tel: (310) 975-1493; Fax: (310) 675-0861

FALAKASSA LAW, P.C.
Joshua S. Falakassa, CA Bar No. 295045
josh@falakassalaw.com
1901 Avenue of the Stars, Suite 520
Los Angeles, California 90067
Tel: (818) 456-6168; Fax: (888) 505-0868

Attorneys for Plaintiff and the Putative Classes

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

OLGA GONZALEZ, on behalf of herself and all
others similarly situated,

Plaintiff,

v.

PACIFIC POWDER COATING, INC., a
California Corporation; and DOES 1-50,
inclusive.

Defendants.

ELECTRONICALLY FILED
Superior Court of California
County of Sacramento
02/23/2026
By: E. Leon Barrientos Deputy

CASE NO.: 25CV030852

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

- (1) FAILURE TO PAY ALL MINIMUM WAGES;
- (2) FAILURE TO PAY ALL OVERTIME WAGES;
- (3) MEAL PERIOD VIOLATIONS;
- (4) REST PERIOD VIOLATIONS;
- (5) FAILURE TO PAY ALL SICK TIME;
- (6) WAGE STATEMENT VIOLATIONS;
- (7) UNFAIR COMPETITION; &
- (8) PENALTIES UNDER THE PRIVATE ATTORNEYS GENERAL ACT (“PAGA”)

DEMAND FOR JURY TRIAL

1 Plaintiff Olga Gonzalez (“Plaintiff”), on behalf of herself and all other similarly situated non-
2 exempt employees, alleges and complains of Defendant Pacific Powder Coating, Inc. (“Defendant”)
3 and DOES 1 to 50 (collectively, “Defendants”) and each of them, as follows:

4 **INTRODUCTION**

5 1. Defendant is a leading metal finishing and fabrication company located in Northern
6 California, specializing in industrial powder coating, sandblasting, and contract manufacturing.

7 2. Plaintiff brings this class action lawsuit against Defendant for alleged violations of the
8 California Labor Code and Business and Professions Code.

9 3. As set forth below, Plaintiff alleges that Defendant failed to pay for all hours worked
10 due to its failure to record and pay for all time worked off the clock. Plaintiff further alleges that
11 Defendant failed to pay all overtime and sick pay compensation at the proper legal rates by failing to
12 properly calculate the “regular rate of pay.” Moreover, Plaintiff alleges that Defendant’s meal and
13 rest period policies and practices failed to allow and permit non-exempt employees to take all
14 compliant and timely meal and rest periods or pay premium wages at the “regular rate of pay” in lieu
15 thereof. Plaintiff further alleges that Defendant failed to provide non-exempt employees with accurate
16 written itemized wage statements in violation of Labor Code § 226(a).

17 4. Plaintiff also brings a claim for civil penalties based on the foregoing Labor Code
18 violations under the Private Attorney General Act (“PAGA”).

19 5. Based on these alleged Labor Code violations, Plaintiff now brings this class action
20 and representative action to recover unpaid wages, restitution, penalties, and other related relief for
21 herself and all other similarly situated non-exempt employees.

22 **JURISDICTION AND VENUE**

23 6. Plaintiff, on behalf of herself and all other similarly situated employees hereby bring
24 this class action for recovery of unpaid wages and penalties under California Labor Code §§ 204,
25 210, 226(a), 226(a)(6), 226(e), 226.3, 226.7, 227.3, 246, 510, 512, 516, 1194, 1197.1, 1199, and
26 applicable Industrial Welfare Commission Wage Orders (“Wage Orders”), in addition to seeking
27 declaratory relief and restitution pursuant to California Business and Professions Code § 17200, *et*
28 *seq.*

7. This class action is brought pursuant to California Code of Civil Procedure § 382.

8. This Court has jurisdiction over Defendant's violations of the California Labor Code and applicable Wage Orders because the amount in controversy exceeds this Court's jurisdictional minimum.

9. Venue is proper in this judicial district pursuant to California Code of Civil Procedure §§ 395(a) and 395.5, Defendant operates in California within the County of Sacramento, and Defendant is within the jurisdiction of this Court for purposes of service of process.

PARTIES

10. At all relevant times herein, Plaintiff, who is over 18, was and currently is a California resident residing in the State of California.

11. Plaintiff is informed, believes, and alleges that Defendants are authorized to do business within the County of Sacramento and is and/or was the legal employer of Plaintiff and the Class Members during the applicable statutory periods. Plaintiff was, and is, a victim of Defendants' policies and/or practices complained of herein and has been deprived of the rights guaranteed to her by California Labor Code §§ 201-203, 204, 210, 226, 226(a), 226(e), 226.3, 226.7, 227.3, 246, 510, 512, 516, 1194, 1197.1, 1199, and the California Business and Professions Code § 17200 *et seq.*, and applicable Wage Orders.

12. Plaintiff is informed and believes, and based thereon alleges, that during the four years preceding the filing of the Complaint and continuing to the present, Defendants did (and continue to do) business in the State of California, County of Sacramento.

13. Plaintiff does not know the true names or capacities, whether individual, partner, or corporate, of the Defendants sued herein as DOES 1 to 50, inclusive, and for that reason, said Defendants are sued under such fictitious names, and Plaintiff will seek leave from this Court to amend this Complaint when such true names and capacities are discovered. Plaintiff is informed, and believes, and thereon alleges, that each of said fictitious Defendants, whether individual, partners, or corporate, was responsible in some manner for the acts and omissions alleged herein and proximately caused Plaintiff and the Classes to be subject to the unlawful employment practices alleged herein.

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

15. At all times mentioned herein, Defendants, and each of them, were members of and engaged in a joint venture, partnership, and common enterprise and acting within the course and scope of and in pursuance of said joint venture, partnership, and common enterprise. Further, Plaintiff alleges that all Defendants were joint employers for all purposes of Plaintiff and all members of the Classes.

COMMON FACTUAL ALLEGATIONS

16. Defendant is a leading metal finishing and fabrication company located in Northern California, specializing in industrial powder coating, sandblasting, and contract manufacturing.

17. Plaintiff was employed by Defendant as a non-exempt “Painter” since 2018. Based in Sacramento, California, Plaintiff was responsible for a variety of tasks, including, but not limited to, painting the products and moving the containers to change colors.

18. Alongside Plaintiff, other non-exempt employees, including but not limited to Production Technician, Painter, Powder Coating Technician, Maintenance Technician, and Sandblaster, played a critical role in supporting Defendant's daily operations and overall success across California.

19. Plaintiff and other non-exempt employees were responsible for a wide range of tasks critical to Defendant's operations, such as production, painting, maintenance, and other manufacturing duties. Their work ensured the effective operation of Defendant's assets. Despite the essential nature of their contributions, Plaintiff and other non-exempt employees allege that Defendant failed to comply with California Labor Code, including but not limited to, proper wage

1 payment, and provision of meal and rest periods, as set forth below.

2 20. At all relevant times, Plaintiff and other non-exempt employees regularly worked
3 various shifts, many of which were more than 8.0 hours in a workday and 40.0 hours in a workweek.
4 Plaintiff alleges that other non-exempt employees were also subjected to the same policies,
5 procedures, practices, working conditions, and corresponding wage and hour violations to which she
6 was subjected during her employment.

7 21. First, at all relevant times, Defendant has consistently failed to accurately record and
8 pay for all time worked, including the time non-exempt employees were under the employer's control.
9 This included a policy and practice of failing to properly record the time worked by non-exempt
10 employees, including all time spent working off the clock performing pre-shift tasks. As a result of
11 this company-wide policy/practice, Plaintiff and other non-exempt employees are not compensated
12 for all the hours that they work and all of the overtime hours they work, in violation of Labor Code
13 §§ 204, 210, 510, 1194, 1197.1, 1199, and applicable Wage Orders.

14 22. As a result, over a period of time, Plaintiff and other non-exempt employees were not
15 properly paid for all hours worked in violation of Cal. Labor Code §§ 204, 210, 1194, 1197.1, 1199,
16 and applicable Wage Orders. Additionally, due to the unlawful timekeeping policy/practices, Plaintiff
17 and other non-exempt employees were not properly paid at the correct overtime rate for hours worked
18 in excess of eight hours per shift in violation of Labor Code § 510.

19 23. Labor Code § 1197.1 authorizes employees who are paid less than the minimum fixed
20 by an applicable state or local law or by an order of the commission a civil penalty, restitution of
21 wages, and liquidated damages as follows: (1) for any initial violation that is intentionally committed,
22 one hundred dollars (\$100) for each underpaid employee for each pay period for which the employee
23 is underpaid....[and] (2) [f]or each subsequent violation for the same specific offense, two hundred
24 fifty dollars (\$250) for each underpaid employee for each pay period for which the employee is
25 underpaid regardless of whether the initial violation was intentionally committed.

26 24. Labor Code § 510 requires an employer to compensate an employee who works more
27 than eight (8) hours in one workday, forty (40) hours in a workweek, and for the first eight (8) hours
28 worked on the seventh consecutive day, no less than one and one-half times (1 1/2) the regular rate of

1 pay. In addition, Labor Code § 510 obligates employers to compensate employees at no less than
2 twice the regular rate of pay when an employee works more than twelve (12) hours in a workday or
3 more than eight (8) hours on the seventh consecutive day of work. Pursuant to Section 3 of the
4 applicable Wage Orders, non-exempt employees shall not be employed more than eight (8) hours in
5 any workday or more than 40 hours in any workweek unless the employee receives one and one-half
6 (1 1/2) times such employee's regular rate of pay for all hours worked over 40 hours in the workweek.

7 25. Furthermore, at all relevant times, Plaintiff and other non-exempt employees worked
8 regular shifts that lasted longer than 8.0 hours in a workday and resulted in non-exempt employees
9 regularly working more than 40 hours in a workweek. However, Defendant uniformly failed to
10 properly calculate and pay overtime wages at the proper legal rate due to Defendant's failure to
11 include all forms of compensation/remuneration, including, but not limited to, stipends, shift pay,
12 non-discretionary bonuses, commissions, incentives, and all other forms of remuneration in
13 calculating the "regular rate of pay" for purposes of overtime compensation.

14 26. Under the California Labor Code (as well as the FLSA), courts have consistently held
15 that regularly paid non-discretionary bonuses (and other forms of pay) must be included in
16 determining an employee's "regular rate of pay" for purposes of calculating overtime. (See *Haber v.*
17 *The Americana Corp.* 378 F. 2d 854, 855-856 (9th Cir. 1967) [holding that regularly paid efficiency
18 bonuses must be included in calculating the "regular rate"]; *Wang v. Chinese Daily News, Inc.* 435 F.
19 Supp. 2d 1042, 1055-1057 (C.D. Cal. 2006) [granting summary judgment to Plaintiff under California
20 and federal law on the grounds that Defendant improperly calculated overtime by excluding annual
21 bonuses paid to employees from the "regular rate of compensation"]; see *Walling v. Youngerman-*
22 *Reynolds Hardwood Co.* (1945) 65 S.Ct. 1242, 1245. ("The regular rate by its very nature must reflect
23 all payments which the parties have agreed shall be received regularly during the workweek,
24 exclusive of overtime payments. It is not an arbitrary label chosen by the parties but an actual fact.
25 Once the parties have decided upon the amount of wages and the mode of payment, the determination
26 of the regular rate becomes a matter of mathematical computation, the result of which is unaffected
27 by any designation of a contrary 'regular rate' in the contracts."); see also 29 CFR §§ 778.110
28 ("production bonus") and 778.111 ("piece-rate").

1 27. Labor Code § 510 requires an employer to compensate an employee who works more
2 than eight (8.0) hours in one workday, forty (40.0) hours in a workweek, and for the first eight (8.0)
3 hours worked on the seventh consecutive day, no less than one and one-half times (1 1/2) the regular
4 rate of pay. In addition, Labor Code § 510 obligates employers to compensate employees at no less
5 than twice the regular rate of pay when an employee works more than twelve (12.0) hours in a
6 workday or more than eight (8.0) hours on the seventh consecutive day of work. Pursuant to Section
7 3 of the applicable Wage Orders, non-exempt employees shall not be employed more than eight (8.0)
8 hours in any workday or more than 40.0 hours in any workweek unless the employee receives one
9 and one-half (1 1/2) times such employee's regular rate of pay for all hours worked over 40 hours in
10 the workweek.

11 28. By their policy of requiring Plaintiff and the other non-exempt employees to work in
12 excess of eight (8) hours in a workday and/or forty (40) hours in a workweek without compensating
13 them at the lawful rate of one-half (1 1/2) their "regular rate of pay," Defendant willfully violated the
14 provisions of Labor Code § 510 and the applicable Wage Orders.

15 29. Similarly, at all relevant times, Defendant also failed in its obligation to provide
16 Plaintiff and other non-exempt employees the legally required paid sick days at the legal rate pursuant
17 to Labor Code §§ 246(a),(b), which requires that "[a]n employee who, on or after July 1, 2015, works
18 in California for the same employer for 30 or more days within a year from the commencement of
19 employment is entitled to paid sick days. . . at the rate of not less than one hour per every 30 hours
20 worked, beginning at the commencement of employment." Labor Code § 246(l)(1) provides that paid
21 sick time for non-exempt employees must be "calculated in the same manner as the regular rate of
22 pay for the workweek in which the employee uses paid sick time, whether or not the employee
23 actually works overtime in that workweek."

24 30. Additionally, Labor Code § 246(l)(2) states that the paid sick time must be "calculated
25 by dividing the employee's total wages, not including overtime premium pay, by the employee's total
26 hours worked in the full pay periods of the prior 90 days of employment." Finally, Labor Code § 246(i)
27 requires employers to "provide an employee with written notice that sets forth the amount of paid
28 sick leave available, or paid time off leave an employer provides in lieu of sick leave, for use on either

1 the employee's itemized wage statement described in Section 226 or in a separate writing provided
2 on the designated pay date with the employee's payment of wages."

3 31. Here, at all relevant times, Defendant failed in its obligation to provide Plaintiff and
4 other non-exempt employees the legally required paid sick days at the legal rate, including all forms
5 of compensation, pursuant to Labor Code §§ 246(a), (b). As such, Defendant paid sick time below
6 the "regular rate of pay" as required by Labor Code §§ 246(l) (1-2).

7 32. Moreover, at all relevant times, Plaintiff and other non-exempt employees were denied
8 compliant and timely 30-minute off-duty meal periods as mandated by California law. Due to
9 Defendant's uniform meal period policies/practices, operational requirements, and work demands,
10 Plaintiff and other non-exempt employees often could not take timely and uninterrupted net 30-
11 minute first meal periods before the end of the fifth hour of work. Further, when Plaintiff and other
12 non-exempt employees worked more than 10.0 hours in a shift, they were not allowed and permitted
13 to take a mandated second meal period before the end of the tenth hour of work in violation of the
14 Labor Code and applicable Wage Orders. Indeed, Plaintiff's and other non-exempt employees' meal
15 periods were often interrupted and/or lasted fewer than 30 minutes due to Defendant's meal period
16 policies/procedures, operational requirements, and work demands.

17 33. In addition, for each missed or non-compliant meal period, Defendant failed and
18 continues to fail to maintain a mechanism by which non-exempt employees were paid meal period
19 premiums at the "regular rate of pay" pursuant to *Ferra v. Loews Hollywood Hotel, LLC* (2021) 11
20 5th 858 and Labor Code § 226.7.

21 34. Accordingly, due to Defendant's uniform meal period practices, non-exempt
22 employees were also regularly denied legally compliant meal periods in violation of Labor Code §§
23 226.7, 510, 516, and applicable Wage Orders.

24 35. Next, at all relevant times, Plaintiff and other non-exempt employees were not
25 provided with all 10-minute rest periods for every four hours worked, or a major fraction thereof, due
26 to Defendant's uniform rest period policies/practices, operational requirements and work demands.
27 As a result, Plaintiff and other non-exempt employees were and are often unable to take a net 10-
28 minute duty-free rest period for every major fraction of four hours worked. This includes a second

1 rest period for shifts in excess of six hours and a third rest period for shifts in excess of 10.0 hours in
2 a workday.

3 36. By not relieving all non-exempt employees of all duties during rest periods, Defendant
4 failed to provide legally compliant rest periods. See *Augustus v. ABM Security Services, Inc.* (2016)
5 2 Cal. 5th 257, 269 [concluding that “during rest periods employers must relieve employees of all
6 duties and relinquish control over how employees spend their time.”] (Emphasis added). In *Augustus*,
7 the California Supreme Court expressly rejected the employer’s assertion that it could provide an on-
8 duty rest period to employees who worked as security guards and further explained: “that employers
9 [must] relinquish any control over how employees spend their break time and relieve their employees
10 of all duties.” *Id.* at 273. Each time non-exempt employees could not take a compliant rest period;
11 Defendant failed and continues to fail to adequately pay rest period premium payments at the “regular
12 rate of pay” as required by Labor Code § 226.7.

13 37. Accordingly, due to Defendant’s uniform rest period policies/practices, non-exempt
14 employees were regularly denied legally compliant rest breaks in violation of Labor Code §§ 226.7,
15 512, and applicable Wage Orders.

16 38. Finally, as a result of Defendant’s failure to pay Plaintiff and other non-exempt
17 employees for all hours they were subject to the control of Defendant, including all minimum,
18 overtime and sick pay wages, and Defendant’s failure to pay all meal and rest period premiums at the
19 “regular rate of pay,” Defendant issued wage statements which failed to identify the gross wages
20 earned accurately, the total hours worked, the net wages earned, and the correct corresponding
21 number of hours worked at each hourly rate, in violation of Labor Code § 226(a)(1, 2, 5, and 9).

22 39. Labor Code § 226.3 provides that “[a]ny employer who violates subdivision (a) of
23 Section 226 shall be subject to a civil penalty in the amount of two hundred fifty dollars (\$250) per
24 employee per violation in an initial violation and one thousand dollars (\$1,000) per employee for
25 each violation in a subsequent citation, for which the employer fails to provide the employee a wage
26 deduction statement or fails to keep the required in subdivision (a) of Section 226.”

27 40. Thus, for the violations of Labor Code section 226 described above, Plaintiff and other
28 non-exempt employees may also recover Labor Code § 226.3 penalties for Defendant’s violations of

1 Labor Code § 226(a). Consequently, because Defendant failed to comply with Labor Code § 226(a),
2 Plaintiff and other non-exempt employees would be entitled to recover penalties under Labor Code §
3 226(e).

4 **CLASS ACTION ALLEGATIONS**

5 41. Plaintiff brings this action on behalf of herself and the following Classes pursuant to §
6 382 of the Code of Civil Procedure:

7 All current or former non-exempt hourly employees who work or worked
8 for Defendant in California during the four years immediately preceding the
filing of the Complaint through the date of trial. (the “Class”);

9 All current or former non-exempt employees who worked for Defendant in
10 California and worked overtime hours during at least one shift during the
11 four years immediately preceding the filing of the Complaint through the
date of trial. (“the Overtime Subclass”);

12 All current or former employees who work or worked for Defendant in
13 California during the one year immediately preceding the filing of the
14 Complaint through the date of trial. (“the Wage Statement Subclass”)

(collectively “the Classes”)

15 42. **Numerosity/Ascertainability:** The members of the Classes are so numerous that
16 joinder of all members would be unfeasible and not practicable. The membership of the Classes is
17 unknown to Plaintiff at this time; however, it is estimated that the Classes consist of at least one
18 hundred (100) individuals. The identity of such membership is readily ascertainable via inspection of
19 Defendant’s employment and payroll records.

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

- 24 1. Whether Defendant failed to record and pay for all hours worked by Class Members;
25 2. Whether Defendant failed to properly calculate the “regular rate of pay” for purposes of
26 paying overtime and sick pay wages to the members of the Class;
27 3. Whether Defendant provided legally compliant meal and rest periods or proper
28

1 compensation at the “regular rate of pay” in lieu thereof to members of the Class; and

2 4. Whether Defendant furnished legally compliant wage statements to members of the
3 Wage Statement Subclass pursuant to Labor Code § 226(a).

4 44. **Predominance of Common Questions:** Common questions of law and fact
5 predominate over questions that affect only individual members of the Classes. The common
6 questions of law set forth above are numerous and substantial and stem from Defendant’s policies
7 and/or practices applicable to each individual class member, such as without limitation, Defendant’s
8 failure to pay for all hours worked, Defendant’s failure to properly pay overtime and sick pay wages,
9 Defendant’s failure to provide all compliant meal and rest periods or premiums at the “regular rate of
10 pay” in lieu thereof, and Defendant’s failure to provide accurate itemized wage statements. As such,
11 the common questions predominate over individual questions concerning each class member’s
12 showing as to his or her eligibility for recovery or the amount of his or her damages.

13 45. **Typicality:** The claims of Plaintiff are typical of the claims of the Classes because
14 Plaintiff was employed by Defendant as a non-exempt employee in California during the statute(s)
15 of limitation applicable to each cause of action pled in the Complaint in this action. As alleged herein,
16 Plaintiff, like the members of the Classes, was deprived of minimum, overtime and sick pay wages,
17 was deprived of meal and rest period premium wages, was subject to Defendant’s uniform meal and
18 rest period policies/practices, and was not provided accurate itemized wage statements.

19 46. **Adequacy of Representation:** Plaintiff is fully prepared to take all necessary steps to
20 represent fairly and adequately the interests of the members of the Classes. Moreover, Plaintiff’s
21 attorneys are ready, willing, and able to fully and adequately represent the members of the Classes.
22 Plaintiff’s attorneys have prosecuted and are actively litigating several wage-and-hour class actions
23 in state and federal courts and are committed to vigorously prosecuting this action on behalf of the
24 members of the Classes.

25 47. **Superiority:** The California Labor Code is broadly remedial in nature and serves an
26 important public interest in establishing minimum working conditions and standards in California.
27 These laws and labor standards protect the average working employee from exploitation by
28 employers who have the responsibility to follow the laws and who may seek to take advantage of

1 superior economic and bargaining power in setting onerous terms and conditions of employment. The
2 nature of this action and the format of laws available to Plaintiff and members of the Classes make
3 the class action format a particularly efficient and appropriate procedure to redress the violations
4 alleged herein. If each employee were required to file an individual lawsuit, Defendant would
5 necessarily gain an unconscionable advantage since they could exploit and overwhelm the limited
6 resources of each individual plaintiff with their vastly superior financial and legal resources.

7 48. Moreover, requiring each member of the Classes to pursue an individual remedy would
8 also discourage the assertion of lawful claims by employees who would be disinclined to file an action
9 against their former and/or current employer for real and justifiable fear of retaliation and permanent
10 damages to their careers at subsequent employment. Further, the prosecution of separate actions by
11 the individual class members, even if possible, would create a substantial risk of inconsistent or
12 varying verdicts or adjudications with respect to the individual class members against Defendant
13 herein and which would establish potentially incompatible standards of conduct for Defendant; and/or
14 legal determinations with respect to individual class members which would, as a practical matter, be
15 dispositive of the interest of the other class members not parties to adjudications or which would
16 substantially impair or impede the ability of the class members to protect their interests. Further, the
17 claims of the individual members of the class are not sufficiently large to warrant vigorous individual
18 prosecution considering all of the concomitant costs and expenses attending thereto. As such, the
19 Classes identified in Paragraph 41 are maintainable as Classes under § 382 of the Code of Civil
20 Procedure.

21 **FIRST CAUSE OF ACTION**

22 **MINIMUM WAGE VIOLATIONS**

23 **(AGAINST ALL DEFENDANTS)**

24 49. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

25 50. Section 4 of the applicable Wage Order(s) and Labor Code §§ 1197 and 1182.12
26 establish the right of employees to be paid minimum wages for all hours worked, in amounts set by
27 state law. Labor Code §§ 1194(a) and 1194.2(a) provide that an employee who has not been paid the
28 legal minimum wage as required by Labor Code § 1197 may recover the unpaid balance together

1 with attorneys' fees and costs of suit, as well as liquidated damages in an amount equal to the unpaid
2 wages and interest accrued thereon.

3 51. At all relevant times herein, Defendant failed to record all time accurately worked,
4 including failing to record time worked properly and all time spent working off-the-clock performing
5 pre-shift tasks, which resulted in these individuals not being paid for all hours they actually suffered
6 or permitted to work. Accordingly, Plaintiff and members of the Classes were not compensated for
7 all hours worked, including all hours they were subject to the control of Defendant and/or suffered or
8 permitted to work under the Labor Code and applicable Wage Orders.

9 52. Labor Code § 1198 makes an employee's employment unlawful under conditions the
10 Industrial Welfare Commission prohibits. Labor Code §§ 1194(a) and 1194.2(a) provide that an
11 employer who has failed to pay its employees the legal minimum wage is liable to pay those
12 employees the unpaid balance of the unpaid wages as well as liquidated damages in an amount equal
13 to the wages due and interest thereon.

14 53. As a direct and proximate result of Defendant's unlawful conduct as alleged herein,
15 Plaintiff and the Classes have sustained economic damages, including but not limited to unpaid wages
16 and lost interest, in an amount to be established at trial, and they are entitled to recover economic and
17 statutory damages and penalties and other appropriate relief as a result of Defendant's violations of
18 the Labor Code and applicable Wage Orders.

19 54. Defendant's practice and uniform administration of corporate policy regarding illegal
20 employee compensation is unlawful and creates an entitlement to recovery by Plaintiff and members
21 of the Classes in a civil action for the unpaid amount of minimum wages, liquidated damages,
22 including interest thereon, statutory penalties, attorney's fees, and costs of suit according to Labor
23 Code §§ 204, 558, 1194 *et seq.*, 1197, 1198, and Code of Civil Procedure § 1021.5.

24 **SECOND CAUSE OF ACTION**

25 **FAILURE TO PAY ALL OVERTIME WAGES**

26 **(AGAINST ALL DEFENDANTS)**

27 55. Plaintiff re-alleges and incorporates all previous paragraphs by reference.

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1 56. This cause of action is brought pursuant to Labor Code §§ 204, 210, 510, 558, 1194,
2 and 1198, which provide that non-exempt employees are entitled to overtime wages for all overtime
3 hours worked and provide a private right of action for the failure to pay all overtime compensation
4 for overtime work performed.

5 57. At all times relevant herein, Defendant was required to properly pay Plaintiff and
6 members of the Overtime Subclass for all overtime hours worked pursuant to California Labor Code
7 § 1194 and the applicable Wage Orders.

8 58. Section 3 of the applicable Wage Order requires an employer to pay an employee “one
9 and one-half (1 1/2) times the employee’s regular rate of pay” for work in excess of 8 hours per
10 workday and/or in excess of 40 hours of work in the workweek. The same section also requires an
11 employer to pay an employee double the employee’s regular rate of pay for work in excess of twelve
12 hours each workday and/or for work in excess of 8 hours on the seventh consecutive day of work in
13 the workweek. Defendant caused Plaintiff to work overtime and hours but did not compensate
14 Plaintiff or members of the Overtime Subclass at one and one-half times their “regular rate of pay”
15 for such hours.

16 59. At all relevant times herein, Defendant failed to conform its pay practices to the
17 requirements of the law. This unlawful conduct includes, but is not limited to, Defendant’s failure to
18 pay for all hours properly worked off the clock as alleged herein above, and Defendant’s failure to
19 include all forms of compensation, including, but not limited to, stipends, shift pay, non-discretionary
20 bonuses, commissions, and incentive pay, in calculating the “regular rate of pay,” which resulted in
21 these individuals not being paid for all overtime hours worked.

22 60. The foregoing policies and practices are unlawful and create an entitlement to recovery
23 by Plaintiff and the members of the Overtime Subclass in a civil action for the unpaid amount of
24 overtime wages, including interest thereon, statutory penalties, attorney’s fees, and costs of suit
25 according to Labor Code §§ 204, 210, 510, 1194, and 1198, the applicable Wage Orders, and Code
26 of Civil Procedure § 1021.5.

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1 **THIRD CAUSE OF ACTION**

2 **MEAL PERIOD VIOLATIONS**

3 **(AGAINST ALL DEFENDANTS)**

4 61. Plaintiff re-alleges and incorporates all previous paragraphs by reference.

5 62. Plaintiff is informed and believes, and based thereon alleges, that Defendant failed in
6 its affirmative obligation to provide all of their hourly non-exempt employees, including Plaintiff and
7 members of the Class, with all required meal periods in accordance with the mandates of the
8 California Labor Code and applicable Wage Orders, for the reasons set forth in the Common
9 Allegations section of this Complaint.

10 63. Despite Defendant's violations, Defendant has not paid an additional hour of pay at
11 the "regular rate of pay" to Plaintiff and Class members at their respective regular rates of pay for
12 each violation, per California Labor Code § 226.7.

13 64. As a result, Defendant is responsible for paying premium compensation for meal
14 period violations, including interest thereon, statutory penalties, and costs of suit pursuant to the
15 applicable Wage Orders, Labor Code §§ 226.7, 512, and Civil Code §§ 3287(b) and 3289.

16 **FOURTH CAUSE OF ACTION**

17 **REST PERIOD VIOLATIONS**

18 **(AGAINST ALL DEFENDANTS)**

19 65. Plaintiff re-alleges and incorporates all previous paragraphs by reference.

20 66. Section 12 of the applicable Wage Orders and Labor Code §§ 226.7 and 516 establish
21 the right of non-exempt employees to be provided with a rest period of at least ten (10) minutes for
22 each four (4) hour period worked, or major fraction thereof.

23 67. Due to its unlawful rest period policy/practices and operational requirements/work
24 demands, Defendant did not authorize and permit Plaintiff and Class members to take all rest periods
25 to which they were legally entitled.

26 68. Despite Defendant's violations, Defendant has not paid an additional hour of pay at
27 the "regular rate of pay" to Plaintiff and Class members at their respective regular rates of pay for
28 each violation, per California Labor Code § 226.7.

1 69. The foregoing violations create an entitlement to recovery by Plaintiff and members
2 of the Class in a civil action for the unpaid amount of rest period premiums owing, including interest
3 thereon, statutory penalties, and costs of suit pursuant to the applicable Wage Orders, Labor Code §§
4 226.7 and 516, and Civil Code §§ 3287(b) and 3289.

5 **FIFTH CAUSE OF ACTION**

6 **FAILURE TO PAY ALL SICK TIME**

7 **(AGAINST ALL DEFENDANTS)**

8 70. Plaintiff re-alleges and incorporates all previous paragraphs by reference.

9 71. This cause of action is brought pursuant to Labor Code §§ 246, 558, 1194.2, 1197.1,
10 1198, and 1199 which provide that “[a]n employee who, on or after July 1, 2015, works in California
11 for the same employer for 30 or more days within a year from the commencement of employment is
12 entitled to paid sick days. . . at the rate of not less than one hour per every 30 hours worked, beginning
13 at the commencement of employment.”

14 72. At all times relevant herein, Defendant was required to properly pay Plaintiff and Class
15 members for all sick time pursuant to California Labor Code § 246 and the applicable Wage Orders.

16 73. Labor Code § 246(l)(1) provides that paid sick time for non-exempt employees must
17 be “calculated in the same manner as the regular rate of pay for the workweek in which the employee
18 uses paid sick time, whether or not the employee actually works overtime in that workweek.”
19 Additionally, Labor Code § 246(l)(2) states that the paid sick time must be “calculated by dividing
20 the employee’s total wages, not including overtime premium pay, by the employee’s total hours
21 worked in the full pay periods of the prior 90 days of employment.” Finally, Labor Code §246(i)
22 requires employers to “provide an employee with written notice that sets forth the amount of paid
23 sick leave available, or paid time off leave an employer provides in lieu of sick leave, for use on either
24 the employee’s itemized wage statement described in Section 226 or in a separate writing provided
25 on the designated pay date with the employee’s payment of wages.”

26 74. Defendant failed in its obligation to provide Plaintiff and the Class the legally required
27 paid sick days at the legal rate pursuant to Labor Code §§ 246(a), (b). Plaintiff and the Class members
28 were not paid at the correct “regular rate of pay.”

1 75. The foregoing policies and practices are unlawful and create an entitlement to recovery
2 by Plaintiff and the members of the Class in a civil action for the unpaid amount of wages, including
3 interest thereon, statutory penalties, attorney's fees, and costs of suit according to Labor Code §§ 246
4 1192, 1194 *et seq.*, 1197, 1198, the applicable Wage Orders, and Code of Civil Procedure § 1021.5.

5 **SIXTH CAUSE OF ACTION**

6 **FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS**

7 **(AGAINST ALL DEFENDANTS)**

8 76. Plaintiff re-alleges and incorporates all previous paragraphs by reference.

9 77. Labor Code 226(a) states in pertinent part the following:

10 “(a) An employer, semimonthly or at the time of each payment of wages,
11 shall furnish to his or her employee, either as a detachable part of the check,
12 draft, or voucher paying the employee's wages, or separately if wages are
13 paid by personal check or cash, an accurate itemized statement in writing
14 showing (1) gross wages earned, (2) total hours worked by the employee,
15 (3) the number of piece-rate units earned and any applicable piece rate if the
16 employee is paid on a piece-rate basis, (4) all deductions, provided that all
17 deductions made on written orders of the employee may be aggregated and
18 shown as one item, (5) net wages earned, (6) the inclusive dates of the
19 period for which the employee is paid, (7) the name of the employee and
20 only the last four digits of his or her social security number or an employee
21 identification number other than a social security number, (8) the name and
22 address of the legal entity that is the employer, and (9) all applicable hourly
23 rates in effect during the pay period and the corresponding number of hours
24 worked at each hourly rate by the employee.”

20 78. As set forth above, during the Class Period, Defendant issued and continues to issue
21 wage statements to its employees, including Plaintiff and members of the Wage Statement Subclass,
22 which are inadequate under Labor Code Section § 226(a).

23 79. As a result of Defendant's failure to pay Plaintiff and the Wage Statement Subclass
24 for all minimum, overtime and sick pay wages, and missed meal and rest period premiums at the
25 appropriate legal rate, Defendant failed to include required information on Plaintiff and the Wage
26 Statement Subclass' wage statements, including, but not limited to, the gross wages earned, the net
27 wages earned in violation of Labor Code section 226(a), (1,2,5, and 9).

28 80. Defendant's failure to comply with section 226(a) of the Labor Code was knowing

1 and intentional.

2 81. As a result of Defendant's issuance of inaccurate itemized wage statements to Plaintiff
3 and members of the Wage Statement Subclass in violation of section 226(a) of the California Labor
4 Code, Plaintiff and members of the Wage Statement Subclass are each entitled to recover an initial
5 penalty of \$50, and subsequent penalties of \$100, up to an amount not exceeding an aggregate penalty
6 of \$4,000 per Plaintiff and per every member of the Wage Statement Subclass from Defendant's
7 pursuant to section 226(e) of the Labor Code, costs and reasonable attorneys' fees.

8 **SEVENTH CAUSE OF ACTION**

9 **UNFAIR COMPETITION**

10 **(AGAINST ALL DEFENDANTS)**

11 82. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

12 83. Defendant has engaged and continues to engage in unfair and/or unlawful business
13 practices in California in violation of California Business and Professions Code § 17200 *et seq.*, by
14 failing to pay for all hours worked, by failing to pay all minimum, overtime and sick pay wages at
15 the proper legal rate, by failing to provide all legally required meal and rest periods or pay premium
16 payments at the "regular rate of pay" in lieu thereof, and by failing to provide accurate wage
17 statements.

18 84. Defendant's utilization of these unfair and/or unlawful business practices deprived
19 Plaintiff and continues to deprive members of the Classes of compensation to which they are legally
20 entitled, constitutes unfair and/or unlawful competition, and provides an unfair advantage over
21 Defendant's competitors who have been and/or are currently employing workers and attempting to
22 do so in honest compliance with applicable wage and hour laws.

23 85. Because Plaintiff is a victim of Defendant's unfair and/or unlawful conduct alleged
24 herein, Plaintiff, for herself and on behalf of the members of the Classes, seeks full restitution of
25 monies, as necessary and according to proof, to restore any and all monies withheld, acquired and/or
26 converted by Defendant pursuant to Business and Professions Code §§ 17203 and 17208.

27 86. The acts complained of herein occurred within the last four years immediately
28 preceding the filing of the Complaint in this action.

1 87. Plaintiff was compelled to retain the services of counsel to file this court action to
2 protect her interests and those of the Classes, to obtain restitution and injunctive relief on behalf of
3 Defendant's current hourly non-exempt employees, and to enforce important rights affecting the
4 public interest. Plaintiff has thereby incurred the financial burden of attorneys' fees and costs, which
5 she is entitled to recover under Code of Civil Procedure § 1021.5.

6 **EIGHTH CAUSE OF ACTION**
7 **PRIVATE ATTORNEYS GENERAL ACT**
8 **(AGAINST ALL DEFENDANTS)**

9 88. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

10 89. Defendant has committed several Labor Code violations against Plaintiff and other
11 similarly aggrieved employees. Plaintiff, an "aggrieved employee" within the meaning of Labor Code
12 § 2698 *et seq.*, acting on behalf of herself and other similarly aggrieved employees, brings this PAGA
13 representative action against Defendant to recover the civil penalties due to Plaintiff, other similarly
14 aggrieved employees, and the State of California according to proof pursuant to Labor Code § 2699
15 (a) and (f) including, but not limited to (1) \$100 for each initial violation and (2) \$200 for each
16 subsequent violation per employee per pay period for those violations of the Labor Code for which
17 no civil penalty is specifically provided based on the following Labor Code violations:

18 a) Failing to pay Plaintiff and similarly Aggrieve Employees for all minimum wages for
19 all hours worked or for which they were subject to the control of the employer;

20 b) Failing to pay Plaintiff and other similarly Aggrieved Employees all overtime and
21 sick pay wages at the appropriate premium rates in violation of Labor Code §§ 246, 510, 1194, 1197;

22 c) Failing to provide Plaintiff and other similarly Aggrieved Employees with all of their
23 statutorily mandated meal periods in violation of Labor Code §§ 204, 510, 1194 and 1198;

24 d) Failing to authorize and permit Plaintiff and other similarly Aggrieved employees
25 with all of their statutorily mandated rest periods in violation of Labor Code §§ 226.7 and 516; and

26 e) Failing to furnish Plaintiff and other similarly situated employees with complete,
27 accurate, itemized wage statements in violations of Labor Code § 226(a) and applicable Wage Orders.

90. On or about December 19, 2025, Plaintiff notified Defendant Pacific Powder Coating, Inc. (“Defendant”) and the California Labor and Workforce Development Agency (“LWDA”) via email of Defendant’s violations of the California Labor Code § 2698 *et seq.*, with respect to violations of the California Labor Code identified in Paragraph 89 (a)-(e). Now that the sixty-five days have passed from Plaintiff notifying Defendant of these violations, Plaintiff has exhausted her administrative requirements for bringing a claim under the Private Attorneys General Act with respect to these violations.

91. Plaintiff was compelled to retain the services of counsel to file this court action to protect her interests and the interests of similarly aggrieved employees, and to assess and collect the civil penalties owed by Defendant. Plaintiff has hereby incurred attorneys' fees and costs, which she is entitled to receive under California Labor Code § 2699.

PRAYER FOR RELIEF

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

1. For an order certifying the proposed Classes;
2. For an order appointing Plaintiff as representative of the Classes;
3. For an order appointing Counsel for Plaintiff as Counsel for the Classes;
4. Upon the First and Second Cause of Action for compensatory, consequential, general, and special damages according to proof pursuant to Labor Code §§ 204, 210, 510, 1194, 1197, 1197.1, and 1198 and reasonable attorneys' fees and costs;
5. Upon the Third Cause of Action, for compensatory, consequential, general, and special damages according to proof pursuant to Labor Code §§ 204, 210, 510, 1194, 1197, and 1198 and reasonable attorneys' fees and costs;
6. Upon the Third Cause of Action, for compensatory, consequential, general, and special damages according to proof pursuant to Labor Code §§ 226.7 and 512;
7. Upon the Fourth Cause of Action, for compensatory, consequential, general, and special damages according to proof pursuant to Labor Code §§ 226.7 and 516;
8. Upon the Fifth Cause of Action, for compensatory, consequential, general, and

1 special damages according to proof pursuant to Labor Code §§ 246, 558, 1194.2, 1198, and 1199;

2 9. Upon the Sixth Cause of Action, penalties pursuant to Labor Code § 226(a), and
3 reasonable costs and attorneys' fees;

4 10. Upon the Seventh Cause of Action, for restitution to Plaintiff and members of the
5 Classes of all money and/or property unlawfully acquired by Defendant by means of any acts or
6 practices declared by this Court to be in violation of Business and Professions Code § 17200 *et seq.*;

7 11. Upon the Eighth Cause of Action, for civil penalties due to Plaintiff, other similarly
8 Aggrieved Employees, and the State of California according to proof pursuant to Labor Code § 2699
9 (a) and (f) including, but not limited to: (1) \$100.00 for each initial violation and \$200 for each
10 subsequent violation per employee per pay period for those violations of the Labor Code for which
11 no civil penalty is specifically provided under the Labor Code, and for reasonable attorneys' fees and
12 costs;

13 12. Prejudgment interest on all due and unpaid wages pursuant to California Labor Code
14 § 218.6 and Civil Code §§ 3287 and 3289;

15 13. On all causes of action, for attorneys' fees and costs as provided by Labor Code §§
16 218.5, 226, 1194, Code of Civil Procedure § 1021.5; and

17 14. For such other relief that the Court may deem just and proper.

18
19 Dated: February 23, 2026

FALAKASSA LAW, P.C.
BOKHOUR LAW GROUP, P.C.

20
21
22 By: _____

Joshua Falakassa, Esq.

Mehrdad Bokhour, Esq.

Attorneys for Plaintiff and the Putative Classes

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PROOF OF SERVICE

STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the County of Los Angeles, State of California. I am over the age of eighteen years and not a party to the within action; my business address is 1901 Avenue of the Stars, Suite 520, Los Angeles, California 90067.

On February 23, 2026, I served the following document(s) described as **FIRST AMENDED CLASS AND PAGA ACTION COMPLAINT** on the interested parties in this action:

Alexander M. Medina, Esq.
alex@medinamckelvey.com
Christa A. Hall, Esq.
christa@medinamckelvey.com
MEDINA McKELVEY, LLP
925 Highland Pointe Drive, Suite 300
Roseville, California 95678

**Counsel for defendants
PACIFIC POWDER COATING, INC.**

BY ELECTRONIC SERVICE: I transmitted the above-referenced document(s) via electronic service provider First Legal to the person(s) identified above at the email address(es) indicated and did not, within a reasonable time after transmission, receive any message or communication indicating that delivery failed or that any other error had occurred which would delay or caused failure in transmission and delivery of the document and/or any attachments thereto.

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

Executed on February 23, 2026, at Los Angeles, California.

/s/ Carlos Garcia
Carlos Garcia